

Kern Community College District
 Bakersfield College
 Cerro Coso Community College
 Porterville College
 2013

TRUSTEE EVALUATION

The Board evaluation procedure allows each individual Board member to self-evaluate a particular factor of Board knowledge or behavior. It also provides the Board member an opportunity to evaluate his/her perception of the knowledge or behavior of the Board as a whole. The Board's own Code of Conduct and Code of Ethics are used as the basis of evaluation.

Rating Scale:

- 1 Minimal**
- 2 Marginal/Below Average**
- 3 Average**
- 4 Above Average**
- 5 Exceptional**

Each member of the Board of Trustees shall endeavor to:

SELF		BOARD AS A WHOLE
1.	1 2 3 4 5	Attend all scheduled Board meetings insofar as possible and become informed concerning the issues to be considered at those meetings.
		1 2 3 4 5
2.	1 2 3 4 5	Conduct all District business in open meetings unless, in the judgment of the Board and only for those purposes permitted by the open meetings laws of our state, it is deemed more appropriate to hold a closed meeting.
		1 2 3 4 5
3.	1 2 3 4 5	Hold confidential all matters discussed in closed sessions of the Board.
		1 2 3 4 5
4.	1 2 3 4 5	Uphold implement, and enforce all laws, rules, regulations, court orders, and standards pertaining to the District, and bring needed change only through legal and ethical procedures, through enactment of policies, monitoring of activities, and appointment of administrative personnel.
		1 2 3 4 5
5.	1 2 3 4 5	Recognize and understand that the trustee's basic function is policy making, not administrative.
		1 2 3 4 5

	SELF		BOARD AS A WHOLE
6.	1 2 3 4 5	Approach all Board related discussion, decision making and voting from an unbiased perspective and in a non-discriminatory manner.	1 2 3 4 5
7.	1 2 3 4 5	Establish and support programs which ensure students, employees, and the public that the District does not discriminate on the basis of race, creed, color, religion, sex, age, marital status, national origin, sexual orientation, or disability in its employment practices and that the District commit to comply with all applicable federal and state laws, regulations and orders.	1 2 3 4 5
8.	1 2 3 4 5	Help the community understand the importance of proper support for the District, whether it be in providing adequate finance, optimum facilities, staffing and resources or better educational programs for the students.	1 2 3 4 5
9.	1 2 3 4 5	Support the Districts' fundraising efforts through personal giving in accordance with one's means and willingness to share in the solicitation of others.	1 2 3 4 5
10.	1 2 3 4 5	Promote a healthy working relationship with the Chancellor and the administration.	1 2 3 4 5
11.	1 2 3 4 5	Develop and maintain open and honest communication between the Board members and the district chancellor.	1 2 3 4 5
12.	1 2 3 4 5	Refer complaints to the Chancellor or advise that complaints be presented in writing to the Board as a whole through the Chancellor.	1 2 3 4 5
13.	1 2 3 4 5	Recognize that most contacts with the media are best handled by the Chancellor or chairperson of the Board and recognize that such contacts should be generally referred to them.	1 2 3 4 5
14.	1 2 3 4 5	Devote appropriate time, thought, and study to the duties and responsibilities of a trustee in order to render effective and creditable service.	1 2 3 4 5
15.	1 2 3 4 5	Work with fellow Board members in a spirit of harmony and cooperation in spite of differences of opinions that arise during vigorous debates of issues when one is challenged; yet be willing to support the decision of the Board	1 2 3 4 5

SELF			BOARD AS A WHOLE
16.	1 2 3 4 5	Hold the educational welfare of students as their primary concern.	1 2 3 4 5
17.	1 2 3 4 5	Maintain the confidential nature of Board deliberations and avoid acting as spokespersons for the entire Board unless specifically authorized to do so.	1 2 3 4 5
18.	1 2 3 4 5	Comply with conflict of interest policies and disclosure form developed by the Board.	1 2 3 4 5
19.	1 2 3 4 5	Make judgments always on the basis of what is best for the institution as a whole and for the advancement of higher education rather than serve special interests.	1 2 3 4 5
20.	1 2 3 4 5	Scrupulously request only authorized and legitimate reimbursement of expenses.	1 2 3 4 5
21.	1 2 3 4 5	Responsibly explain a personal opinion on District related political issues without creating the perception that the full Board is of that opinion.	1 2 3 4 5
22.	1 2 3 4 5	Avoid any activity that would cast the appearance of a relationship between the Board and any political committee.	1 2 3 4 5
23.	1 2 3 4 5	Know and understand the mission of California Community Colleges.	1 2 3 4 5
24.	1 2 3 4 5	Effectively be involved with the Chancellor evaluation process.	1 2 3 4 5
25.	1 2 3 4 5	Understand the District budgetary process.	1 2 3 4 5
26.	1 2 3 4 5	Understand the state educational budgetary process.	1 2 3 4 5
27.	1 2 3 4 5	Be involved in understanding state community college legislative issues, and advocating for the benefit of the District's mission and goals.	1 2 3 4 5
28.	1 2 3 4 5	Keep up to date on community college information through reading available materials and attending appropriate state and national meetings.	1 2 3 4 5

SELF			BOARD AS A WHOLE
29.	1 2 3 4 5	Participate in the District's activities.	1 2 3 4 5
30.	1 2 3 4 5	Participate in trustee professional growth through attendance at training sessions, educational conferences and trustee workshops.	1 2 3 4 5
31.	1 2 3 4 5	Use data and information to establish District-wide strategic goals and annual priorities to improve successful outcomes for all students.	1 2 3 4 5

WHAT DOES OUR BOARD DO WELL:

WHAT COULD OUR BOARD IMPROVE UPON: