

Evaluation – President/CEO Bill Scroggins, Fall 2016			Exceeds	Meets	Did not meet	Do not know
Expectations and Objectives						
Institutional Performance						
1	Institution is making progress toward its goals.					
	Comments:					
2	Institution is meeting the legal, prudent, and ethical standards established as policy.					
	Comments:					
Relationship with the Governing Board						
1	Provides adequate information on College operations and programs.					
	Comments:					
2	Provides accurate and complete information on College operations and programs.					
	Comments:					
3	Offers professional advice to the Board on items requiring Board action with recommendations based upon thorough study and analysis and sound educational principles.					
	Comments:					
4	Carries out Board policies in a conscientious manner.					
	Comments:					
5	Seeks and accepts constructive criticism of his work.					
	Comments:					
6	Supports Board policy and actions to the public and staff.					
	Comments:					
7	Communicates with the President of the Board and other members of the Board quickly and in a proper forum.					
	Comments:					
8	Accurately represents the position of the Board in public statements.					
	Comments:					

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Expectations and Objectives						
9	Communicates directly with Board members to resolve any differences of opinion.					
	Comments:					
10	Fosters Board teamwork and common purpose.					
	Comments:					
State, Public, and Community Relations						
1	Ensures that College programs responsibly meet changing social and economic needs in the community.					
	Comments:					
2	Communicates the state of the College to community, state agencies, and state offices in an honest and positive manner.					
	Comments:					
3	Encourages community involvement in and contribution to College activities.					
	Comments:					
4	Works to develop good relations with the news media and other public relations vehicles within the community.					
	Comments:					
5	Works effectively with local public and private agencies.					
	Comments:					
6	Represents needs of the College to appropriate federal and State-level agencies.					
	Comments:					
7	Encourages involvement from and respects all constituencies, and gives issues a fair consideration.					
	Comments:					
8	Encourages and assists colleagues with the community and College system.					
	Comments:					
9	Exemplifies the values of the College in his personal and professional lives.					
	Comments:					

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	10	Is informed about developments in education and, particularly, community colleges.				
		Comments:				
Faculty, Staff, and Administrative Relations						
	1	Develops and executes sound personnel procedures and practices.				
		Comments:				
	2	Encourages good staff morale and loyalty to the organization.				
		Comments:				
	3	Treats all personnel fairly, without favoritism or discrimination.				
		Comments:				
	4	Delegates authority to staff members appropriate to the position each holds.				
		Comments:				
	5	Encourages participation of appropriate staff members and groups in planning, procedures, and policy interpretation.				
		Comments:				
	6	Exercises good judgment in dealing with sensitive issues between people and groups.				
		Comments:				
	7	Gives recognition due to staff, faculty, and administrative accomplishments.				
		Comments:				
	8	Provides leadership in implementing an evaluation process for members of the College team.				
		Comments:				
	9	Provides leadership in recruiting and hiring resulting in employing highly qualified personnel who meet the needs of the students.				
		Comments:				
	10	Provides leadership for the professional development of College staff.				
		Comments:				

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Expectations and Objectives						
	11	Represents the interests of the District fairly and forthrightly in collective bargaining.				
		Comments:				
Institutional Leadership						
	1	Possesses a vision, assists the Board in establishing goals for the District, and provides leadership for others to progress toward the vision and goals.				
		Comments:				
	2	Solicits and fosters support for ideas and change within the District.				
		Comments:				
	3	Communicates well the state of the College and specific positions of the District with faculty, staff, and students.				
		Comments:				
	4	Promotes esprit de corps and group identity within the campus community.				
		Comments:				
	5	Willingly discusses the rationale of leadership's actions and decisions.				
		Comments:				
	6	Maintains and supports the value of excellence and quality within the institution.				
		Comments:				
	7	Understands state trends and decisions and keeps others informed of their impact on the College.				
		Comments:				
	8	Understands and keeps informed about cogent aspects of College programs.				
		Comments:				
	9	Encourages and promotes long-term planning consistent with institutional needs.				
		Comments:				

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Expectations and Objectives						
10	Works to empower those within the College to achieve goals and objectives and develop their potential and supports them in their efforts to accomplish agreed-upon changes.					
	Comments:					
11	Promotes curricular changes in response to student and community needs and interests.					
	Comments:					
12	Identifies and analyzes problems and issues confronting the institution and recommends and implements appropriate changes.					
	Comments:					
13	Provides for involvement of students in decision-making with affects them.					
	Comments:					
Personal Qualities						
1	Is well organized and efficient in accomplishment of objectives.					
	Comments:					
2	Is willing to re-evaluate and re-make decisions, if necessary.					
	Comments:					
3	Promotes participation and exhibits respect for all groups in the decision-making process.					
	Comments:					
4	Encourages the development of ideas and open communication within the College community, including students.					
	Comments:					
5	Maintains high standards of ethics, honesty, and integrity in all personal and professional matters.					
	Comments:					
6	Maintains his professional development.					
	Comments:					
7	Demonstrates accuracy and clarity in written and verbal modes.					
	Comments:					

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	8	Shows sensitivity to those affected by decisions.				
		Comments:				
	9	Makes sound, logical decisions, even under stress.				
		Comments:				
Budgetary and Fiscal Management						
	1	Provides sound fiscal management including the ability to address budgetary matters in a way that achieves more efficient and effective use of resources.				
		Comments:				
	2	Develops and supports appropriate strategies for attracting funds to the institution.				
		Comments:				
	3	Comprehends and evaluates fiscal and budgetary matters and provides concise analyses of financial standing.				
		Comments:				
	4	Possesses good understanding of the institution's financial needs and communicates them clearly.				
		Comments:				
	5	Promotes greater College-wide understanding of finance as it affects the institution.				
		Comments:				
	6	Relates the budget priorities to the College Mission, Goals, and long-range planning.				
		Comments:				
Personal Qualities						
	1	What accomplishments are especially noteworthy?				
	2	What specific tasks or programs need to be addressed in the next 12 months?				