At the KCTCS Board of Regents June meeting, KCTCS President’s Evaluation Committee, chaired by Marcia Roth, will present information to the Board’s Executive Committee regarding the development of the KCTCS President’s Evaluation philosophy, process, and criteria for President Jay K. Box, appointed by the Board as president in January 2015.

Background

As required by the *KCTCS Board of Regents Bylaws*, the KCTCS President is evaluated annually:

13.3 Evaluation. The Board shall perform an evaluation of the President and shall fix the compensation and terms of contract.

Additionally, the KCTCS Board of Regents established *KCTCS Board of Regents Policy 2.5 KCTCS President’s Performance Review* to guide the evaluation process (see Attachment A).
2.5 KCTCS President’s Performance Review

The KCTCS Board of Regents has established a process of annual performance, planning, and evaluation for the KCTCS President. The purpose of the annual performance review is to assess individual performance of the President, assess the status of the System under the President’s leadership, and provide for growth and improvement of the System under the President’s leadership.

The KCTCS President’s annual Leadership Initiative with goals and target measurements, evaluation survey results which may be used in conjunction with the Leadership Initiative, and the KCTCS President’s end-of-the-year report are the basis for the evaluation. To serve this purpose, input from the Board, System administrators and college presidents, as well as the community, may be used.

The annual performance review cycle will be initiated at the beginning of each evaluation period with the KCTCS President completing the Planning Stage by meeting with the Board to establish goals and target measurements for the upcoming academic/fiscal year. At the conclusion of the academic/fiscal year, the annual evaluation will be conducted by the KCTCS Board of Regents.

2.5.1 Planning

A Leadership Initiative is to be determined by the KCTCS President at the beginning of each evaluation cycle in consultation with the President’s Leadership Team. The Leadership Initiative is to be aligned with the KCTCS Strategic Plan in order to establish annual goals and report accomplishments.

The KCTCS President will meet with the KCTCS Board of Regents at the beginning of each performance review period to reach agreement on and establish the goals and target measurements of the Leadership Initiative for the performance review period.

2.5.2 Implementation

The KCTCS President is responsible for providing the direction to accomplish the goals in the Leadership Initiative.

The KCTCS President shall present status reports to the KCTCS Board of Regents at each regular Board meeting of KCTCS activities in relation to the Leadership Initiative.

2.5.3 Evaluation

An end-of-the-year report is to be prepared by the KCTCS President at the conclusion of the evaluation period which addresses each goal and target measurement of the annual Leadership Initiative.
Evaluation surveys to solicit input on the status of the goals of the Leadership Initiative may be sent by the KCTCS Board Chair to the following at the conclusion of the evaluation period:

- Members of the KCTCS Board of Regents.
- Members of the President’s Leadership Team.
- Representatives of the KCTCS community.

Evaluation survey results shall be compiled for review by the KCTCS Board Chair.

The KCTCS Board of Regents Executive Committee shall review the materials compiled and presented and forward a recommendation to the full Board at the appropriate Board of Regents meeting to conclude the annual evaluation of the KCTCS President.

6-10-05
Date Approved by
KCTCS Board of Regents

Date of Last Review

Date of Last Revision
(Include all dates in chronological order)

6-10-05

SIGNED COPY ON FILE
Chair, Board of Regents

Date

SIGNED COPY ON FILE
President, KCTCS

Date