



May 2015 Board Self Assessment Highlights

# **RIVERSIDE CCD**

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# **BOARD OF TRUSTEES**

# PROCESS

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- Receives report of board tasks and accomplishments
- Completes Board Self-Assessment Form
  - 70 items in 7 dimensions
  - Open-ended questions
  - Ranking Scale
    - 1 = *strongly disagree*;
    - 2 = *somewhat disagree*;
    - 3 = *somewhat agree*;
    - 4 = *agree*;
    - 5 = *strongly agree*.
- Results presented at May Board meeting
- Reporting out / Goals setting scheduled for June Board meeting

# OVERVIEW

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- With few exceptions, all members ranked all items from 3 to 5 (somewhat agree to strongly agree)
- 63 of the 70 (90%) items received an average of 4.0 and higher
  - 31 (44%) of those were 4.6 or higher, indicating strong agreement
    - Highest level seen, and essentially 2x as prior year
    - 2 of those were 5.0, unanimous strong agreement
- 5 were ranked between 3.0 – 3.8 (somewhat agree to agree)
  - No ranking was less than 3.2

# HIGHLY RANKED DIMENSIONS

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**The following dimensions had unanimous rankings of 5.0:**

- Segment of Constituency Interface--Board recognizes and celebrates positive accomplishment of the District's students, faculty and staff
- Segment of Guardianship --Board insures the District maintains adequate financial reserve

# HIGHLY RANKED DIMENSIONS (CONT.)

The following dimensions had high percentages of rankings 4.0 and above:

- Segments of Board Organization, except two ranked 3.6/3.25
- All segments of Commitment to Learners
- Segments of Constituency Interface, except one ranked 5.0
- Segments of Community College System Interface, related to:
  - Board members assist and support the District by attending events of CCCT and State Chancellor's Office
  - Support of educational partnerships
  - Understanding and awareness of state educational policies.



# HIGHLY RANKED DIMENSIONS (CONT.)

The following dimensions had high percentages of rankings 4.0 and above (cont.):

- Segments of Economic/Political System Interface, except one segment ranked 3.8
- All segments of District Policy Leadership
- All segments of Management Oversight
- Segments of Guardianship, except one that ranked 5.0

# LOWER RANKED DIMENSIONS

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The following dimensions had high percentages of rankings 3.0 to 3.8:

- Segment of Board Organization, related to:
  - Agenda items contain sufficient background and documentation for the board's review and decision.
  - Members uphold the final majority decision of the Board.
- Segment of Community College System Interface, related to:
  - Board members assist and support District by attending events of the State Chancellor's office.
  - Board is aware of the policies of the state government and Chancellor's Office and Board of Governors.
- Segment of Economic / Political System Interface, related to Board attends national events on behalf of the interest of the District.
- **NO DIMENSION RANKED LESS THAN 3.2**

# BOARD ORGANIZATION (12)

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- Overall positive but variability in average scores (3.25 – 4.8)
- Rankings: Majority of rankings were relatively the same
  - Same: 58% (7)
  - Decrease: 33% (4)
    - Largest decline of all 70 segments: **-1.35** (members uphold final, majority decision)
  - Increase: 8% (1) Board Operates as a unit
- Ranking perceptions:
  - Diverse: 42% (5)
  - Unified: 33% (4)
  - Both: 8% (1) Board operates as a unit



# COMMITMENT TO LEARNERS (7)

- Variability in scores (4.0 – 4.8) shows a highly rated dimension
- Rankings: Majority of rankings were relatively the same
  - Same: 57% (4)
  - Decrease: 29% (2)
  - Increase: 14% (1) Board demonstrates a concern for success of all students.
- Ranking perceptions:
  - Diverse: 71% (5)
  - Unified: 29% (2)

# CONSTITUENCY INTERFACE (9)

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- Continues to be STRONGLY ranked dimension, ranked 4.2-5.0
  - One ranked 5.0
- Rankings: Majority of rankings were relatively the same, or improved
  - Same: 45% (4)
  - Decrease: 45% (4)
  - Increase: 10% (1)
- Ranking perceptions:
  - Diverse: 33% (3)
  - Unified: 33% (3)

# COMMUNITY COLLEGE SYSTEM INTERFACE (5)

- Continues to be a lower ranked dimension (3.2-4.4)
- Ranked same, with one lower and one higher from prior year
- Diverse in 4 of 5 segments
  - One split from 2 - 5 ranking: Boardmembers assist and support District by attending events of State Chancellor's Office

# ECONOMIC / POLITICAL SYSTEM INTERFACE (9)

- Rankings all fairly strong (3.8-4.8)
  - 6 of 9 ranked 4.6 or higher.
- Rankings: Majority of rankings were improved with limited decline
  - Increase: 56% (5)
  - Same: 33% (3)
  - Decrease: 11% (1)
- Ranking perceptions also equally splits:
  - Diverse: 33% (3)
  - Unified: 33% (3)



# DISTRICT POLICY LEADERSHIP (9)

- Rankings all fairly strong (4.0-4.6)
  - Majority ranked 4.4
- Rankings: Rankings were same, with one increase
- Ranking perceptions:
  - Ranking perceptions diverse in 5 of 9 segments
  - No rankings were unified

# MANAGEMENT OVERSIGHT (10)

- Continues to be STRONGLY ranked dimension, ranked 4.0-4.8
  - 80% ranked 4.6 or higher
- Rankings: Majority of rankings were improved with only one decrease
  - Increase: 70% (7)
    - Highest increase of all 70 questions: 4.6 from 3.2 – A climate of mutual trust and respect exist between the Board and the Chancellor
  - Same: 30% (3)
  - Decrease: 10% (1)
- Ranking perceptions:
  - Diverse: 40% (4)
  - Unified: 60% (6)
    - Most unified rankings of any dimension
  - Both: 30% (3)

# GUARDIANSHIP (9)

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- Rankings all fairly strong (4.2-5.0)
  - 7 of 9 ranked 4.6 or higher
- Rankings: Rankings were improved or the same
  - 4 of 9 increased
- Ranking perceptions:
  - Diverse: 22% (2)
  - Unified: 33% (3)

# SUMMARY-RANKING FROM 2014

- Increases / Decreases
  - 21 items ranked more positive than 2014 (+0.4)
  - 13 items ranked less positive than 2014 (-0.4)



# INCREASES IN RANKINGS (+0.4)

- Segment of Board Organization, related to Board operates as a unit.
- Segment of Commitment to Learners, related to Board demonstrates a concern for the success of all students.
- Segment of Constituency Interface, related to Board members adhere to protocols for dealing with college and community citizens and the media.
- Segment of Community College System Interface related to Board members assist and support the District by attending events of CCCT and State Chancellor's Office.
- Economic/Political System Interface, related to:
  - Board advocates District interest to national agencies and legislators.
  - Board advocates and interfaces with local, state and federal bodies.
  - Board advocates District interest to state agencies and legislators.
- Segment of District Policy Leadership related to Board seeks community input in developing policies that affect the community at large.
- Management Oversight, related to:
  - Board and Chancellor have a positive and cooperative relationship.
  - Board provides a high level of support to the Chancellor.
  - Board maintains open communication with the Chancellor.
  - **A climate of mutual trust and respect exist between the Board and Chancellor (+1.4)**
  - Board is adequately informed about important issues facing the District.

# DECREASES IN RANKINGS (-0.4)

- Segments of Board Organization:
  - Board meetings are conducted in an orderly and efficient and effective manner that provides sufficient time for discussion.
  - Agenda items contain sufficient background and documentation for the Board's review and decision.
  - Board meetings allow appropriate input from constituencies.
  - **Members uphold final majority decision of the board (-1.35).**
- Segments of Commitment to Learners related to:
  - Board is knowledgeable about the educational programs of the District.
  - Board supports one student contract and learner centered curriculum.
- Segments of Constituency Interface:
  - Board is knowledgeable about community and regional needs and expectations.
  - Board members maintain good relationships with community leaders.
  - Board helps educate the local community about community college needs and causes.
  - Board members support the development of programs in partnership with local USD and other educational institutions.
- Segment of Community College System Interface relating board being aware of the policies of state government and Chancellor's Office and Board of Governors.
- Segment of Economic / Political System Interface, related to Board attends national events on behalf of the interest of the District.
- Segment of Management Oversight, related to Board annual evaluates Chancellor in a manner consistent with board policy.

# SUMMARY – RANKING PERSPECTIVE

Of the 70 items, this year's self assessment included:

- 21 (30%) ranked with unified perspectives
  - Four or more, ranking the same level
- 32 ( 46%) ranked with diverse perspectives
  - Across three or more ranking levels
  - Up from 26 last year
- 4 (6%) segments ranked both unified and diverse rankings
- ALL Dimensions had BOTH split and unified ranking of segments – Except District Policy Leadership (only split rankings 56%)

# RANKING PERSPECTIVES

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## Overall Unified Dimensions:

- Management Oversight (60%)
- Board Organization (33%)
- Constituency Interface (33%)
- Economic/Political Interface (33%)
- Guardianship (33%)

## Overall Split Dimensions:

- Community College System Interface (80%)
- Commitment to Learners (71%)
- District Policy Leadership (56%)
- Board Organization (42%)
- Management Oversight (40%)
- Constituency Interface (33%)
- Economic/Political Interface (33%)



# RANKING PERSPECTIVE (CONT.)

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## Segments with BOTH Unified and Diverse Perspectives

- Board Organization – Board Operates without conflict of interest
- Management Oversight
  - Board maintains open communication with Chancellor
  - Climate of mutual trust and respect exists between Board and Chancellor
  - Board encourages professional growth of Chancellor

# OPEN ENDED QUESTIONS

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## 1. What are the Board's greatest strengths?

- Desire to be a Great Board
- Diversity of the Board and the experience levels that the Board brings allows for enriched discussion
- District representation
- Shared Governance
- Hierarchy leadership
- Belief that students come first
- Involvement in District and Community
- Reputation of its members
- Ability to respect each other in disagreement

## 2. What are the major accomplishments of the Board this past year?

- Full accreditation by 3 colleges – assisted by Board
- Accreditation at each college through the hard work of staff, students and administrators
- Hiring chancellor
- The continued support of the new Chancellor
- Selection of chancellor & RCC President.
- Hiring key unfilled positions that have been filled with interim or acting staff
- Fiscal stability improvement
- Maintaining a reserve target 5% for financial crisis
- Each board members commitment to the district as a whole
- Giving support to staff and employees as needed
- Activities to assist students as necessary (responding to student requests)
- Responsiveness to stakeholders & partnerships
- Community college reaching to K-12 districts/AB 86 Signing & Partnership show unity and leadership
- Establishing partnerships (K-12, national recognitions)

# OPEN ENDED QUESTIONS

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## 3. What are the areas in which the Board could improve?

- Timely and consistent attendance at meetings
- Policy and Student success engagement and partnerships
- One location to meet at for Board meetings.
- Continual improvement when interacting with each other

## 4. As a Trustee, I am most pleased about...

- Campus environment
- Individual college leadership and cohesive improvement
- Support of colleagues on the Board
- Board appears to work together
- The positivity felt at the board meetings
- Advancement of the district over the past 10-years
- Individual colleges – each college shine in their own specialties (NC: Engineering; MVC: allied health; RCC: Business, Nursing)

# OPEN ENDED QUESTIONS

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**5. As a Trustee, I would like to see the following change(s) in how the Board conducts business.**

- Timed/shorter board member comments under business from board
- Forum where trustees and students have more direct integration/engagement.
- Better review of agenda prior to board meeting (ask questions prior to meeting).
- The entire board is part of recognitions

**6. What issue(s) do you feel the Board should make a priority for the coming year?**

- Student Success and impact on students most at risk.
- Centennial/25 year celebration
- Assist with fundraising.
- Increasing class offering
- Faculty/staff support.
- CTA & CSEA negotiations.
- Retreat with Chancellor, as needed.
- Continue community visibility
- Restore budget & reserve
- Develop a policy that confirm with the state chancellor's office on articulated and dual credit enrollment with our K-12 partners and pathways



# GOALS SET FROM JUNE 2014

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Board planned to:

1. Finalize Chancellor Recruitment and selection.
2. Hold session with Board and Chancellor to establish visions, objectives and goals for the Board and Chancellor to collectively achieve in the 2014-2015 year; and monitor progress of established goals, and in accordance with established procedures.
3. Review and assess planning and implementation of AB86 relative to partnerships, plans and programming; and resource allocation and development with K-12 in transitioning and fulfilling the role in adult education in the region.
4. Advance and monitor the Student Success Initiative and address data, service and programs needs associated with state-wide initiative, and set standards for and monitor student success.

# GOALS SET FROM JUNE 2014 (CONT')

Board planned to:

5. Advance partnerships with industry, K-12 and other educational institutions that advance the mission of the District and support the mission of the colleges, and hold 2-4 joint governing meetings annually.
6. Foster a climate of trust and collegiality by continuing to adhere to ethical standards and model civility and respect.
7. Understand and implement long term resource allocations, and establish stewardship policies, practices and standards that support the advancement of the three-college district model.

What's Next?

# SETTING OF GOALS FOR 2015