

Peralta Community College District  
Board of Trustees Effectiveness Self Assessment  
Spring 2022

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## Mission and Planning

	2020 Avg	2021 Avg	2022 Avg	Strongly Agree	Slightly Agree	Agree	Slightly Disagree	Strongly Disagree
Board members are knowledgeable about the culture, history, and values of the district.	4	3	4	1	0	3	0	0
The board spends adequate time discussing future needs and direction of the district and community. They are able to identify opportunities and challenges.	2	3	3	0	1	1	1	1
The Board works with the Chancellor to update Board Values and College Goals each year.	1	3	4	2	0	1	1	0
The board assures there is an effective planning process and is appropriately involved in the process.	2	3	3	0	1	1	2	0
The Board reviews the college's approved strategic plans and updates as necessary: EMP, FMP and ITMP, Student Equity, Faculty and Staff Diversity, Emergency Preparedness	2	3	4	0	3	1	0	0
<b>Section Average</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>

Notes. 5 = Strongly Agree, 4 = Slightly Agree, 3 = Agree, 2 = Slightly Disagree, 1 = Strongly Disagree.

## Comments

The Board needs to place a priority upon improving and maintaining personal Safety for the Students, Faculty and Staff.

Given the ongoing crises the District is handling the Administration and Board are often pulled away from long-term planning to focus on more urgent problems. And, the culture of the District often does not allow us to take advantage of the knowledge, skills, history and insights of the people most able to contribute. Team-building, building morale, and bringing out the best in people, and defusing conflict must be built into all administrative job requirements as a minimum qualification.

Because we are dealing with decades of mismanagement that will take years to correct-- we are still in reactive mode as many situations continue to emerge at all times. When/ how do we get to getting in front of situations and comfortable be proactive rather than reactive

## Policy Responsibilities

	2020 Avg	2021 Avg	2022 Avg	Strongly Agree	Slightly Agree	Agree	Slightly Disagree	Strongly Disagree
The Board clearly understands its policy role, differentiates its role from the operational role of the CEO and college staff and refrains from micromanaging	3	3	3	1	1	0	2	0
The board's policy manual is up-to-date, relevant to the college mission, comprehensive, and useful.	2	3	4	1	1	2	0	0
The Board relies on board policy in making decisions and in guiding the work of the district.	3	3	3	1	0	2	1	0
<b>Section Average</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>

Notes. 5 = Strongly Agree, 4 = Slightly Agree, 3 = Agree, 2 = Slightly Disagree, 1 = Strongly Disagree.

### Comments

Some Board Members focus too much upon Management and not Policy. Some believe that all employees work for them.

Some policies need revision/updating, but we have had other pressing agenda items that have required attention.

For number 7, I put slightly agree because I think it is important for boards to always have discussions on this as such an active exercise continues to hone our ability to separate the two areas more effectively.

## Board-CEO Roles and Responsibilities

	2020 Avg	2021 Avg	2022 Avg	Strongly Agree	Slightly Agree	Agree	Slightly Disagree	Strongly Disagree
The Board maintains a positive working relationship with and supports the CEO.	3	3	5	3	0	1	0	0
The Board clearly delegates the administration of the district to the CEO.	4	3	4	2	0	1	1	0
The Board communicates clear expectations for CEO performance and provides support and feedback.	2	3	4	2	0	2	0	0
The Board regularly evaluates CEO performance.	1	3	5	3	0	1	0	0
The Board periodically reviews the CEO contract to assure appropriate compensation and conditions of employment.	2	3	4	2	1	0	0	1
The Board recognizes that only the board as a whole (not a single trustee) can direct the CEO.	3	3	3	2	0	0	0	2
Board members refer inquiries from faculty, staff and constituents to the CEO and keep the CEO informed of communications and contact with college stakeholders.	4	3	4	2	0	0	2	0
<b>Section Average</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>

Notes. 5 = Strongly Agree, 4 = Slightly Agree, 3 = Agree, 2 = Slightly Disagree, 1 = Strongly Disagree.

**Comments**

The role of Board President needs to be evaluated. The Board President has no power without the rest of the board

Some Board Members do not understand their role.

## Community Relations and Advocacy

	2020 Avg	2021 Avg	2022 Avg	Strongly Agree	Slightly Agree	Agree	Slightly Disagree	Strongly Disagree
Board members act and vote on behalf of the general public and all citizens in the district when making decisions, not only college stakeholders.	4	3	4	2	0	0	2	0
Board members rely upon the Board president and the chancellor to represent the college in the press.	4	3	3	1	0	1	1	1
<b>Section Average</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>

Notes. 5 = Strongly Agree, 4 = Slightly Agree, 3 = Agree, 2 = Slightly Disagree, 1 = Strongly Disagree.

### Comments

Some Board Members do not limit their vocal assessments to the Board President and Chancellor.

There are times when it is appropriate for the Board president to represent \*the Board\* in the press. Each Board member is an independently elected official accountable to their voting constituencies. Silence with the press is not always appropriate when representing one's self as an accountable elected official representing one's community. This is NOT to say that Board members should represent a college or the District, only themselves-- and this should be done thoughtfully and carefully so as to make that distinction clearly when it is done at all.



## Educational Quality and Students Success

	2020 Avg	2021 Avg	2022 Avg	Strongly Agree	Slightly Agree	Agree	Slightly Disagree	Strongly Disagree
The Board exhibits a high priority for student success.	3	3	4	1	1	1	1	0
The Board fosters and supports a climate of academic excellence.	3	3	4	1	1	1	1	0
Board members are knowledgeable about the educational programs and services of the district.	3	3	4	0	3	1	0	0
The Board regularly reviews progress on student success outcomes, especially increasing graduations and completions and closing the achievement gap.	3	3	3	1	0	2	1	0
<b>Section Average</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>

Notes. 5 = Strongly Agree, 4 = Slightly Agree, 3 = Agree, 2 = Slightly Disagree, 1 = Strongly Disagree.

### Comments

This does not seem to be a priority of some members of the Board.

## Financial Responsibility

	2020 Avg	2021 Avg	2022 Avg	Strongly Agree	Slightly Agree	Agree	Slightly Disagree	Strongly Disagree
The Board assures that budget funding is allocated to the highest priorities of improving student success outcomes.	2	3	3	1	0	2	1	0
The Board supports difficult enrollment management and budgeting decisions by the administration to adhere to the adopted balanced budget.	3	3	4	2	1	0	1	0
The board maintains an adequate financial reserve of at least 5% of unrestricted funds as required by the ACCJC.	4	4	5	4	0	0	0	0
<b>Section Average</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>

Notes. 5 = Strongly Agree, 4 = Slightly Agree, 3 = Agree, 2 = Slightly Disagree, 1 = Strongly Disagree.

### Comments

Student Success is not a priority in the financial allocation process.

## Human Resources and Staff Relations

	2020 Avg	2021 Avg	2022 Avg	Strongly Agree	Slightly Agree	Agree	Slightly Disagree	Strongly Disagree
The board's human resources policies provide for fair and equitable treatment of college employees.	2	3	5	3	0	1	0	0
The board has established and follows clear parameters for collective bargaining.	3	3	4	2	0	1	1	0
The board has and follows protocols regarding communication with college employees.	3	3	4	0	2	1	0	0
Board members refrain from directing or intervening in the hiring selection process and managing the work of staff.	3	2	4	2	0	1	1	0
Board members monitor progress on faculty and staff diversity and hold stakeholders accountable for progress.	2	2	3	1	0	2	1	0
<b>Section Average</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>

Notes. 5 = Strongly Agree, 4 = Slightly Agree, 3 = Agree, 2 = Slightly Disagree, 1 = Strongly Disagree.

### Comments

Some Board Members believe that all employees work for them.

"The board has and follows protocols regarding communication with college employees." I'm not clear what board policy covers this area. It's also not always clear how the Board fully complies with its 10+1 communication needs.

## Board Leadership

	2020 Avg	2021 Avg	2022 Avg	Strongly Agree	Slightly Agree	Agree	Slightly Disagree	Strongly Disagree
The board understands and performs well its roles and responsibilities as the college's governing body.	3	3	3	1	0	2	1	0
Board members understand that it expresses authority only as a unit and support the Board president as the public spokesperson for the Board.	3	3	3	2	0	0	1	1
Board members understand that they have no legal or other authority outside regular board business meetings.	4	3	3	2	0	0	1	1
Board members exhibit integrity and professionalism in fulfilling their role.	3	3	3	1	0	2	1	0
Once a vote is taken, all board members uphold the decision of the board.	3	3	3	1	0	2	1	0
Board discussions and relationships reflect a climate of trust and respect.	1	2	3	0	1	1	2	0
Board members exhibit integrity and professionalism in fulfilling their role.	2	3	3	0	1	2	1	0
<b>Section Average</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>

Notes. 5 = Strongly Agree, 4 = Slightly Agree, 3 = Agree, 2 = Slightly Disagree, 1 = Strongly Disagree.

**Comments**

Some Board Members believe that Freedom of Speech allows them to speak out as individuals vice constraints of conforming to Board Decisions.

The Board president has gone above and beyond in her commitment to the District and to the proper functioning of the Board.

One of the goals for 22-23 should be to create a training manual/ checklist for Trustee Orientation.

## Conduct of Board Meetings

	<b>2020 Avg</b>	<b>2021 Avg</b>	<b>2022 Avg</b>	<b>Strongly Agree</b>	<b>Slightly Agree</b>	<b>Agree</b>	<b>Slightly Disagree</b>	<b>Strongly Disagree</b>
Board discussions and relationships reflect a climate of trust and respect.	<b>2</b>	<b>2</b>	<b>3</b>	0	1	1	2	0
Board meetings are conducted in an orderly, efficient manner and in a reasonable amount of time within the published time schedule	<b>3</b>	<b>3</b>	<b>4</b>	3	0	0	1	0
Board members clearly understand how the agenda is developed and have an opportunity to contribute items to the agenda.	<b>3</b>	<b>3</b>	<b>4</b>	2	1	0	1	0
The Board maintains confidentiality of privileged information.	<b>3</b>	<b>3</b>	<b>3</b>	0	1	2	1	0
The Board understands and adheres to the Brown Act.	<b>3</b>	<b>4</b>	<b>4</b>	2	0	1	1	0
Board members are disciplined in keeping their comments brief, in refraining from leaving the meeting for individual sidebar chats and in refraining from posturing and commenting on every item.	<b>2</b>	<b>3</b>	<b>4</b>	2	1	0	0	1
Board members read and review the agenda in advance and consult with the chancellor in advance to ask questions.	<b>3</b>	<b>4</b>	<b>3</b>	0	0	4	0	0
Board meetings and study sessions provide sufficient opportunity to explore key issues.	<b>2</b>	<b>3</b>	<b>3</b>	0	1	3	0	0

	2020 Avg	2021 Avg	2022 Avg	Strongly Agree	Slightly Agree	Agree	Slightly Disagree	Strongly Disagree
The Board manages public comment well so that participation goes beyond the usual internal college stakeholder interests and includes the voices and views of the students, the broader college community and the general public.	3	3	3	0	1	2	1	0
Board members hold themselves accountable for attendance at business meetings, retreats, commencement and other major college events.	3	4	3	1	1	1	0	1
<b>Section Average</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>

Notes. 5 = Strongly Agree, 4 = Slightly Agree, 3 = Agree, 2 = Slightly Disagree, 1 = Strongly Disagree.

### Comments

Meeting discipline has substantially improved.

## Board Training

	2020 Avg	2021 Avg	2022 Avg	Strongly Agree	Slightly Agree	Agree	Slightly Disagree	Strongly Disagree
New members participate in a comprehensive orientation to the board and district.	2	3	3	0	2	0	0	1
Board members participate in trustee professional development activities such as appropriate external conferences and workshops.	4	4	4	0	2	2	0	0
Board members understand the college participatory governance process, the collective bargaining process and AB1725 (Academic Senate 10+1)	2	4	3	0	2	1	1	0
The Board's self-evaluation process helps the board enhance its performance.	2	3	4	1	1	2	0	0
The Board measures its accomplishments against board goals.	2	3	3	1	0	2	1	0
The Board has a process for addressing issues with trustees who are not fulfilling their responsibilities.	3	3	3	1	0	1	1	1
<b>Section Average</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>

Notes. 5 = Strongly Agree, 4 = Slightly Agree, 3 = Agree, 2 = Slightly Disagree, 1 = Strongly Disagree.

### Comments

Some improvement needed.

Board members understand the college participatory governance process, the collective bargaining process and AB1725 (Academic Senate 10+1)-- do not recall a recent training carried out by experts from the Academic Senate and it is not clear to me that the Board fully understands the scope and possibilities for District improvements through more than minimal compliance with shared governance



requirements. Not sure Board members know what is \*in\* the 10+1 list; or the student and classified consultation requirements. This would be a great area for future training.