Leadership Performance Assessment

Alignment, Engagement and Performance

January 8, 2014
Chancellor's Goal 3

• **Restore professionalism and confidence in the leadership and governance of the College:**
  – *Work with Chancellor's cabinet on leadership expectations and competencies; and*
  – *Work with campus and district administrative leadership groups (including directors and advanced program managers) on leadership expectations and competencies.*

• **Applies to:** Executive Vice Chancellor, Vice Chancellor, Assistant Vice Chancellor, Psychologist, General Counsel, President, Vice President, Dean, Executive Director, Director, Director and Advanced Program Manager
Leadership Assessment

- Individual Actions related to Chancellor’s Goal 1, HLC reaccreditation
- Unless specifically assigned, limit actions to 3
- Review and Understand the competencies related to “Expectations for Successful Leaders”
  - Open and Honest Communications
  - Fair, Reasonable and Consistent Policies, Procedures, Practices and Processes
  - Informed Decision Making and Planning
  - Accountability
  - Leadership and Management
Leadership Assessment

• The plan design and process are based on our ongoing process alignment with:
  – Best practices
  – HLC expectations
  – Chancellor's Goals, Objectives and Timelines, 2013-2014

• Aligns individual actions to the College’s Mission, Vision and Strategies
Leadership Assessment

• Encourages performance consistent with established competencies and provides individual feedback
• Focuses individual performance & institutional management
• Identifies individual strengths and needed areas of focus and development
• Forms the basis for development, assignments and organizational leadership
Schedule

• Retrospective review of assignments & accomplishments to Chancellor’s Goal 1 and understand competencies related to *Expectations for Successful Leaders*
• 12.03.13 Administrator identifies personal actions to Goal 1
• 12.05.13 Administrator submits form to Supervisor
• 12.09.13 Supervisor review & approve submitted personal actions – approved forms returned
• 01.29.14 Administrators completes and submits self-assessment of Leadership competencies & personal achievement to Goal 1
• 01.30.14 Supervisor & Administrator meet to review performance assessment form
• 02.05.14 Completed forms submitted to Human Resources