

## Riverside Community College District Board of Trustees May 2009 Board Self Assessment Highlights

### Process

Each Riverside CCD trustee completed a Board Self-Assessment Form, which consisted of 69 items that described Board effectiveness to be rated as followed. *1 = strongly disagree; 2 = somewhat disagree; 3 = somewhat agree; 4= agree; 5 = strongly agree.* The trustees also responded to a series of open-ended questions. The assessments were sent on May 13 to Board Effectiveness Consultant Cindra Smith, who tallied the responses and prepared these highlights for discussion at the May 19, 2009 Board meeting.

### Overview

The board members agree that they perform the functions in the seven dimensions of Board effectiveness. With some exceptions, all members rated all items from 3 to 5 (somewhat agree to strongly agree). 54 of the 69 items received an average of 4.0 and higher (17 of those were 4.6 or higher, indicating strong agreement). Fourteen items were rated between 3.2 – 3.8 (somewhat agree to agree), which the Board may want to review further to determine if improvement is needed. One item received a majority of N/A ratings.

### Highest Ratings

High ratings were found in each of the seven dimensions; however, the following areas had the highest percentage of ratings 4.4 and above:

- Commitment to Learners
- Constituency Interface
- Community College System Interface
- Economic/Political System Interface
- Guardianship

These ratings reflect the Board's effectiveness related to its roles to represent the community and advocate for the college, including its knowledge about state and national policy. It also reflects the Board's effectiveness related to fostering a commitment to learning and to its fiduciary roles, particularly those related to budgeting and funding.

In addition to consistently high ratings in those dimension, the Board strongly agreed (4.8) with items in other dimensions, including:

- The Board works to achieve the District's goals
- Board meetings comply with state laws
- The Board ensures and is involved in a systematic and comprehensive review of Board policies

### Other Ratings

Average scores in the other two dimensions (Board Organization and District Policy Leadership) reflected agreement that the board performed in accordance with the functions. A number of items were rated as "somewhat agree" and reflected less

consistency than ratings in the five dimensions listed above. The lowest rated items (3.4 – 3.6) were:

- The Board is adequately informed about the important issues facing the District
- The Board understand its policy role and differentiates it from those of the Chancellor and college staff
- The Board focuses on policy in Board discussions
- The Board activity supports the District's Foundation and fundraising efforts
- The Board reviews the District's mission statement on a regular basis.

### **Open Ended Question Responses**

1. The board's greatest strengths are: its diversity of and contributions from members, genuine concern for the district, community connections, focus on education and students, and support for board decisions even when there is disagreement.
2. The board's major accomplishments this past year were hiring a new Chancellor and new college presidents, and review of almost all board policies.
3. Areas for improvement include: avoiding micromanagement (which may have increased during interim Chancellor's service), timing and specificity of board agenda items, historical perspective on ongoing projects, board leadership rotation, and representation from Moreno Valley and Norco.
4. Trustees were "most pleased" about the good will of the faculty and staff during leadership change, the district coming together in the selection of a Chancellor, trustees' commitment to student access and success, and the growth of the board.
5. Some trustees would like to consider the following changes in how the board conducts business: review how committees conduct their business and review agenda items to ensure they are most important to the district.
6. The major priorities for the coming year were support for the new Chancellor including identifying goals and priorities, fiscal management, getting through accreditation, and not resisting change

### **Next Steps**

The lower ratings and suggestions for change reflect ongoing effort and possible need for further attention to

- Defining and adhering to the Board's policy role
- Reviewing board meeting agendas to ensure they meet the needs of the board
- Working with the new Chancellor to set goals and priorities for the coming year

*Based on the evaluation results, what board development and operations tasks would the board like to identify in the coming year?*