

## Chapter 2 - Board of Trustees

### AP 2435 Evaluation of the College President/CEO

#### Reference:

Education Code Section 87663; Accreditation Standard IV.B. and IV.C.3.

#### Basis of Evaluation

The evaluation of the College President/CEO will be based on the job description, goals and objectives of the past year, characteristics of performance, and other elements previously agreed upon. As part of the evaluation process, the College President/CEO and the Board of Trustees shall mutually agree upon the goals and objectives to be considered for the following year. The Board of Trustees will include in the goals and objectives for the following year those items that appear to have merit for future evaluation.

#### Evaluation Process

The annual evaluation shall be scheduled to coincide with the conclusion of the College President's/CEO's contract year. The evaluation forms will be distributed to the members of the Board of Trustees at least one month prior to the end of the contract year. The final evaluation will be based upon progress toward goals and objectives, including those related to the College's commitment to diversity, equity, inclusion, social justice, anti-racism, and accessibility, a composite of the evaluation forms completed by individual members of the Board of Trustees, and the College President/CEO's self evaluation.

The Board of Trustees, as a whole, will meet with the College President/CEO to discuss the final evaluation. A copy of the final evaluation shall be furnished to the College President/CEO prior to that meeting. The evaluation shall include a discussion of both strengths and weaknesses. Each judgment will be based upon an objective review derived from an examination of available information. A final written summary evaluation shall be prepared by the Board of Trustees. A signed copy will be retained by the College President/CEO and one will be placed in the College President/CEO's personnel file.

Reviewed: May 14, 2013

Reviewed: December 16, 2014

Reviewed: June 9, 2015

Reviewed: August 17, 2016

Revised: April 12, 2023