

LOUISIANA COMMUNITY & TECHNICAL COLLEGE SYSTEM  
Policy # 6.005

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Title: EVALUATION PROCESS FOR LCTCS PRESIDENT

Authority: Board Action

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It is the policy of the Board of Supervisors (Board) of the Louisiana Community & Technical College System (LCTCS) that the performance of the LCTCS President shall be continuously evaluated by the Board with at least an annual formal review of the performance by the officers of the Board and Personnel Committee of the Board.

Such evaluation shall be based upon goals, priorities and strategic initiatives agreed upon by the Board and LCTCS President at the beginning of each fiscal year.

The procedures associated with this evaluation shall be reviewed and agreed upon by the officers of the Board, the Board's Personnel Committee and the LCTCS President.

**Process for Evaluation of LCTCS President**

- 1) The LCTCS President and Board (Personnel Committee, Officers, or Full Board, as determined by the Board) agree upon one-year and three-year (annually revised and updated) goals, priorities, and strategic initiatives for the LCTCS with related expectations of the LCTCS President.
- 2) Agreement also reached regarding indicators and measures for reaching each goal and implementing each strategic initiative.
- 3) Agreement reached regarding priorities for LCTCS President for subsequent year.
- 4) Agreement reached regarding areas of Louisiana Community and Technical College System President's management/administrative/leadership style and performance needing improvement.
- 5) Agreement reached regarding areas of Louisiana Community and Technical College System President's management/administrative/leadership style and performance, which are outstanding and are to be maintained at that level.
- 6) Document during the year progress/problems/issues related to issues 1-5 above.

- 7) Maintained continuous review of President's work and hold, at least once annually, a thorough review/evaluation session.
- 8) Review the 2000 publication of the A.G.B., Presidential and Board Assessment in Higher Education for ideas for refinement of this policy and process.