

## **2015-2017 Board Self Evaluation: Goals and Plans**

In accordance with Board Policy 2745 Board Self-Evaluation, the Coast Community College Board of Trustees surveyed all Board members as well as all employees in the District in September/October 2015. Survey results from this biennial self-evaluation were discussed at the November 4, 2015 Board study session. As part of this discussion the Board identified areas needing improvement and appropriate measures to address these. The identified goals and plans for action are set forth below for adoption by the Board of Trustees and will be addressed by the time of the next review cycle in September 2017.

**Goal #1: The Board will maintain a focus on improving student success in the Coast District and shall make student success its highest priority.**

**Action Plan:** The Board requests the Chancellor operationalize this goal by identifying one or more areas of student success as a focus along with measurable plans for achievement. Regular updates will be provided to the Board presenting plans and data on the identified aspects of student of success.

**Goal #2: The Board will provide for discussion to address future needs and direction of the District.**

**Action Plan:** The Board will plan a study session or Board retreat that provides adequate time to discuss the future needs and direction of the District.

**Goal #3: The Board will work to improve communications and trust among Board members and with the Chancellor.**

**Action Plan:** The Board has made some progress towards this goal as a result of the September 2015 retreat and will continue this work. The Board will schedule additional facilitated retreats in an effort to further this goal.

**Goal #4: The Board will establish better communications with employees.**

**Action Plan 1:** The Board will continue to send out a newsletter providing highlights of Boards meeting to better inform the District community about the Board's actions. The Board will consider reinstating the "Coast Board Connection" or similar publication to provide additional information about Board meetings and activities.

**Action Plan 2:** The Chancellor will provide a State of District report annually, beginning February 2016.

**Goal #5: The District will continue to make full-time faculty hiring a priority.**

**Action Plan:** On December 10, 2014, the Board approved a full-time faculty hiring plan for the District. The District will continue to replace full-time faculty who leave the District and hire additional new full-time faculty members in accordance with this plan. The Board will receive regular updates on growth and faculty hiring projections.

**Goal #6: The Board will work with the Chancellor to improve District employee morale and trust by reducing internal disputes that are costly to the colleges and District.**

**Action Plan 1:** The Board supports a plan for employee relations coordinators on each campus and will encourage and support HR and the Colleges in a campaign to publicize the availability of ombudsmen/mediators to assist employees and students with internal issues, disputes and related matters.

**Action Plan 2:** The Board requests that the Chancellor provide for management forums coordinated by District/Campus HR in an effort to improve manager-employee relations.

**Goal #7: The Chancellor will lead a discussion of potential external funding sources during an upcoming study session.**

**Action Plan:** The Board will provide appropriate direction to the Chancellor and colleges for seeking external funding through business partnerships and other sources.

**Goal #8: The Board will adhere to the plan for a four-year review cycle of Board policies and procedures.**

**Action Plan:** The Board adopted a four-year plan for policy review in 2013 and will continue to follow this plan.