



PASADENA AREA COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES BYLAWS

Title: Evaluation of the Performance of the Superintendent/President
Legal Authority: Board Minutes, Accreditation Standard IV.B.1

Bylaw No. 1680
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Each year by July 31, the Board of Trustees shall conduct a confidential annual evaluation of the performance of the Superintendent/President for the prior complete fiscal year ending on June 30.

This evaluation will be based primarily on the progress the college has made on the approved **Educational Master Plan** and the **Board's Annual Goals** adopted for each new academic year.

The annual evaluation of the Superintendent/President shall be of two types:

1. A regular developmental annual evaluation for each of the Superintendent/President's first three years of service. The regular annual evaluation shall be the result of mutual agreement between the Superintendent/President and the Board, but shall at a minimum include:
 - a. The self-evaluation of the Superintendent/President; and
 - b. Each Trustee's review of the Superintendent/President's self-evaluation plus each Trustee's response to a questionnaire developed and approved by the Board.
 - c. The Board President will gather the trustees' responses, consult with the Board and write a summary evaluation to be shared with the Superintendent/President.

2. A comprehensive evaluation in the fourth year of service. The comprehensive evaluation shall consist of the regular developmental evaluation described above plus an additional formal process to:
 - a. Gather broader attributed comment from the faculty, staff, administration and students. Anonymous and unattributed comment will not be included.
 - b. By mutual agreement with the Superintendent/President, the Board will engage an external, independent evaluation firm or consultant to conduct the evaluation, to receive attributed comment in person and to prepare a written report for the Board. This report will be shared with the Superintendent/President.