

**Agenda Item Details**

Meeting	Mar 24, 2018 - Board of Trustees, Special Meeting (Retreat/Study Session), 8:30 a.m.
Category	5. DISCUSSION
Subject	5.2 Board Goals for 2018-2019
Type	Discussion

[032418 - Discussion - Composit Report 2017.pdf \(28 KB\)](#)

[032418 - Discussion - Board Evaluation Summary - 2017.pdf \(63 KB\)](#)

**IMPERIAL COMMUNITY COLLEGE DISTRICT  
BOARD OF TRUSTEES SELF-EVALUATION  
2017 COMPOSITE REPORT**

All Trustees responded: Rudy Cardenas, Jr., Jerry Hart, Karla Sigmond, Louis Wong, Steve Taylor, Romualdo Medina, and Mark Edney

Rating Scale: 5 = Excellent, 4 = Above Average, 3 = Average, 2 = Below Average, 1 = Unsatisfactory, 0 = Unknown

#	Activity	Hart	Cardenas	Taylor	Medina	Edney	Wong	Sigmond	Comments	Avg Score By Question	
1	The Board operates under an appropriate set of district policies and procedures, which are kept up to date and are consistent with the	5	5	4	5	5	5	4		33	4.71429
2	Members of the Board serving on subcommittees meet established time lines in accomplishing there task assignments and report to the Board.	5	5	4	4	0	4	4		26	3.71429
3	Board members are punctual to and attend all meetings to conclusion.	3	5	2	4	4	4	4	All Board members are punctual to the Board Meetings.	26	3.71429
4	The Board reviews agenda materials and is prepared for Board meetings.	5	5	5	4	4	4	4	All Board members appear to be prepared for all Board meetings.	31	4.42857
5	Newly elected Board members are provided with a Board orientation.	5	5	5	3	5	5	3		31	4.42857
6	Board meetings include some education or interpretation time, if appropriate.	5	5	4	3	4	5	4	More time should be allowed for this area.	30	4.28571
7	The Board annually reviews and updates goals.	5	5	4	5	4	5	0		28	4
8	The Board meets sufficiently often to accomplish all of the business of the district and to afford the public access on important issues on a timely bases.	5	5	4	4	4	5	4	The Board meets sufficiently throughout the year and if additional meetings are necessary, special meetings are scheduled.	31	4.42857
9	The Board conducts an annual Board evaluation.	5	5	5	5	3	5	4	The Board does conduct Board self-evaluatons on an annual basis.	32	4.57143
10	The Board sets guidelines, reviews and monitors the budgetary process.	5	5	5	4	4	5	4		32	4.57143
11	The Board has a formal procedure for appraisal of the CEO, which it implements on a timely basis.	5	5	5	4	0	4	4	Yes, the Board does have a formal procedure to evaluate the CEO.	27	3.85714
12	The Board works at developing and maintaining a trustful and mutually beneficial relationship between itself and the CEO.	5	5	5	4	5	5	4		33	4.71429
13	Board discussions are free flowing with full opportunity for participation and respect for divergent opinions of all participants.	5	5	2	5	4	5	4		30	4.28571
14	All Board members have equal and adequate opportunity for trustee education and development through participation in approved functions.	5	5	2	4	5	5	4		30	4.28571
15	The Board reviews the college mission periodically to ensure that it accurately expresses the purpose of the institution.	5	5	4	3	4	4	4		29	4.14286
16	The Board participates in the development of, and reviews and approves the Long Range Plan in accordance with established guidelines.	5	5	4	3	5	5	4		31	4.42857
17	The Board reviews and implements established processes for two-way communication with its constituencies.	5	5	4	4	5	5	4		32	4.57143
18	The Board considers issues appropriate to its authority and responsibility.	5	5	5	4	5	5	4	The Board does not appear to micro-manage its responsibilities.	33	4.71429
19	The Board works to promote and enhance the image of the college in the community.	3	5	2	3	5	4	4	Need to be advocates for IVC. More Board members need to attend all graduations.	26	3.71429



# Imperial Community College District Board of Trustees

## SELF-EVALUATION 2017

Please respond to the following self-evaluation questions.

### 1. What are the Board's greatest strengths?

- Diversity.
- Our focus on Student Success.
- Our focus on providing the best education to all of our students.
- Diversity and the ability to work with each other.
- The Board is focused on providing the best opportunities to serve all our students.
- The Board tries to insure our programs provide skills to students that the local job market requires.
- The Board's ability to work together and focus on what is in the best interest of the institution and all its students.
- The Board's greatest strengths are compromised with a diverse group of individuals working together to manage the college affairs.
- Commitment to the success of students at IVC.
- Knowledge of IVC's history and future goals.
- Good relations with the Imperial Valley Community.
- Excellent working relationship with the Superintendent/President and College Administration.
- Working together as a unit.
- I believe the diversity of the Board is its greatest strength. The fact that we have different people from different backgrounds on the Board is its greatest strength.

### 2. What are the major accomplishments of the Board in the past year?

- Solar project, POST Level 1, Balanced budget.
- Continued focus on fiscal solvency.
- Continued focus on Student Success.
- Collaboration and communication with all stakeholders.
- Cultural diversity in management positions.
- Providing support to staff for new innovative programs.
- The Board has continued its focus on fiscal issues in an environment of changing financial times with representatives of all constituencies working together on solutions.
- Hiring educational leaders and all staff focused on making the district successful and serving all students.
- Completion of accreditation.
- Improvements to buildings and landscape.
- Completion of negotiation of contracts.
- Successful negotiation of employment contracts.
- Decisive votes to support and advance Guided Pathways initiative.
- Steps taken to ensure bond debt cost reduction.
- Initial work to prepare a plan for deferred maintenance of college facilities.
- Bargaining unit negotiations.
- To be able to have a 13% reserve is a major accomplishment.

**3. What are areas in which the Board could improve?**

- More training for Trustees, such as Brown Act, Sexual Harassment Training, and Code of Ethics Training.
- Open and trustful communication with our CEO.
- Clear communication with our constituents about all the positive educational opportunities at the college and our needs and challenges moving forward.
- Increase communication between the board, staff, faculty, students, and communities. Through clear communication we gain information to understand the needs of these groups and adopt programs to better serve them.
- We can always allow more time for stakeholders to share their desires and goals for the direction of the college.
- Provide highlights of college accomplishments to the community.
- I don't see any areas in which we need to improve.

**4. As a Trustee, I am most pleased about:**

- Executive Staff.
- Hiring staff that is culturally diverse and really cares about our community.
- Focus on Student Success.
- Focus on Fiscal Solvency.
- Collaboration with other Educational Agencies to provide Quality Education to all of our students.
- Special Programs and Support Services our College offers to ALL of our students (Such as the Inside/Outside Program that provides classes to men and women that are incarcerated, High School Dual Enrollment, ESL classes in our communities, the food pantry for our students, and the new simulator for the class.
- We have continued our efforts to get our fiscal issues in order.
- We have resolved our accreditation issues and have plans in progress to insure we continue to be fully accredited moving forward.
- We approved a Strategic Plan and Student Equity Plan that ensure all our students are receiving the quality programs they deserve.
- Receive grant monies.
- The continuation of maintaining our current picture.
- The progress being made toward Guided Pathways.
- Operational stability.
- The fact that we have been able to have a good reserve in order to assist the college if there were any major financial problems.

**5. As a Trustee, I have concerns about:**

- Balanced budget, Campus safety, Upcoming Capital improvements
- I am still concerned about providing support services to all of our students so that we may have better retention.
- Reliable funding that insures the district can provide quality programs for students.
- Enrollment management processes to insure students have classes needed to succeed.
- Fill all open positions in upper management. (CEO, VP)
- Budget and funding for the college.
- None.

- Increasing enrollment and fiscal stability (long term).
  - The fact that there has been such a turnover in the last couple of years at the Vice-Presidential and Dean level.
- 6. As a Trustee, I would like to see the following changes in how the Board operates:**
- Streamlining board meeting, professionalism during closed session.
  - None.
  - Become more involved in legislation affecting the college and advocating for laws that have positive effects on the college.
  - Each board member(s) need to understand his or her community need(s) and formulate ways to meet and exceed the needs of their prospective community.
  - None, at this point.
  - Open to suggestions.
  - No changes are necessary.
- 7. I recommend that the Board has the following goals for the coming year:**
- Video telecasting Board Meetings.
  - Continue our focus on Fiscal Solvency.
  - Continue to reach out to the community and register other groups of students by working with School Districts and other agencies.
  - Continue to work on student retention and support. We can do a better job with students that are failing by being proactive and using systems to identify and target student before we lose them. This will also help our FTE.
  - Continue to provide more classes that have online books for student that cannot afford books.
  - Continue our focus on Student Success.
  - Continue our focus on providing support to all students to ensure they meet their life long goals.
  - Continue two-way communication with all stakeholders to ensure our priority is focused on our students!
  - Continue our process of providing fair employment agreements to all groups that allow the district to operate efficiently.
  - Continuously focus on providing quality programs to insure success to all our students.
  - Continue priority of fiscal sustainability.
  - Build up a strong financial reserve. Gain strong from staff and facility to move the college in a forward direction.
  - Successfully identify and appoint a new Superintendent/President.
  - Successfully complete application, receive funding for Guided Pathways initiative, develop and implement a first-stage strategy for improving students' chances of a timely and successful completion of certificates and degrees.
  - Identify funding and begin implementation of a deferred maintenance schedule of work.
  - Advance planning for a new College Center.
  - On-going evaluation and enhanced support of "college in the community" programs, e.g., Inside/Out, A/C 101 (et al.), Distance Learning, Non-credit courses, Concurrent Enrollment, etc.
  - Increasing student/teacher ratio and online education.
  - To fill out our administrative team and to select a CEO Superintendent/President as soon as possible.