

PRESIDENT JOE SCHAFFER'S ANNUAL PERFORMANCE EVALUATION

FY 2014-2015

Place instructions here.

I. Communications/Change	Does Not Meet Expectations	Below Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations	Not Applicable	Don't Know – Unable to Rate
1. Information is provided to Board in advance or on realignment of positions.							
2. Roadblocks to change are removed. (time clocks)							
3. Follow-up adjustments to facilitate positive change is effective. (advising)							
4. Understandable messaging is provided regarding College vision, strategic plan, and implementation plans							
5. Communications are timely and delivered to appropriate parties in proper form.							
Totals							
Additional Comments:							

II. Mechanisms to Build Relationships	Does Not Meet Expectations	Below Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations	Not Applicable	Don't Know – Unable to Rate
1. Gathers information (listens) from employees on past and current programs.							
2. Uses Knowledge from staff about current situations prior to setting objectives and development of plans.							
3. Practices effective delegation.							
4. Facilitates resolution of difficult inter-department (between departments or intra-department, which means within a department, or both?) conflict.							
5. Policies/Procedures are designed to build employee commitment to excellence.							
Totals							
Additional Comments:							

III. Human Resource Development	Does Not Meet Expectations	Below Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations	Not Applicable	Don't Know – Unable to Rate
1. Provides timely supervision for employees to improve performance.							
2. Works to build effect college-wide succession plan.							
3. Facilitates enhanced human resource responsiveness.							
4. Creates an environment where employees feel valued to try innovative techniques to improve effectiveness.							
Totals							
Additional Comments:							

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IV. Student/Educational Programming	Does Not Meet Expectations	Below Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations	Not Applicable	Don't Know – Unable to Rate
1. Institutional focus in on academic quality.							
2. Institutional focus is on student completion.							
3. Organization programs are designed to achieve student success.							
4. Educational K-20 partnerships are strong.							
5. Academic program review was implemented. (advising, scholarship, intramural)							
6. Students are provided services in a timely fashion.							
7. Policies and procedures facilitate academic success.							
Totals							
Additional Comments:							

V. President's FY 2014-2015 Personal Goals	Does Not Meet Expectations	Below Expectations	Meets Expectations	Exceeds Expectations	Significantly Exceeds Expectations	Not Applicable	Don't Know – Unable to Rate
1. Building Forward has advanced on schedule.							
2. Wayfinding has appropriately progressed.							
3. A new campus-wide human resource classification framework is in place.							
4. Compensation model is revamped and implemented.							
5. LCCC's accreditation will be achieved through the Higher Learning Commission's Academic Process Improvement Plan (AQIP).							
Totals							
Additional Comments:							

VI. Board's Suggested Goals for President Schaffer for FY 2015-2016

- 1.
- 2.
- 3.
- 4.
- 5.

Additional Comments:

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