**Sample 3: Evaluation Criteria for College Constituents**

A survey form would include an introduction such as “The Board of Trustees is seeking information on its performance from college employees who regularly attend board meetings. Please rate your level of agreement with the following criteria of board effectiveness.”

If the board uses the survey in Sample 2, the same rating scale would be used for the survey of constituents in order to be able to compare responses. Constituents should also be able to indicate “unable to evaluate.”

**CRITERIA**

1. The board understands its policy roles and differentiates its role from those of the CEO and college staff.
2. The board provides leadership for, regularly reviews the district’s mission and goals, and monitors progress toward the district mission and goals.
3. The board assures that there are effective planning processes and that resource allocation supports institutional plans.
4. Board policies are regularly reviewed and are up-to-date. They effectively guide college operations.
5. The board clearly delegates responsibility to and supports the CEO as the institutional leader.
6. The board maintains an excellent working relationship with the CEO.
7. Board members represent the interests and needs of the communities served by the district.
8. The board supports and advocates district interests to local, state, and federal governments.
9. Board members represent the college well at college events and in the community.
10. The board communicates a commitment to student success.
11. The board effectively monitors the quality and effectiveness of the district’s educational programs and services.
12. Board decisions assure the fiscal stability and health of the district.
13. Board members understand the budget and provide effective oversight for fiscal operations.
14. The board respects faculty, staff, and student participation in college decision-making.
15. Trustees refrain from attempting to manage or direct work or activities of college employees.
16. The board expresses its authority only as a unit; members understand they have no individual authority.
17. Board members adhere to the board’s code of ethics or standards of practice. Board members avoid conflicts of interest and the perception of such conflicts.
18. Board meeting agenda topics reflect board responsibilities and tasks, and include sufficient information for board decisions.
19. Board meetings are conducted in an orderly, respectful manner; there is adequate time to explore and resolve key issues.
20. Board members work well with each other; trustee behavior sets a positive tone for the district.

In addition, constituents should be invited to comment on strengths of the board and to suggest areas for improvement, as open-ended questions.