

RIVERSIDE COMMUNITY COLLEGE DISTRICT  
BUSINESS FROM BOARD MEMBERS

Report No.: X-B

Date: June 21, 2011

Subject: Board Self Evaluation – Reporting Out

Background: At the May 17, 2011 regular Board meeting and at a special Board retreat held June 8, 2011, the Board of Trustees conducted their annual self-evaluation. Prior to the meetings, each Board member was provided with an evaluation packet that included BP 2745-Board Self Evaluation, a self-assessment tool, a compilation of Board presentations, and a summary of Board activities for the previous 12 months. Additionally, a summary and reporting of 2010 outcomes were included in the packet along with an overview of progress on the goals set for 2010.

The assessment tool and summary were categorized into the several dimensions of effectiveness contained within the Board's policy. The Chancellor's Office compiled an aggregated evaluation sheet with a summary of the aggregated findings, similar to what was conducted in 2009 and 2010. Additionally, a comparative analysis over the past years was included, as the self assessment tool was the same one used in 2009 and 2010, and provided a comparative analysis versus a stagnate position.

At the retreat, the Board discussed the board self-evaluation survey results, and reviewed what the board determined to be their strengths as a board and discussed in detail areas of improvement and plans for achieving improvement as a board. They also reviewed the goals from the prior year and progress achieved.

The board, during its self evaluation at the June 8, 2011 special Board meeting established the following objectives for themselves for this next 12-month period of board self-evaluation.

1. Continue to address and support transformation into a three-college district.
2. Strive for a positive, synergistic board of trustees that recognizes respects and capitalizes on the uniqueness of each trustee, and that leverages and positions the board for the overall advancement of the district.
3. Supports the role of the Chancellor and actions of the board as a whole, to fulfill the greater mission of the District and to continually stay focused on our core mission.
4. Set policy and direction for the District, support Chancellor in advancing and executing them, and monitor the implementation through the CEO evaluation process.
5. Participate appropriately as a board and clearly focus efforts on supporting and advancing district planning as it faces 2016 and its next century of service. (Note, participation included contributing to broad vision development and setting criteria for planning, e.g. that budgeting is linked to planning)

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6. Address the budget and stewardship of the district and the fiscal paradigm community colleges within the state face; including the right sizing of the district, advocacy of new funding model(s), and efficiencies.
7. Support the development of standards, policies and protocols that lead to efficiencies and sound resource development and implementation, including continued support for the Chancellor's role in resource development.
8. Support programs, policies and investments that advance the district and its operations into sustainable practices, such as the e-board book, LEED certified development and other policy measures.
9. Assure leadership and policy matters are undertaken and aligned with the District Strategic Plan Themes of Student Access; Student Success; Service to Community; System Effectiveness; Financial Resource Development; Organizational and Professional Development; and Green Initiatives.
10. Support and facilitate relationships with local schools, industries and businesses, to collaborate in providing a better educational continuum and for "making life better" in our community, including (a) possible joint meeting(s) with school boards on focused topics of common interest.
11. Monitor student success and achievement of all student populations and review data and reports that provide perspective and trend analysis to support programs, operations and policy matters. Monitoring shall include attention to and support for efforts to close the "achievement gap" of under-prepared and represented students.

Information only.

Gregory W. Gray  
Chancellor

Prepared by: Chris Carlson  
Chief of Staff

## BOARD SELF-EVALUATION SUMMARY REVIEW

At the retreat, the Board discussed the board self-evaluation survey results, including:

### Strengths

Highlights of the board's strengths are:

- A commitment to students and student learning as evidenced by the number and quality of agenda items and discussions related to student learning and programs, and that the budget reflects a priority for student learning.
- Board has been unified in supporting recommendations from the administration on budgeting process and reductions.
- The board relies on data in making decisions
- Decision-making is transparent
- The board consists of members with diverse backgrounds, representing different segments and values in the community. Members truly appreciate the unique contributions each makes to the board.
- Board members are committed to listening to and respecting each other.
- Members represent the District well in the community and have many community links.
- Members are strong advocates for community colleges at the state and national levels.
- The board's committee structure provides ample opportunity to gather information from stakeholders.

### Areas to Consider for Improvement

Highlights of the areas the board considers for improvement are:

- Committee meetings to assure substantive discussion, participation and review.
- Board Dynamics and Interpersonal Communication was explored, in depth.  
Discussion included:
  - the importance and value of collaboration,
  - how to disagree without causing personal rifts,
  - the importance of open communication,
  - the principle of supporting a board decision and balancing that with responding to community interests, and
  - the necessity to present a unified voice and direction for District employees.It was noted that the decisions the board makes during the transition into a three-college district during these difficult financial times will have a long-lasting influence on the future, and that the board must maintain its unity and visionary focus.
- Board Operations was discussed including the role of the Board President to be the spokesperson for the Board and provided feedback as requested by the present and past Presidents of the Board. The value and role of being the primary contact for the Chancellor was reinforced, as was the need for all trustees to receive information equally and contribute to board priorities and agendas.

## Board Goals

The board reviewed its progress on the 2010-2011 board goals. Comments included:

- Significant progress was made on the transformation to a three college district.
- The board's is deeply committed to diversity, and heard reports on specific programs related to equal opportunity.
- Members particularly noted and appreciated the Chancellor's efforts in resource development.
- Progress on the School for the Arts continues, although is constrained by the budget situation. Planning for it is integrated into the district planning process.
- The board has maintained a unified voice in budget oversight.

In June 2010, when the board reported out the result of the 2010 Self Assessment, what the Board planned as objectives. Below is the list of 2010 objectives along with a narrative response as to each objective since the 2010 Board Self Evaluation.

- Continue to provide leadership, in its appropriate role, in the continued development of the three accredited college district.
  - *Board this year accepted a district reorganization as embodied in the report "The Shape of the Future"*
- Support an environment at RCCD which embraces supports and celebrates its diversity, equality and equal employment opportunities, and will monitor progress and advancement in these areas.
  - *Board continues to celebrate diversity and equality, through support of policies and procedures of employment practices, and student support programs such as TRIO and Ujima and others.*
- Support and share the work and efforts of developing outside resources to the District, primarily through the work and support of Riverside Community College District Foundation; and will work with and support the foundation and chancellor in advancing a campaign that furthers the needs and opportunities of the district.
  - *Board continues to support and accept grants, work of the foundation and the advancement of campaign. This is evident through their engagement in the community, work with the foundation, and advocacy at the state and federal levels.*
- Support Riverside School for the Arts, and advancement of the District in arts and media.
  - *Board supports and is part of the task force on School of the Arts, and appreciates the \$5 million gift for the school.*
- Continue to advance the mission of the Innovative Learning Center at Stokoe, and supports the Center's evolution to fulfill its unique agenda, and support measures that advance the operational agenda.
  - *Board has visited Stokoe, and is knowledgeable of the site, its programs and progress. The committee of the board for Stokoe will be convening in the near future.*

- Advance the fiscal accountability of the District, and will assure that a balanced budget is passed for 2010-2011, and implemented, accordingly.
  - *Board has adopted and overseen fiscal stewardship of its annual budget, and planning according to budget.*
- Continue to support the existing relationships and partnerships of the district, and look to build new collaborations that further the role and mission of the District; inclusive of their relationships as trustees and the board, as a whole.
  - *Board has approved agreements for the advancement of Community Learning in Partnership (CLIP) and other programs with K-12 partners.*
- Continue to support student success and encourage the development of programs that advance the success of students, in the multitude platforms and means utilized.
  - *Board has supported programs and operational changes for the advancement of student success and has reviewed data to assure proper planning within the district to address student success.*