

SLOCCCD Governing Board 2025-2026 Board Self-Evaluation

Q1. The board is familiar with the Integrated Planning Manual, Strategic Plan, and Educational Master Plan.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	80.00% 4	20.00% 1	5	4.2

Comments

The Board discusses and is aware of items that are a part of each of the manuals/plans. The parts that are remaining the same or having some change are presented to the board for discussion, recommendation, and potential decision.

Annual reminders are useful.

I believe we are becoming more familiar with these documents as the alignment with accreditation efforts and potential future bond discussions continue.

Q2. The board fulfills its policy role; board policies are up-to-date and regularly reviewed.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	40.00% 2	60.00% 3	5	4.6

Comments

The policy review seems to be an almost monthly item to make sure they are up to date.

We had an extensive update of our board policies.

Q3. The board and the superintendent/president have a positive, cooperative relationship.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	40.00% 2	60.00% 3	5	4.6

Comments

The Board works well for the most part with the Superintendent/President. Any questions or disagreements are handled in a professional manner on both sides.

Appreciate the ability for interactive discussions with President Stearns.

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Q4. The board sets clear expectations for the superintendent/president.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	80.00% 4	20.00% 1	5	4.2

Comments

Agree somewhat. The problem occurs when some issues are not discussed until after the fact.

As indicated by the Superintendent/President's goals.

I believe we have done a good job refining the goals/expectations and continue to work with Dr. Stearns to identify key and timely goals for focus.

Q5. The board clearly delegates the administration of the college to the superintendent/president.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	20.00% 1	80.00% 4	5	4.8

Comments

The Superintendent/President is the Board's only employee. The administration of the college is clearly delegated to the Superintendent/President.

We are very clear about staying out of day-to-day operations but appreciate being informed of operational issues as needed.

Q6. The board is knowledgeable about the mission and purposes of the institution.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 5	5	5.0

No Comments

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Q7. The board adequately discusses the future direction of the college.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	20.00% 1	60.00% 3	20.00% 1	5	4.0

Comments

The Board discusses the future of programs and student access to those programs. How to achieve it is discussed. The Board needs to set aside more time to discuss this, maybe along with the development of the Facilities Master Plan. Through discussions on decisions in front of the board, we integrate a future direction; however, I believe we could be more intentional with discussions about the future to ensure clarity and that everyone is aligned.

Q8. The board bases its decisions in terms of what is best for students and the community.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	20.00% 1	80.00% 4	5	4.8

Comments

Absolutely!
We are very conscientious about this.

Q9. The board operates and makes decisions as a single entity.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	60.00% 3	40.00% 2	5	4.4

Comments

For the most part the Board works as a single entity. We might disagree and debate items, but when we reach a decision, we operate collectively.

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Q10. Board meetings are conducted in an orderly, efficient manner that allows for sufficient discussion.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 5	5	5.0

Comments

Yes, I definitely agree.

Q11. Meeting agenda items contain sufficient background information and recommendations to the board.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	60.00% 3	40.00% 2	5	4.4

Comments

The background information and recommendations are one of the reasons the meetings run so smoothly. All those who spend the time getting ready for the meetings receive kudos for the work they do.

True for most items.

Q12. The board has authorized policies to ensure the academic quality, integrity, and effectiveness of education programs, student services, and financial stability of the college.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	40.00% 2	60.00% 3	5	4.6

Comments

Reviewing policies and updating them assists in all mentioned above.

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Q13. The board understands and supports the accreditation process.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	60.00% 3	40.00% 2	0	4.4

Comments

The accreditation process has gone through some changes but the Board receives information on how the process is going so far and how it affects Cuesta College.

The Board would benefit from more discussion about the current process.

As a new board member, I have appreciated staff's continued update and information sharing about the accreditation process.

Q14. The board monitors performance related to its policies on employment processes.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	20.00% 1	80.00% 4	0.00% 0	5	3.8

Comments

The annual employee evaluation does not seem to be completed on time.

If this questions means how things are going in the hiring process that follows and utilizes the policies approved by the Board, then I agree. But the words "monitors performance" seems like the Board is in an evaluation mode of persons utilizing the employment process.

This protects the institution.

Q15. The board understands the district's budget and related financial documents.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	60.00% 3	40.00% 2	5	4.4

Comments

They are complicated but are explained in an understandable manner that is appreciated.

We review the reports, annual budget, and accompanying narrative along with annual audits and other fiscal reporting we receive.

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Q16. The board requires and understands the issues associated with long-range fiscal planning.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	20.00% 1	80.00% 4	5	4.8

Comments

To plan and provide for the future of Cuesta College and its students, long-range fiscal planning is necessary.

Q17. The board has policies and requires adequate participation in decision-making within the institution.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	60.00% 3	40.00% 2	5	4.4

Comments

The Board is the final decision making body when presented with items to approve or not.

Q18. The board is knowledgeable about community and regional needs and expectations.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	40.00% 2	60.00% 3	5	4.6

Comments

It's important to be at community events if possible. Listening and speaking with the diverse community helps Board members to know what is needed and expected. I think the Board does its best to be out in the communities around the County.

Some more than others.

All five members have deep ties and connections to their respective communities and bring timely insight to discussions.

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Q19. Board members keep the superintendent/president informed of community contacts that are or may be potentially beneficial to the district.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	60.00% 3	40.00% 2	5	4.4

Comments

Definitely agree.

Q20. The board is committed to protecting the public interest.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 5	5	5.0

Comments

The public needs to remain interested and supportive of Cuesta College. The Board has opportunity to keep the public aware of Cuesta and its support of students.

Q21. The board has an ongoing program for board development.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	40.00% 2	60.00% 3	5	4.6

Comments

The Board attends updates on the Brown Act, ethics training, and has opportunity to attend conferences and workshops. The trainings we receive both internal and via external sources (conferences, etc.) are helpful.

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Q22. The board bases its decisions upon all available facts in each situation.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	60.00% 3	40.00% 2	5	4.4

Comments

Due to being provided with information prior to the meetings, the Board can base its decisions on available facts.

Q23. The board defined and attained its goals for 2025-2026.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	20.00% 1	80.00% 4	0	4.8

Comments

On the whole, the Board has defined and attained its goals.

Q24. The board goals have proven effective.

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Weighted Average
0.00% 0	0.00% 0	0.00% 0	40.00% 2	60.00% 3	5	4.6

No Comments

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Q25. Identify any new or ongoing goals/initiatives that the board should adopt for 2026-2027.

Continue to identify the need for programs that serve the community.

Bachelor's degrees in nursing and teaching; South County Campus.

Need to monitor development of academic programming in South County.

N/A

1) Tracking emerging industry needs within the region and 2) Preparation and support for the impending accreditation process.

Q26. Identify any area(s) that require(s) improvement or additional focus/attention.

Enrollment.

Bachelor's degrees in nursing and teaching; avionics/aviation.

Continue to receive updates on Campus Climate and offer new survey.

Four-year degrees.

N/A

Q27. Stipulate (an) appropriate action step(s) that would provide improvement or facilitate emphasis on activities associated with your statement in item (Q26).

Enrollment- Address the lack of support for the college athletic sports.

Bachelor's Degrees- Continue working with Cal Poly on the teaching degree; advocate for bachelor's degrees in nursing with the state legislature.

Campus Climate- New climate survey. Monitor Facilities Master Plan. Reports on facilities build out on SLO Campus and South County.

Four-year degrees- Set a numerical goal on the addition of X number of four-year degree(s) by XX date.

N/A