

**CUESTA COLLEGE
SUPERINTENDENT/PRESIDENT
GOALS 2010
Board Evaluation**

1. Planning

- Complete Strategic Plan which integrates college goals, planning, resource allocation, and assessment by June 1.

	X X X X	
Exceeds Expectations	Meets Expectations	Needs Improvement
<p>Comments: Dr. Stork has done a good job in keeping the focus on this important planning effort, and in balancing the multiple stakeholder interests to ensure alignment, which can be a challenging task.</p> <p>Comments: This is a very challenging endeavor and the budget it a major obstacle, I hope Dr. Stork would be candid and let us know if additional assistance is needed.</p> <p>Comments: Great progress has been made in this area over the past year. The Strategic plan is an ongoing document and there will always be changes/updates that need to be made. I compliment all the "Cuesta folks" working on the Strategic plan. They have shown tremendous dedication to the plan — thanks to the leadership of Dr. Stork</p>		

- Provide leadership for the restructuring of the college governance system that supports the implementation of the strategic plan and decision-making processes by June 1.

X X X	X	
Exceeds Expectations	Meets Expectations	Needs Improvement
<p>Comments: The change in the structure of the key committees and the off site meetings and leadership retreats have been a noticeable improvement.</p> <p>Comments: He is an excellent leader.</p> <p>Comments: Dr. Stork has and continues to do outstanding leadership in restructuring the college governance system that supports the implementation of the strategic plan and decision-making. He has given employees instruction of their responsibilities and deadlines. Everyone knows their role in the strategic plan.</p>		

2. **Finance**

- Assure that the district presents a balanced 2011-2012 budget to the Board of Trustees in September.

X	X X X	
Exceeds Expectations	Meets Expectations	Needs Improvement
<p>Comments: Dr. Stork has been adept in managing through one of the most difficult budgeting and resource constrained periods in the college's history. I appreciate his leadership in guiding the college through this process including the needed reductions in a very sensitive and effective manner. This is an extremely difficult goal in light of the state's lack of funding.</p> <p>Comments: A balanced budget has been presented to the Board however our funding seems to change daily. A balanced budget presented today will change tomorrow. I appreciate the information based on real world timing and availability in the April Board packet.</p>		

- Provide leadership to evaluate and modify the scope of programs and services offered by the college that supports the core mission and within the available economic resources by August.

X X X X		
Exceeds Expectations	Meets Expectations	Needs Improvement
<p>Comments: I appreciate the work Dr. Stork has done to keep the college focused on our core mission, even when painful, and often unpopular, reductions are required in non-core areas.</p> <p>Comments: This has been difficult Dr. Stork has shown outstanding leadership in evaluating and modifying the scope of programs and services offered by the college and still support the core mission with available economic resources. He has made decisions and stuck by them in spite of all the criticism.</p>		

3. **Litigation/Compliance**

- Provide leadership to resolve current outstanding grievances, complaints, and litigation issues.

X	X X X	
Exceeds Expectations	Meets Expectations	Needs Improvement
<p>Comments: Very good progress here, keep up the good work.</p> <p>Comments: We've had more than our share of grievances, complaints and litigation in the past year or so. Dr. Stork has handled them with decorum and not been "bullied" into making decisions that were not in the best interest of the College just to make them go away.</p>		

- Provide leadership to resolve the outcome of the Office for Civil Rights investigation of the Title IX complaint relative to the college's athletic program by April.

X X X X		
Exceeds Expectations	Meets Expectations	Needs Improvement
<p>Comments: Dr. Stork has provided strong leadership on this issue. Keep up the good effort. Hopefully a response from OCR this year will put the issue to rest.</p> <p>Comments: I believe he understands all aspects of this investigation and he is doing what is in Cuesta's, as well as other college's best interest.</p> <p>Comments: There is nothing more Dr. Stork can do in this matter when OCR does not communicate their decision. He has said he will abide by the decision of the OCR.</p>		

- Provide the leadership necessary to bring the college into full compliance with the Accrediting Commission for Community and Junior Colleges in order to maintain our accredited status by October.

X	X X X	
Exceeds Expectations	Meets Expectations	Needs Improvement
<p>Comments: Good work, still ongoing. I appreciate the regular communication and updates on what Dr. Stork is hearing in between the formal communications from ACCJC.</p> <p>Comments: I get the feeling that one or more of the VP's are not up to the task but that Dr Stork is working with them, hopefully it is not in vain.</p> <p>Comments: This has been difficult with the shortage of personnel and funding. Dr. Stork's leadership has given direction and the burden of the accreditation does not fall on one individuals back — it is the</p>		

responsibility of all Cuesta employees to bring us into compliance. The employees appear to be working as a team rather than finger pointing.

4. Personnel

- Bring to the Board a recommendation for the Executive Director for Human Resources and Labor Relations by May.

	X X X X	
Exceeds Expectations	Meets Expectations	Needs Improvement
<p>Comments: Bill Benjamin seems to be doing well and is getting up to speed quickly.</p> <p>Comments: How do I know that?</p>		

- Bring to the Board a recommendation for the Dean of Academic Affairs, Workforce and Economic Development by May.

X	X X X	
Exceeds Expectations	Meets Expectations	Needs Improvement
<p>Comments: Very positive to have this position as well as the HR and Public Safety position filled on a permanent basis as planned.</p>		

- Bring to the Board a recommendation for the Director of Public Safety/Chief of Police by July.

X X	X X	
Exceeds Expectations	Meets Expectations	Needs Improvement
<p>Comments: Same as above.</p> <p>Comments: This has been a difficult position to fill. I applaud Dr. Stork's efforts in pursuing this position until he found the "right" person.</p>		

5. Community Connection

- Work with Institutional Advancement to provide high visibility in the district's communities representing Cuesta College.

X X X X		
Exceeds Expectations	Meets Expectations	Needs Improvement
<p>Comments: Dr. Stork is doing an excellent job representing the college to the external stakeholders and community at large! Keep up the great work here.</p> <p>Comments: Everyone in the community loves Dr Stork and the Foundation is behind him 100%, they will work very hard to support him.</p> <p>Comments: This is Dr. Stork's strongest asset. Since he has been Sup/Pres Cuesta's presence in the District's communities has grown tremendously. Many former supporters who had left Cuesta are back.</p> <p>Comments: Excellent.</p>		

- Work with the Foundation to identify the college's greatest needs and to cultivate appropriate private gift support to meet these needs.

X X X	X	
Exceeds Expectations	Meets Expectations	Needs Improvement
<p>Comments: I've noticed an improvement in the Foundation support and major gifts as a result of Dr. Stork's active involvement in this area.</p> <p>Comments: Excellent.</p>		

Superintendent/President 2012-2013 Goals Evaluation

#1

COMPLETE



PAGE 2: Planning

Q1: Monitor the planning calendar and make regular update reports regarding the progress made in the Integrated Planning process.

(no label)

Meets Expectation

Q2: Provide leadership implementing the Decision-Making Handbook.

(no label)

Meets Expectation

Q3: Provide leadership for the revision and implementation of the Board Development Plan. (Monthly)

(no label)

Meets Expectation

Q4: Continue to assess the viability of developing a South County Center.

(no label)

Meets Expectation

Q5: Provide leadership in developing an updated North County Campus facilities plan. (April)

(no label)

Meets Expectation

Q6: Provide leadership in recognizing Cuesta College's 50th anniversary. (June)

(no label)

Meets Expectation

Q7: Provide leadership for the internal discussion of the feasibility of pursuing a General Obligation Bond in November 2014 or beyond (May).

(no label)

Meets Expectation

PAGE 3: Accreditation

Q8: Provide leadership for the implementation for any recommendations stemming from the Commission's action on the Show Cause Report and/or Visiting Team Report. (February)

(no label)

Exceeds Expectation

Q9: Provide leadership and direction for the development of the 2014 Comprehensive Accreditation Self Evaluation. (May)

(no label)

Meets Expectation

PAGE 4: Finance

Q10: Assure that the district presents a balanced 2012-2013 budget to the Board of Trustees for approval. (September).

(no label)

Meets Expectation

Superintendent/President 2012-2013 Goals Evaluation

Q11: Provide leadership to evaluate and modify the scope of programs and services offered by the college that supports the core mission and can be managed within the available economic resources. (February)

(no label)

Meets Expectation

Q12: Provide leadership to explore and secure additional revenue sources to help offset state funding shortfalls. (Ongoing)

(no label)

Meets Expectation

PAGE 5: Litigation / Compliance

Q13: Provide leadership to resolve current outstanding grievances, complaints, and litigation issues. (Ongoing)

(no label)

Meets Expectation

Q14: Provide leadership to finalize Title IX compliance plan issues for the athletic program. (January)

(no label)

Exceeded Expectation

PAGE 6: Personnel

Q15: Bring to the Board a recommendation for the Assistant Superintendent/Vice President, Academic Affairs. (June)

(no label)

Meets Expectation

Q16: Bring to the Board a recommendation for the Assistant Superintendent/Vice President, Student Services and College Centers. (June)

(no label)

Meets Expectation

Q17: Provide leadership to prepare the college for and necessary processes needed to execute possible employee layoffs and/or workload reductions. (Ongoing)

(no label)

Exceeded Expectation

Q18: Provide leadership to evaluate the effectiveness of the new administrative structure and reorganization. (May)

(no label)

Meets Expectation

Q19: Provide leadership for college leadership development and leadership succession planning. (Ongoing)

(no label)

Meets Expectation

PAGE 7: Community Connection

Q20: Work with Institutional Advancement to provide high visibility in the district's communities representing Cuesta College. (Ongoing)

(no label)

Exceeded Expectation

Q21: Work with the Foundation to identify the college's greatest needs and to cultivate appropriate private gift support to meet these needs. (Ongoing)

(no label)

Exceeded Expectation

#2

COMPLETE



PAGE 2: Planning

Q1: Monitor the planning calendar and make regular update reports regarding the progress made in the Integrated Planning process.

(no label)

Meets Expectation

Comments

The integrated planning manual is a major achievement as well as the completion and implementation of the initiatives in the operational plans. This will be aptly demonstrated with removal of sanction in the next accreditation visit.

Q2: Provide leadership implementing the Decision-Making Handbook.

(no label)

Exceeded Expectation

Comment

Again, a major achievement in leading and inspiring many segments of faculty and staff. Good participatory procedures followed.

Q3: Provide leadership for the revision and implementation of the Board Development Plan. (Monthly)

(no label)

Meets Expectation

Q4: Continue to assess the viability of developing a South County Center.

(no label)

Meets Expectation

Comment

The goal has been to reduce the program and the costs. The assessment seems to be that a South County Center is not viable--other than to continue as is; i.e., offer classes at LMUSD facilities after hours.

Q5: Provide leadership in developing an updated North County Campus facilities plan. (April)

(no label)

Exceeded Expectation

Comment

In a time of decreased funding and increased need for NCC improvements, the Pres/Supt has prodded this effort with excellent results.

Q6: Provide leadership in recognizing Cuesta College's 50th anniversary. (June)

(no label)

Meets Expectation

Q7: Provide leadership for the internal discussion of the feasibility of pursuing a General Obligation Bond in November 2014 or beyond (May).

(no label)

Meets Expectation

PAGE 3: Accreditation

Superintendent/President 2012-2013 Goals Evaluation

Q8: Provide leadership for the implementation for any recommendations stemming from the Commission's action on the Show Cause Report and/or Visiting Team Report. (February)

(no label)

Exceeds Expectation

Comment

The District required exactly the kind of leader we have in Dr. Stork to inspire, coalesce, effect change and direct attention and action to the complexity of issues facing the College.

Q9: Provide leadership and direction for the development of the 2014 Comprehensive Accreditation Self Evaluation. (May)

(no label)

Meets Expectation

PAGE 4: Finance

Q10: Assure that the district presents a balanced 2012-2013 budget to the Board of Trustees for approval. (September).

(no label)

Meets Expectation

Q11: Provide leadership to evaluate and modify the scope of programs and services offered by the college that supports the core mission and can be managed within the available economic resources. (February)

(no label)

Meets Expectation

Q12: Provide leadership to explore and secure additional revenue sources to help offset state funding shortfalls. (Ongoing)

(no label)

Exceeded Expectation

Comment

Dr. Stork's leadership in our external communities has set the standard and led the way for exceptional donor support to college programs, services and students.

PAGE 5: Litigation / Compliance

Q13: Provide leadership to resolve current outstanding grievances, complaints, and litigation issues. (Ongoing)

(no label)

Meets Expectation

Q14: Provide leadership to finalize Title IX compliance plan issues for the athletic program. (January)

(no label)

Meets Expectation

PAGE 6: Personnel

Q15: Bring to the Board a recommendation for the Assistant Superintendent/Vice President, Academic Affairs. (June)

(no label)

Meets Expectation

Q16: Bring to the Board a recommendation for the Assistant Superintendent/Vice President, Student Services and College Centers. (June)

(no label)

Meets Expectation

Q17: Provide leadership to prepare the college for and necessary processes needed to execute possible employee layoffs and/or workload reductions. (Ongoing)

(no label)

Meets Expectation

Superintendent/President 2012-2013 Goals Evaluation

Q18: Provide leadership to evaluate the effectiveness of the new administrative structure and reorganization. (May)

(no label)

Meets Expectation

Q19: Provide leadership for college leadership development and leadership succession planning. (Ongoing)

(no label)

Meets Expectation

PAGE 7: Community Connection

Q20: Work with Institutional Advancement to provide high visibility in the district's communities representing Cuesta College. (Ongoing)

(no label)

Exceeded Expectation

Comment

Dr. Stork's leadership is highly regarded throughout the District and he has returned the college's fine reputation and stature in San Luis Obispo County

Q21: Work with the Foundation to identify the college's greatest needs and to cultivate appropriate private gift support to meet these needs. (Ongoing)

(no label)

Meets Expectation

#3

COMPLETE



PAGE 2: Planning

Q1: Monitor the planning calendar and make regular update reports regarding the progress made in the Integrated Planning process.

(no label)

Meets Expectation

Comments

This has been a very helpful part of tracking our progress towards completion of key item associated with Integrated Planning.

Q2: Provide leadership implementing the Decision-Making Handbook.

(no label)

Exceeded Expectation

Comment

I feel this was a key item for accreditation and more importantly for the college as a whole to understand clearly how decisions are made and for certain decisions, by whom.

Q3: Provide leadership for the revision and implementation of the Board Development Plan. (Monthly)

(no label)

Meets Expectation

Q4: Continue to assess the viability of developing a South County Center.

(no label)

Meets Expectation

Comment

We could be more clear to external parties that we are not pursuing a South County "campus."

Q5: Provide leadership in developing an updated North County Campus facilities plan. (April)

(no label)

Exceeded Expectation

Comment

I appreciate the leadership on this and as it relates to the modular structures.

Q6: Provide leadership in recognizing Cuesta College's 50th anniversary. (June)

(no label)

Exceeded Expectation

Comment

Excellent leadership, planning and execution.

Q7: Provide leadership for the internal discussion of the feasibility of pursuing a General Obligation Bond in November 2014 or beyond (May).

(no label)

Meets Expectation

Comment

Good progress on this especially given the sensitivities of accreditation and balancing the need to move forward on a tight timeline.

PAGE 3: Accreditation

Superintendent/President 2012-2013 Goals Evaluation

Q8: Provide leadership for the implementation for any recommendations stemming from the Commission's action on the Show Cause Report and/or Visiting Team Report. (February)

(no label)

Exceeds Expectation

Comment

Doing well and making very strong progress, still not completely off sanction yet, but moving in the right direction and up two levels from show cause.

Q9: Provide leadership and direction for the development of the 2014 Comprehensive Accreditation Self Evaluation. (May)

(no label)

Meets Expectation

PAGE 4: Finance

Q10: Assure that the district presents a balanced 2012-2013 budget to the Board of Trustees for approval. (September).

(no label)

Meets Expectation

Q11: Provide leadership to evaluate and modify the scope of programs and services offered by the college that supports the core mission and can be managed within the available economic resources. (February)

(no label)

Exceeded Expectation

Comment

Very tough and challenging but well developed with broad involvement and input, and met the goal of providing a re-sizing of the college to live within our means, and a five year budget for planning stability.

Q12: Provide leadership to explore and secure additional revenue sources to help offset state funding shortfalls. (Ongoing)

(no label)

Meets Expectation

Comment

Making progress.

PAGE 5: Litigation / Compliance

Q13: Provide leadership to resolve current outstanding grievances, complaints, and litigation issues. (Ongoing)

(no label)

Meets Expectation

Comment

Progress in addressing tough issues, but we haven't resolved certain key items to date.

Q14: Provide leadership to finalize Title IX compliance plan issues for the athletic program. (January)

(no label)

Exceeded Expectation

Comment

Nice to have this behind us.

PAGE 6: Personnel

Q15: Bring to the Board a recommendation for the Assistant Superintendent/Vice President, Academic Affairs. (June)

(no label)

Meets Expectation

Comment

Good process and recommendation!

Superintendent/President 2012-2013 Goals Evaluation

Q16: Bring to the Board a recommendation for the Assistant Superintendent/Vice President, Student Services and College Centers. (June)

(no label)

Exceeded Expectation

Comment

Good process and recommendation!

Q17: Provide leadership to prepare the college for and necessary processes needed to execute possible employee layoffs and/or workload reductions. (Ongoing)

(no label)

Exceeded Expectation

Q18: Provide leadership to evaluate the effectiveness of the new administrative structure and reorganization. (May)

(no label)

Did Not Meet Expectation

Comment

Not sure how this is being evaluated and/or results on effectiveness. Could be I'm just not aware of it or not recognizing it.

Q19: Provide leadership for college leadership development and leadership succession planning. (Ongoing)

(no label)

Meets Expectation

Comment

Good progress below the president level, but we need to write it down for all key leadership positions.

PAGE 7: Community Connection

Q20: Work with Institutional Advancement to provide high visibility in the district's communities representing Cuesta College. (Ongoing)

(no label)

Meets Expectation

Q21: Work with the Foundation to identify the college's greatest needs and to cultivate appropriate private gift support to meet these needs. (Ongoing)

(no label)

Meets Expectation

#4

COMPLETE



PAGE 2: Planning

Q1: Monitor the planning calendar and make regular update reports regarding the progress made in the Integrated Planning process.

(no label) Meets Expectation

Q2: Provide leadership implementing the Decision-Making Handbook.

(no label) Meets Expectation

Q3: Provide leadership for the revision and implementation of the Board Development Plan. (Monthly)

(no label) Meets Expectation

Q4: Continue to assess the viability of developing a South County Center.

(no label) Meets Expectation

Q5: Provide leadership in developing an updated North County Campus facilities plan. (April)

(no label) Meets Expectation

Q6: Provide leadership in recognizing Cuesta College's 50th anniversary. (June)

(no label) Meets Expectation

Q7: Provide leadership for the internal discussion of the feasibility of pursuing a General Obligation Bond in November 2014 or beyond (May).

(no label) Meets Expectation

PAGE 3: Accreditation

Q8: Provide leadership for the implementation for any recommendations stemming from the Commission's action on the Show Cause Report and/or Visiting Team Report. (February)

(no label) Exceeds Expectation

Comment

Dr. Stork has recognized the Board's direction that this receive the highest priority, and has gone above and beyond in responding to the Commission at every turn. He has absolutely demonstrated his commitment and understanding of the importance of his leadership in the college community and beyond by anticipating the direction of the Board and providing all the information and follow-through that has been needed.

Q9: Provide leadership and direction for the development of the 2014 Comprehensive Accreditation Self Evaluation. (May)

(no label) Meets Expectation

Superintendent/President 2012-2013 Goals Evaluation

PAGE 4: Finance

Q10: Assure that the district presents a balanced 2012-2013 budget to the Board of Trustees for approval. (September).

(no label)

Meets Expectation

Q11: Provide leadership to evaluate and modify the scope of programs and services offered by the college that supports the core mission and can be managed within the available economic resources. (February)

(no label)

Meets Expectation

Q12: Provide leadership to explore and secure additional revenue sources to help offset state funding shortfalls. (Ongoing)

(no label)

Exceeded Expectation

Comment

Dr. Stork has been extremely active with the Foundation, and his understanding of the importance of community relations and being seen out in the community is excellent (which is key to resource development and donor cultivation). He also has actively encouraged efforts by the Foundation and the Trustees to affect the "big picture" in Sacramento. His identification of the "Cuesta Promise" program and leadership in devising an appropriate structure to bring this to fruition is an example of how he has exceeded our expectations.

PAGE 5: Litigation / Compliance

Q13: Provide leadership to resolve current outstanding grievances, complaints, and litigation issues. (Ongoing)

(no label)

Meets Expectation

Q14: Provide leadership to finalize Title IX compliance plan issues for the athletic program. (January)

(no label)

Meets Expectation

PAGE 6: Personnel

Q15: Bring to the Board a recommendation for the Assistant Superintendent/Vice President, Academic Affairs. (June)

(no label)

Exceeded Expectation

Comment

Dr. Stork exceeded our expectations by not only bringing a successful candidate to the Board for approval, but he provided staff development opportunities and encouragement in order to fill the position with an extremely qualified internal candidate.

Q16: Bring to the Board a recommendation for the Assistant Superintendent/Vice President, Student Services and College Centers. (June)

(no label)

Exceeded Expectation

Comment

Dr. Stork exceeded our expectations by not only bringing a successful candidate to the Board for approval, but he provided staff development opportunities and encouragement in order to fill the position with an extremely qualified internal candidate.

Superintendent/President 2012-2013 Goals Evaluation

Q17: Provide leadership to prepare the college for and necessary processes needed to execute possible employee layoffs and/or workload reductions. (Ongoing)

(no label)

Meets Expectation

Q18: Provide leadership to evaluate the effectiveness of the new administrative structure and reorganization. (May)

(no label)

Meets Expectation

Q19: Provide leadership for college leadership development and leadership succession planning. (Ongoing)

(no label)

Meets Expectation

Comment

At some point we are going to have to have to have the discussion about including succession planning for the President/Superintendent position as well as other internal positions.

PAGE 7: Community Connection

Q20: Work with Institutional Advancement to provide high visibility in the district's communities representing Cuesta College. (Ongoing)

(no label)

Exceeded Expectation

Comment

Dr. Stork's willingness to represent Cuesta in the community in a positive, engaging light always exceeds our expectations.

Q21: Work with the Foundation to identify the college's greatest needs and to cultivate appropriate private gift support to meet these needs. (Ongoing)

(no label)

Meets Expectation

Superintendent/President 2012-2013 Goals Evaluation

#5

COMPLETE



PAGE 2: Planning

Q1: Monitor the planning calendar and make regular update reports regarding the progress made in the Integrated Planning process.

(no label)

Exceeded Expectation

Q2: Provide leadership implementing the Decision-Making Handbook.

(no label)

Meets Expectation

Q3: Provide leadership for the revision and implementation of the Board Development Plan. (Monthly)

(no label)

Meets Expectation

Q4: Continue to assess the viability of developing a South County Center.

(no label)

Meets Expectation

Q5: Provide leadership in developing an updated North County Campus facilities plan. (April)

(no label)

Exceeded Expectation

Q6: Provide leadership in recognizing Cuesta College's 50th anniversary. (June)

(no label)

Exceeded Expectation

Q7: Provide leadership for the internal discussion of the feasibility of pursuing a General Obligation Bond in November 2014 or beyond (May).

(no label)

Meets Expectation

PAGE 3: Accreditation

Q8: Provide leadership for the implementation for any recommendations stemming from the Commission's action on the Show Cause Report and/or Visiting Team Report. (February)

(no label)

Exceeds Expectation

Q9: Provide leadership and direction for the development of the 2014 Comprehensive Accreditation Self Evaluation. (May)

(no label)

Meets Expectation

PAGE 4: Finance

Q10: Assure that the district presents a balanced 2012-2013 budget to the Board of Trustees for approval. (September).

(no label)

Exceeded Expectation

Superintendent/President 2012-2013 Goals Evaluation

Q11: Provide leadership to evaluate and modify the scope of programs and services offered by the college that supports the core mission and can be managed within the available economic resources. (February)

(no label)

Exceeded Expectation

Q12: Provide leadership to explore and secure additional revenue sources to help offset state funding shortfalls. (Ongoing)

(no label)

Meets Expectation

PAGE 5: Litigation / Compliance

Q13: Provide leadership to resolve current outstanding grievances, complaints, and litigation issues. (Ongoing)

(no label)

Exceeded Expectation

Q14: Provide leadership to finalize Title IX compliance plan issues for the athletic program. (January)

(no label)

Exceeded Expectation

PAGE 6: Personnel

Q15: Bring to the Board a recommendation for the Assistant Superintendent/Vice President, Academic Affairs. (June)

(no label)

Exceeded Expectation

Q16: Bring to the Board a recommendation for the Assistant Superintendent/Vice President, Student Services and College Centers. (June)

(no label)

Exceeded Expectation

Q17: Provide leadership to prepare the college for and necessary processes needed to execute possible employee layoffs and/or workload reductions. (Ongoing)

(no label)

Exceeded Expectation

Q18: Provide leadership to evaluate the effectiveness of the new administrative structure and reorganization. (May)

(no label)

Meets Expectation

Q19: Provide leadership for college leadership development and leadership succession planning. (Ongoing)

(no label)

Exceeded Expectation

PAGE 7: Community Connection

Q20: Work with Institutional Advancement to provide high visibility in the district's communities representing Cuesta College. (Ongoing)

(no label)

Exceeded Expectation

Q21: Work with the Foundation to identify the college's greatest needs and to cultivate appropriate private gift support to meet these needs. (Ongoing)

(no label)

Exceeded Expectation