

Board of Trustees Self Evaluation, 2015

**Q1 Mission, Planning and Policy**

Answered: 4 Skipped: 0

<b>Board Performance Rating</b>					
	<b>Outstanding</b>	<b>Good</b>	<b>Needs Improvement</b>	<b>Unable to Evaluate</b>	<b>Total</b>
a. The Board assures that there is an effective planning process and is appropriately involved in the process	25.00% 1	75.00% 3	0.00% 0	0.00% 0	4
b. The Board regularly reviews the District's mission and goals and monitors progress toward the goals	25.00% 1	75.00% 3	0.00% 0	0.00% 0	4
c. The Board fulfills its policy role; the Board's policies are up to date and regularly reviewed	50.00% 2	50.00% 2	0.00% 0	0.00% 0	4

<b>Personal Level of Agreement Rating</b>						
	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total</b>
a. The Board assures that there is an effective planning process and is appropriately involved in the process	25.00% 1	75.00% 3	0.00% 0	0.00% 0	0.00% 0	4
b. The Board regularly reviews the District's mission and goals and monitors progress toward the goals	0.00% 0	100.00% 4	0.00% 0	0.00% 0	0.00% 0	4
c. The Board fulfills its policy role; the Board's policies are up to date and regularly reviewed	50.00% 2	25.00% 1	25.00% 1	0.00% 0	0.00% 0	4

<b>#</b>	<b>Comments/Suggestions</b>	<b>Date</b>
1	How would we know if the policies are up to date? Is there a calendar or chart indicating the review process?	1/21/2016 3:27 PM

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## Q2 Board-CEO Relations

Answered: 4 Skipped: 0

Board Performance Rating					
	Outstanding	Good	Needs Improvement	Unable to Evaluate	Total
a. The Board maintains an excellent working relationship with the Chancellor	50.00% 2	50.00% 2	0.00% 0	0.00% 0	4
b. The Board sets clear expectations for and effectively evaluates the Chancellor	0.00% 0	100.00% 4	0.00% 0	0.00% 0	4
c. The Board delegates authority to and supports the Chancellor	75.00% 3	25.00% 1	0.00% 0	0.00% 0	4

Personal Level of Agreement Rating						
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
a. The Board maintains an excellent working relationship with the Chancellor	50.00% 2	50.00% 2	0.00% 0	0.00% 0	0.00% 0	4
b. The Board sets clear expectations for and effectively evaluates the Chancellor	0.00% 0	100.00% 4	0.00% 0	0.00% 0	0.00% 0	4
c. The Board delegates authority to and supports the Chancellor	75.00% 3	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4

#	Comments/Suggestions	Date
	There are no responses.	

### Q3 Community Relations and Advocacy

Answered: 4 Skipped: 0

Board Performance Rating						
	Outstanding	Good	Needs Improvement	Unable to Evaluate	Total	
a. Board members represent the interests of the citizens in the District	50.00% 2	50.00% 2	0.00% 0	0.00% 0	4	
b. The Board advocates on behalf of the District to local, state, and federal governments	50.00% 2	50.00% 2	0.00% 0	0.00% 0	4	
Personal Level of Agreement Rating						
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
a. Board members represent the interests of the citizens in the District	50.00% 2	50.00% 2	0.00% 0	0.00% 0	0.00% 0	4
b. The Board advocates on behalf of the District to local, state, and federal governments	50.00% 2	50.00% 2	0.00% 0	0.00% 0	0.00% 0	4
#	Comments/Suggestions					Date
	There are no responses.					

## Q4 Educational Programs and Quality

Answered: 4 Skipped: 0

Board Performance Rating					
	Outstanding	Good	Needs Improvement	Unable to Evaluate	Total
a. The Board effectively monitors the quality and effectiveness of the educational programs and services	50.00% 2	50.00% 2	0.00% 0	0.00% 0	4
b. Board members are knowledgeable about the District's educational programs and services	50.00% 2	25.00% 1	25.00% 1	0.00% 0	4

Personal Level of Agreement Rating						
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
a. The Board effectively monitors the quality and effectiveness of the educational programs and services	0.00% 0	100.00% 4	0.00% 0	0.00% 0	0.00% 0	4
b. Board members are knowledgeable about the District's educational programs and services	50.00% 2	50.00% 2	0.00% 0	0.00% 0	0.00% 0	4

#	Comments/Suggestions	Date
1	Always room for improvement.	1/21/2016 3:27 PM

## Q5 Fiduciary Role

Answered: 4 Skipped: 0

Board Performance Rating					
	Outstanding	Good	Needs Improvement	Unable to Evaluate	Total
a. The Board assures the fiscal stability and health of the District	100.00% 4	0.00% 0	0.00% 0	0.00% 0	4
b. The Board monitors implementation of the facilities plan	0.00% 0	100.00% 4	0.00% 0	0.00% 0	4

Personal Level of Agreement Rating						
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
a. The Board assures the fiscal stability and health of the District	100.00% 4	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4
b. The Board monitors implementation of the facilities plan	25.00% 1	75.00% 3	0.00% 0	0.00% 0	0.00% 0	4

#	Comments/Suggestions	Date
	There are no responses.	

## Q6 Human Resources and Staff Relations

Answered: 4 Skipped: 0

Board Performance Rating					
	Outstanding	Good	Needs Improvement	Unable to Evaluate	Total
a. Board members refrain from attempting to manage employee work	50.00% 2	50.00% 2	0.00% 0	0.00% 0	4
b. The Board respects faculty, staff, and student participation in decision-making	25.00% 1	75.00% 3	0.00% 0	0.00% 0	4

Personal Level of Agreement Rating						
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
a. Board members refrain from attempting to manage employee work	75.00% 3	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4
b. The Board respects faculty, staff, and student participation in decision-making	25.00% 1	75.00% 3	0.00% 0	0.00% 0	0.00% 0	4

#	Comments/Suggestions	Date
1	Be sure new board members are very aware and understand this thoroughly. It's always a good reminder for existing board members.	1/21/2016 3:27 PM

## Q7 Board Leadership

Answered: 4 Skipped: 0

Board Performance Rating					
	Outstanding	Good	Needs Improvement	Unable to Evaluate	Total
a. The Board understands and fulfills its roles and responsibilities	75.00% 3	25.00% 1	0.00% 0	0.00% 0	4
b. The Board expresses its authority only as a unit	50.00% 2	50.00% 2	0.00% 0	0.00% 0	4
c. The Board regularly reviews and adheres to its code of ethics or standards of practice	25.00% 1	75.00% 3	0.00% 0	0.00% 0	4
d. Board members avoid conflicts of interest and the perception of such conflicts	75.00% 3	25.00% 1	0.00% 0	0.00% 0	4

Personal Level of Agreement Rating						
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
a. The Board understands and fulfills its roles and responsibilities	75.00% 3	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4
b. The Board expresses its authority only as a unit	75.00% 3	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4
c. The Board regularly reviews and adheres to its code of ethics or standards of practice	25.00% 1	75.00% 3	0.00% 0	0.00% 0	0.00% 0	4
d. Board members avoid conflicts of interest and the perception of such conflicts	75.00% 3	0.00% 0	0.00% 0	0.00% 0	25.00% 1	4

#	Comments/Suggestions	Date
1	With new board members, it is important that these areas are thoroughly reviewed.	1/21/2016 3:27 PM

## Q8 Board Meetings

Answered: 4 Skipped: 0

Board Performance Rating					
	Outstanding	Good	Needs Improvement	Unable to Evaluate	Total
a. Board meeting agendas and conduct provide sufficient information and time to explore and resolve key issues	25.00% 1	75.00% 3	0.00% 0	0.00% 0	4
b. The Board understands and adheres to The Brown Act	75.00% 3	25.00% 1	0.00% 0	0.00% 0	4

Personal Level of Agreement Rating						
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
a. Board meeting agendas and conduct provide sufficient information and time to explore and resolve key issues	0.00% 0	100.00% 4	0.00% 0	0.00% 0	0.00% 0	4
b. The Board understands and adheres to The Brown Act	75.00% 3	25.00% 1	0.00% 0	0.00% 0	0.00% 0	4

#	Comments/Suggestions	Date
1	Could the board receive information regarding email/group texts under The Brown Act?	1/21/2016 3:27 PM

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## Q9 Board Education

Answered: 4 Skipped: 0

Board Performance Rating					
	Outstanding	Good	Needs Improvement	Unable to Evaluate	Total
a. New members receive orientation to Board roles and the institution	0.00% 0	75.00% 3	0.00% 0	25.00% 1	4
b. Board members participate in trustee development activities	25.00% 1	25.00% 1	50.00% 2	0.00% 0	4
c. The Board evaluation process helps the Board enhance its performance	25.00% 1	75.00% 3	0.00% 0	0.00% 0	4

Personal Level of Agreement Rating						
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
a. New members receive orientation to Board roles and the institution	0.00% 0	75.00% 3	25.00% 1	0.00% 0	0.00% 0	4
b. Board members participate in trustee development activities	25.00% 1	50.00% 2	25.00% 1	0.00% 0	0.00% 0	4
c. The Board evaluation process helps the Board enhance its performance	0.00% 0	100.00% 4	0.00% 0	0.00% 0	0.00% 0	4

#	Comments/Suggestions	Date
1	More trustee development activities including online/computer skills. We need to know what are students are doing!	1/21/2016 3:27 PM

## Q10 What are the Board's greatest strengths?

Answered: 4 Skipped: 0

#	Responses	Date
1	The boards ability , making sound decision.	1/28/2016 8:15 AM
2	Working as a team to achieve the District's objectives.	1/23/2016 2:44 PM
3	It's dedication to the district to ensure the success of the students, faculty and the districts financial security.	1/22/2016 3:28 PM
4	Working together and respecting each others opinions and ideas. Maintaining a financially stable institution. Leading a staff that never stands still while always looking forward in order to keep our students education as the number one priority.	1/21/2016 3:27 PM

**Q11 What are the major accomplishments of the Board in the past year?**

Answered: 4 Skipped: 0

#	Responses	Date
1	Finding a college president for West Hills Lemoore.	1/28/2016 8:15 AM
2	Solely as a board: Demonstrating to the public its leadership. Transition of 2 new board members.	1/23/2016 2:44 PM
3	Outreach to the districts feeder schools. Construction of the student center in Lemoore. Student success rates and transfers. The passage of measure T .	1/22/2016 3:28 PM
4	Maintaining financial stability and seamlessly embracing the change with new board members.	1/21/2016 3:27 PM

## Q12 What are areas in which the Board could improve?

Answered: 4 Skipped: 0

#	Responses	Date
1	This item will take some time , to bring our new board members on an even playing field with the other members of the board.	1/28/2016 8:15 AM
2	Understand the motivation of our faculty and staff. Not necessarily to agree with them, but get a better handle on their thought process.	1/23/2016 2:44 PM
3	More in depth conversation on issues before they are presented for approval.	1/22/2016 3:28 PM
4	More frequent communication with the Chancellor and Presidents. Once a month board meetings are not always enough to stay properly informed. I believe each one of us can do a better job of attending additional activities, meetings or campus events. Create ways to be better connected to the communities we serve.	1/21/2016 3:27 PM

**Q13 In order for the Board to become a high performing Board, we need to:**

Answered: 4 Skipped: 0

#	Responses	Date
1	Need staff to better inform our new board members on agenda items ..	1/28/2016 8:15 AM
2	We are a high performing board, the objective is to maintain that standard. Continue thinking outside the box and successfully continue our leadership transition.	1/23/2016 2:44 PM
3	Communicate more with each other as well with faculty,staff ,students and more functions.	1/22/2016 3:28 PM
4	Be more knowledgeable and communicate better with folks in our communities. As we grow, our communities grow and we lose touch. Become better advocates for the college by staying more informed of our accomplishments, programs, activities, students success so we can share that information with everyone we meet.	1/21/2016 3:27 PM

**Q14 As a trustee, I am most pleased about:**

Answered: 4 Skipped: 0

#	Responses	Date
1	Student Success.	1/28/2016 8:15 AM
2	The opportunities we continue to offer the students of the West Hills College District. Our facilities.	1/23/2016 2:44 PM
3	Being part of a organization that provides its students the opportunity to reach their highest potential in education and life.	1/22/2016 3:28 PM
4	The successes our administration and staff has made over the years. With out such forward thinking, ambitious, student centered staff we would never be where we are today. I am extremely proud of everyone at WHCCD!	1/21/2016 3:27 PM

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**Q15 As a trustee, I have concerns about:**

Answered: 4 Skipped: 0

#	Responses	Date
1	My concern is the creative financing options offered on new construction projects	1/28/2016 8:15 AM
2	Maintaining our high level of success as we transition to a new Chancellor.	1/23/2016 2:44 PM
3	The Farm of Future, the Golden Eagle Arena and curriculum development.	1/22/2016 3:28 PM
4	Falling back on bad habits such as focusing on individual needs and wants and not staying focused on the needs and wants of our students. Whenever we make a decision, stop and ask "is this in the best interests of our students?" I believe our prior board has done a good job on staying student focused and not having a personal agenda. Upcoming retirements with decades of experience. How our new board will perform. I am also concerned about the safety of our students and staff in the current world environment.	1/21/2016 3:27 PM

**Q16 As a trustee, I would like to see the following changes in how the Board operates:**

Answered: 4 Skipped: 0

#	Responses	Date
1	None	1/28/2016 8:15 AM
2	As I sit here, none.	1/23/2016 2:44 PM
3	Nothing specific.	1/22/2016 3:28 PM
4	We need to rotate officer positions as well as assigned members of organizations. It's easy and convenient to stay the same. But we only become better board members the more we know and experience. Even if it is difficult and requires patience from the rest of the board. Attending at least one outside trustee seminar of some kind, if the budget allows.	1/21/2016 3:27 PM

**Q17 What issues have most occupied the Board's time and attention during the past year? Were these closely tied to the mission and goals of the District and the Board?**

Answered: 4 Skipped: 0

#	Responses	Date
1	Board member election consumed considerable time .	1/28/2016 8:15 AM
2	The issues are set forth in the 2016-2020 Strategic Goal Planning Matrix from the 2015 retreat. Print out and review Goals 1-5. I believe the answer is yes. But as we did last year, lets have the district leadership create a Strategic Plan Scorecard and provide a more learned decision.	1/23/2016 2:44 PM
3	State funding,financial state of the district,new president Lemoore and student success and retention.	1/22/2016 3:28 PM
4	It just seems to vary. Sometimes a minor concern for me, ends up being a huge discussion for someone else. Overall, it's usually the staff related issues, but last year went pretty smooth.	1/21/2016 3:27 PM

**Q18 Please describe how the Board functions as a team. Is it functioning as a team as well as it should? Why or why not?**

Answered: 4 Skipped: 0

#	Responses	Date
1	Board member have a good working relationship as a team. If we do not agree on an issue, we ask for more detailed information before making a decision..	1/28/2016 8:15 AM
2	Through a sense of common purpose. We can always improve.	1/23/2016 2:44 PM
3	Respect. The board has always been a team for success.	1/22/2016 3:28 PM
4	Overall, I believe we function quite well. I really wish we could reduce the amount of talking among board members. We are all guilty of it. It is distracting and disrespectful to those speaking.	1/21/2016 3:27 PM

**Q19 Please describe the Board's relationship with the Chancellor. What does the Board do to maintain a positive relationship? What does the Board need to change, if anything?**

Answered: 4 Skipped: 0

#	Responses	Date
1	Doc Gornick has a very good open door policy with board members on any questions needing attention. No changes needed.	1/28/2016 8:15 AM
2	The board hires and fires one person. The Chancellor. We've had a great run. We need to continue the charge to the finish line.	1/23/2016 2:44 PM
3	Positive respect. We communicate with the chancellor collectively supporting the district and its students.	1/22/2016 3:28 PM
4	We have a good relationship with the Chancellor. As mentioned before, and mentioned in previous evaluations, more frequent communication would be appreciated. A monthly/quarterly calendar of the Chancellor's outside meetings might be helpful to understand the scope of his duties and what current events are taking place.	1/21/2016 3:27 PM

**Q20 Describe a typical Board meeting. Do the agendas and conduct of the meeting effectively meet the purpose of Board meetings? Why or why not?**

Answered: 4 Skipped: 0

#	Responses	Date
1	Yes they do.	1/28/2016 8:15 AM
2	Really? I believe the answer is yes. If the answer wasn't yes, a change would occur.	1/23/2016 2:44 PM
3	The agendas are all inclusive, effective and meet the purpose.	1/22/2016 3:28 PM
4	The agenda and information is always perfect, thanks to Donna and staff. But once again, some meetings are so overloaded that they end up begin rushed towards the end. That is so unfair to those making presentations. Any chance of having an additional 5 minute break with those extended meetings? I know everyone wants to go home, but it's only 1 day a month for these meetings. Or possibly have the meeting start earlier if the agenda is long and the information has a critical time frame.	1/21/2016 3:27 PM

**Q21 I recommend that the Board has the following goals for the coming year:**

Answered: 4 Skipped: 0

#	Responses	Date
1	I would like to see the completion of all new construction projects , before moving forward .	1/28/2016 8:15 AM
2	See paragraph 17.	1/23/2016 2:44 PM
3	Success of the Farm of Future. Comprehensive security plan . Quartly outreach . Additional curriculum. Construction of NDC.	1/22/2016 3:28 PM
4	Sit in or attend at least one on campus staff meeting and 3-4 campus/district activities. It is important to participate with staff aside from the board meetings. All board members should visit each campus/center/site once a year minimum. Our rotating board meetings cover Coalinga, Lemoore and NDC. It would be nice to see Huron, San Joaquin and Avenal when its finished. Our board needs to see where and how our staff and students operate in their communities. Have the board members share their experience from any outside meetings/seminars they may have attended at the board meetings. Rarely it happens, but I find it very interesting.	1/21/2016 3:27 PM