

**FLORIDA GATEWAY COLLEGE
DISTRICT BOARD OF TRUSTEES EVALUATION OF THE PRESIDENT
FOR THE ACADEMIC YEAR OF 2013-2014**

THE STATE ACCOUNTABILITY STANDARDS HOLD PRESIDENTS, ALL COLLEGE STAFF AND BOARDS OF TRUSTEES ACCOUNTABLE FOR THE FOLLOWING GENERAL AREAS:

- Accurate data collection and reporting
- Progress towards State of Florida equity objectives
- Effective strategic planning
- Performance outcomes such as these student measures:
 1. Enrollment/Retention/Success Report
 2. A.A. Degree Transfer Performance
 3. State Licensure Passing Rates/Program Placement Rates
 4. College Preparatory Success Report

WHILE YOU ARE EVALUATING THE PRESIDENT IN THIS INSTRUMENT, PLEASE KEEP IN MIND THE ABOVE ACCOUNTABILITY STANDARDS OF THE STATE OF FLORIDA.

RATING SCALE: Excellent=5, Good=4, Average=3, Below Average=2, Poor=1

Board Relations	Rating	Comments (Optional)
Keeps the Board adequately informed of College operations and activities.		
Provides the Board with needed information soon enough to be read and assimilated.		
Appropriately carries out the directions of the Board.		
Relations with the Board are honest and forthright.		
Community, State and National Relations	Rating	Comments (Optional)
Effectively interacts with community organizations in a leadership capacity as appropriate.		
Maintains appropriate state and national professional affiliations.		
Fiscal Operations	Rating	Comments (Optional)
*Develops sound financial plans and operates the College in a financially prudent manner.		
*The College has made positive and continuous progress in fiscal accountability and is steadily correcting the deficiencies of past years.		
Maintains effective and legally sound purchasing procedures.		

Instructional and Student Services Programs	Rating	Comments (Optional)
*Identifies, understands, and implements the academic mission and goals of the College.		
*Is responsive and innovative with respect to changes in the community and in the delivery of educational services.		
*Maintains appropriate academic and state accountability standards, i.e., PERT Test.		
*Understands and appropriately responds to the needs of students; degree audit for students.		
Personnel/Human Resources Operations	Rating	Comments (Optional)
Maintains effective working relationship with College employees.		
*Recommends the hiring of individuals whose abilities are well suited to their positions emphasizing EA/EO standards and goals of the State of Florida		
Engenders the trust and confidence of staff.		
Willing to make difficult personnel decisions.		
Leadership	Rating	Comments (Optional)
Able to communicate and implement decisions.		
Able to handle crises.		
*Able to initiate new ideas and change such as technology, distance learning, quality assurance training and complies with the statewide database initiatives.		
Demonstrates a leadership style that inspires others.		
*Demonstrates effective strategic planning throughout the district.		
Engenders confidence as an educational leader.		
*Identifies and analyzes problems and issues confronting the College.		
Identifies potential areas of conflict.		
Incorporates the ideas of others in the decision making process.		
*Provides effectively maintained college facilities and seeks needed funding for future construction/renovation and technology.		

Goals, Objectives, and Areas of Concentration:	Rating	Comments (Optional)
*The College organization structure reflects efficiency for meeting performance goals.		
Public Relations are handled strategically to enhance the College's image.		
*Program reviews of all instructional areas are in continuous operation.		
*The College budget has been cost effective and operates within the budget guidelines established by the Board of Trustees.		
*The strategic planning process is ongoing. (Reference Committee Structure Handbook)		
*The SACS Self Study was completed successfully with full accreditation standards continuing to be maintained. Other special accrediting objectives are met. i.e. Allied Health, Baccalaureate, etc..		
*A Cooperative spirit of articulation has been developed with other colleges and universities in the area and public schools in five county area.		
Considerable attention has been devoted to improving internal relationships from the President's office with students, staff and faculty.		

(*) EVALUATION FACTORS DIRECTLY RELATE TO THE ACCOUNTABILITY STANDARDS

Additional Comments or Statements:

Trustee Signature _____

Date _____