

Evaluation – President/CEO Bill Scroggins, Spring 2014

Compilation: Staff (3 Responses)			Expectations and/or Objectives			
			Exceeds	Meets	Did not meet	Do not know
Issues						
Institutional Performance						
1	Institution is making progress toward its goals.		1	2		
	Comments:					
2	Institution is meeting the legal, prudent, and ethical standards established as policy.		1	2		
	Comments:					
Relationship with the Governing Board						
1	Provides adequate information on College operations and programs.		2	1		
	Comments:					
2	Provides accurate and complete information on College operations and programs.		1	2		
	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.		1	2		
	Comments:					
4	Carries out Board policies in a conscientious manner.		1	2		
	Comments:					
5	Seeks and accepts constructive criticism of his work.			2	1	
	Comments:					

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6	Supports Board policy and actions to the public and staff.		3		
	Comments:				
7	Communicates with the President of the Board and other members of the Board quickly and in a proper forum.	1	2		
	Comments:				
8	Accurately represents the position of the Board in public statements.		3		
	Comments:				
9	Communicates directly with Board members to resolve any differences of opinion.	1	2		
	Comments:				
10	Fosters Board teamwork and common purpose.	1	1		1
	Comments:				
State, Public, and Community Relations					
1	Ensures that College programs responsibly meet changing social and economic needs in the community.		3		
	Comments:				
2	Communicates the state of the College to community groups/individuals, state agencies, and state offices in an honest and positive manner.	1	2		
	Comments:				
3	Encourages community involvement in and contribution to College activities.	1	2		
	Comments:				
4	Works to develop good relations with the news media and other public relations vehicles within the community.	1	2		
	Comments:				
5	Works effectively with local public and private agencies.	1	1		1
	Comments:				
6	Represents needs of the College to appropriate federal and State-level agencies.	1	2		
	Comments:				

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7	Encourages involvement from and respects all constituencies, and gives issues a fair consideration.		2	1	
	Comments: • I would say about 75% of the time.				
8	Encourages and assists colleagues with the community and College system.	1	2		
	Comments:				
9	Exemplifies the values of the College in his personal and professional lives.		3		
	Comments:				
10	Is informed about developments in education and, particularly, community colleges.	2	1		
	Comments:				
Faculty, Staff, and Administrative Relations					
1	Develops and executes sound personnel procedures and practices.		3		
	Comments:				
2	Encourages good staff morale and loyalty to the organization.		3		
	Comments:				
3	Treats all personnel fairly, without favoritism or discrimination.		2	1	
	Comments: • I would say about 90% of the time.				
4	Delegates authority to staff members appropriate to the position each holds.		3		
	Comments:				
5	Encourages participation of appropriate staff members and groups in planning, procedures, and policy interpretation.	1	2		
	Comments:				
6	Exercises good judgment in dealing with sensitive issues between people and groups.		2	1	
	Comments:				
7	Gives recognition due to staff, faculty, and administrative accomplishments.	3			
	Comments:				

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8	Provides leadership in implementing an evaluation process for members of the College team.		2	1	
	Comments: <ul style="list-style-type: none"> Evaluations are not consistent and used incorrectly. More upper management training should be implemented. 				
9	Provides leadership in developing a recruiting and hiring process which results in employing highly qualified personnel who meet the needs of the students.	1	1	1	
	Comments: <ul style="list-style-type: none"> I would say about 95% of the time. Current HR leadership is failing at the hiring process. 				
10	Provides leadership for the professional development of College staff.		2	1	
	Comments: <ul style="list-style-type: none"> Professional Development lacked leadership. Looking forward to what is on the horizon. 				
11	Represents the interests of the District fairly and forthrightly in collective bargaining.		3		
	Comments: <ul style="list-style-type: none"> I would say about 90% of the time. The last four months have been bumpy and haven't gone well for 262. 				
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.	1	2		
	Comments:				
2	Solicits and fosters support for ideas and change within the District.	1	1	1	
	Comments:				
3	Communicates well the state of the College and specific positions of the District with faculty, staff, and students.	2	1		
	Comments: <ul style="list-style-type: none"> President's emails are very informational and well written. 				
4	Promotes esprit de corps and group identity within the campus community.	1	2		
	Comments:				

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5	Willingly discusses the rationale of leadership's actions and decisions.		2	1	
	Comments:				
6	Maintains and supports the value of excellence and quality within the institution.	2	1		
	Comments:				
7	Understands state trends and decisions and keeps others informed of their impact on the College.	2	1		
	Comments:				
8	Understands and keeps informed about cogent aspects of College programs.	2	1		
	Comments:				
9	Encourages and promotes long-term planning consistent with institutional needs.	2	1		
	Comments:				
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.		3		
	Comments:				
11	Promotes curricular changes in response to student and community needs and interests.	1	2		
	Comments:				
12	Identifies and analyzes problems and issues confronting the institution and recommends and implements appropriate changes and directions.	1	2		
	Comments:				
13	Provides for involvement of students in decision-making with affects them.	1	2		
	Comments:				
Personal Qualities					
1	Is well organized and efficient in accomplishment of objectives.	3			
	Comments:				

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2	Is willing to re-evaluate and re-make decisions, if necessary.		3		
	Comments:				
3	Promotes participation and exhibits respect for all groups in the decision-making process.		3		
	Comments:				
4	Encourages the development of ideas and open communication within the College community, including students.	3			
	Comments: • Like the student lunch meetings. What a wonderful opportunity to hear from the students.				
5	Maintains high standards of ethics, honesty, and integrity in all personal and professional matters.		3		
	Comments:				
6	Maintains his professional development.	1	2		
	Comments:				
7	Demonstrates accuracy and clarity in written and verbal modes.	2	1		
	Comments:				
8	Shows sensitivity to those affected by decisions.		3		
	Comments:				
9	Makes sound, logical decisions, even under stress.		3		
	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.	1	2		
	Comments:				
2	Develops and supports appropriate strategies for attracting funds to the institution.	2	1		
	Comments:				
3	Comprehends and evaluates fiscal and budgetary matters and provides concise analyses of financial standing.	1	2		
	Comments:				

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4	Possesses good understanding of the institution's financial needs and communicates them clearly.	1	2		
	Comments:				
5	Promotes greater College-wide understanding of finance as it affects the institution.	1	2		
	Comments:				
6	Relates the budget priorities to the College Mission, Goals, and long-range planning.	1	2		
	Comments:				
Personal Qualities					
1	<p>What accomplishments are especially noteworthy?</p> <ul style="list-style-type: none"> • Communication, Goal Setting, Institution Knowledge, and Current State Education issues awareness. • Education Access, College Representation, Problem Solving. • Overseeing the 1.57% COLA and one-time 1% salary and \$1,500 health insurance premium benefits for employees. • Starting the Employee Wellness Program. • Providing weekly Cabinet and Board Reports. 				
2	<p>What specific tasks or programs need to be addressed in the next 12 months?</p> <ul style="list-style-type: none"> • Improve training access for all staff. • Increasing effectiveness of our Human Resources operations. • Expanding and enhancing professional development. • Sustaining and enhancing the Employee Wellness initiative. • Implementing the Emergency Preparedness Plan. 				