

2E3 Goals of the evaluation process are to:

- Identify past accomplishments
- Identify annual goals
- Clarify roles
- Enhance harmony and understanding
- Improve effectiveness and efficiency of Board meetings
- Set policies for the benefit of students, employees, institutions, and citizens of the Kern Community College District

2F **Board In-Service Development** (added October 2013)

2F1 New members elected or appointed to the Board of Trustees will participate in a district orientation conducted by the chancellor within 90 days of election or appointment and attend a statewide California community college new trustee orientation program within one year of assuming office.

2F2 In-service training will be provided annually to members of the Board as work study sessions conducted during regular board meetings or as special board meetings. In-service training may address topics such as student access and success, educational and facilities planning, government relations, emergency preparedness, human resources, technology, governance, and accreditation.

2F3 A biennial board development program will be developed in response to the governing board self-evaluation summary, which is prepared in odd numbered years, and implemented to meet the needs of newer board members and experienced board members.

2G **Standards of Good Practice**

2G1 In support of effective community college governance, the Board believes that:

- It derives its authority from the community and that it must always act as an advocate on behalf of the entire community;
- It must clearly define and articulate its role;
- It is responsible for creating and maintaining a spirit of true cooperation and a mutually supportive relationship with its CEO;
- It always strives to differentiate between external and internal processes in the exercise of its authority;
- Its Trustee members should engage in a regular and ongoing process of in-service training and continuous improvement;
- Its Trustee members come to each meeting prepared and ready to debate issues fully and openly;
- Its Trustee members vote their conscience and support the decision or policy made;
- Its behavior, and that of its members exemplify ethical behavior and conduct that is above reproach;
- It endeavors to remain always accountable to the community; and
- It honestly debates the issues affecting its community and speaks

with one (1) voice once a decision or policy is made.

2H **Statement of Ethics** *(Revised October 4, 2007)*

2H1 Standards of Practice--The members of the Board of Trustees shall comply with the legal and ethical requirements of the State of California. In fulfilling their roles as members of the Board, they shall: *(Added April 20, 1995)*

- Hold the educational welfare of the students of the District as their primary concern,
- Maintain confidentiality on District matters as appropriate,
- Base individual decisions on available facts, and uphold the final decisions of the Board,
- Take no action as a member of the Board for personal gain, and
- Conduct personal relationships with District staff and members of the community based on the fact that they have no legal authority outside the meetings of the Board.

2H2 Violations of Standards *(Added October 4, 2007)*

2H2A Charges by any person that a Board Member has violated laws and regulations governing Board behavior or the Board's Statement of Ethics will be directed to the Chancellor. The Chancellor shall deliver the charges to the Board President or Vice President for appropriate action.

2H2B Charges filed will be investigated in a manner that provides professional assessment and confidentiality.

2H2C If the alleged behavior violates Board Policy on ethical conduct the Board President or Vice President shall alert the Board Member in question regarding the violation of policy and seek corrective action.

2H2D If further action is deemed necessary, the Board President or Vice President may appoint an ad-hoc committee of the Board officers to examine the matter and recommend a course of action to the Board.

The Board may discuss the violation at the Board meeting and affirm its policy expectations, and/or the Board may move to censure the Trustee.

2H2E If alleged behavior violates laws governing Board behavior, the President or Vice President of the Board and Chancellor are authorized to consult with legal counsel and refer the matter to appropriate authorities as provided by law.

2I **Conflict of Interest Statement**--Each member of the Board of Trustees must file a conflict of interest statement as determined by law and the Board of Trustees'