

**Santa Monica Community College District  
SUPERINTENDENT/PRESIDENT PERFORMANCE APPRAISAL  
2011-2012**

Please rate the Superintendent/President in the following key functional areas.

*1 = strongly disagree; 2 = somewhat disagree; 3 = somewhat agree;*

*4 = agree; 5 = strongly agree; DK = Don't know*

Please provide comments to improve the performance of the Superintendent/President in specific functions of the job.

**Part I**

The Superintendent/President:

<b>Academic Advancement and Quality</b>	1	2	3	4	5	DK
1. Create a "culture of evidence" based on data. Develop an "institutional dashboard" to reflect and monitor institutional effectiveness and student progress. <i>(Goal 2011-2012)</i>						
2. Maintains the college's reputation and success in student transfer.						
3. Improve student achievement with particular emphasis on addressing basic skills education; Institutionalize initiatives that are proven effective in improving student success. <i>(Goal 2011-2012)</i>						
4. Strengthen, expand, and promote workforce/career technical programs and provide basic skills support. <i>(Goal 2011-2012)</i>						
5. Infuse global citizenship into faculty instructional practices and student learning, <i>(Goal 2011-2012)</i>						

COMMENTS/OTHER:

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<b>Community and Government Relationships and Funding (Local/State/National)</b>	1	2	3	4	5	DK
6. Foster community and government relationships and partnerships in fulfillment of SMC mission and goals. <i>(Goal 2011-2012)</i>						
7. Develop a plan to ensure the continued success of the Emeritus College program for older adults. <i>(Goal 2011-2012)</i>						
8. Strengthen and expand programs and partnerships that serve Santa Monica and Malibu students. <i>(Goal 2011-2012)</i>						
9. Strengthen and expand the fundraising capacity of the SMC Foundation. Pursue and obtain federal funds as well as other grant opportunities. <i>(Goal 2011-2012)</i>						

COMMENTS/OTHER:

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<b>Facilities and Sustainability</b>	1	2	3	4	5	DK
10. Continue advocacy on the local, state and national level for mass transit solutions including a Santa Monica College station for Expo and continuation of the "Any Line, Any Time" program. <i>(Goal 2011-2012)</i>						
11. Maintain progress on all SMC facilities planning and construction projects, including all campus projects and the Civic Center ECE and Malibu centers. <i>(Goal 2011-2012)</i>						
12. Continue to adopt sustainability designs and practices for construction and maintain effective staffing for maintenance and operations of facilities. <i>(Goal 2011-2012)</i>						
13. Expand public use of college facilities and maximize revenue-generation. <i>(Goal 2011-2012)</i>						

COMMENTS/OTHER:

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<b>Internal Operations and Campus Relations</b>	1	2	3	4	5	DK
14. Ensure the financial health of the College through enrollment development, budget discipline, grants, enterprise opportunities and other revenue-generating and cost-saving initiatives. <i>(Goal 2011-2012)</i>						
15. Ensure inclusiveness in the budget development process and transparency in budget communication efforts. <i>(Goal 2011-2012)</i>						
16. Encourage respect among all members of the campus community and promote professional development activities for all classified and academic staff and their associations, representatives, organizations and unions. <i>(Goal 2011-2012)</i>						
17. Implement intermediate and long-term plans to increase the number of full-time faculty members and continue to move toward parity for adjunct faculty. <i>(Goal 2011-2012)</i>						

COMMENTS/OTHER:

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<b>Leadership and Articulating a Vision</b>	1	2	3	4	5	DK
18. Continue planning the development and implementation of a vision for the future of the college. <i>(Goal 2011-2012)</i>						

COMMENTS/OTHER:

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<b>Partnership with the Board of Trustees</b>	1	2	3	4	5	DK
19. Provide periodic reports from the Superintendent/President to the Board on key initiatives, issues, and items of concern to Board members.						
20. Is prepared for and ensures staff is prepared for the Board meetings.						
21. Provides sound monitoring reports and information to the Board on all aspects of college operations.						
22. Maintains a climate of mutual trust and respect between the Board and Superintendent/President.						
23. Provides appropriate agenda information and presentations for Board meetings.						
24. Effectively works with the Board and individual Board members to capitalize on areas of interest and expertise.						
25. Appropriately involves the Board in the College's planning process.						

COMMENTS/OTHER

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Part II: Open Ended Questions

1. What are the Superintendent/President's greatest strengths?

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2. What are the major accomplishments of the Superintendent/President in the past year?

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3. What are areas in which the Superintendent/President could improve?

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4. As a trustee, I am most pleased about:

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5. As a trustee, I have concerns about:

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6. As a trustee, I would like to see the following changes in how the Superintendent/President manages the college:

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7. I recommend that the Superintendent/President consider the following goals during the upcoming year:

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