

AGENDA ITEM10.g

Revisions to BP No. 6017 Performance Evaluation

RECOMMENDED DIRECTIVE: The board hereby approves the revisions to BP No. 6017 Performance Evaluation

DISCUSSION: During the recent institutional self-study in preparation for reaffirmation of accreditation, the college noted it was not in full compliance with its policy on performance evaluation which requires annual performance assessment. The external evaluation report recommended, "In order to improve effectiveness, the team recommends that the College ensure that its personnel evaluation processes are sustainable and allow for systematic evaluation of all personnel at stated intervals. These evaluations should assess the effectiveness of personnel and encourage improvement, and actions taken following evaluations should be formal, timely, and documented." The July 8, 2016, Commission letter Recommendation 7 stated "In order to meet the Standards, the team recommends that the College establish, publish, and adhere to written personnel procedures that are widely available for information and review." The recommendations led to the proposed revisions which replace annual evaluation with a formal evaluation six months prior to expiration of contract. President Daisy met with faculty and staff from each campus to explain the rationale for the changes and answer questions. The Human Resources Committee, Cabinet, and Executive Committee have reviewed and endorsed the recommended revisions.

ACTION TAKEN:

_____ Approved as presented

_____ Approved w/ modifications

_____ Disapproved

_____ Deferred to a later meeting

VOTE:

_____aye _____nay _____abstain

DATE: _____