

Administrator Performance Review Policy

IV.F.3.4. Administrator Performance Review

Each Administrator self-evaluates their performance annually. The Administrator's supervisor accepts or rejects the Administrator's self-evaluation. If the supervisor rejects any part of the Administrator's self-evaluation, the supervisor must provide constructive feedback on how the Administrator can meet the supervisor's expectations. The College may also periodically solicit employee feedback regarding their experience with various Administrators, for purposes of encouraging more effective self-evaluation and professional development planning. An Administrator who disagrees with their evaluation may request Administrative Review.

We recommend replacing the sentence beginning with “The College may also periodically solicit employee feedback . . .” with the following:

At least once a year, the College will solicit employee feedback regarding their experience with their immediate supervisors and with all administrators to whom that supervisor reports up to and including the Chancellor. Each administrator will receive the feedback that is provided regarding said administrator for purposes of encouraging more effective self-evaluation and professional development planning. Results of these surveys may be taken into consideration in the administrator's performance evaluation.