



## **Section 1. Annual Priorities**

### **Presidential Evaluation by Board 2026**

Instructions:

In order to be able to save your responses and come back later, the survey must be completed on the same computer, using the same browser, without clearing the cache or history of the browser. If you clear the cache or history your responses will be deleted as Qualtrics places a cookie on your computer until the survey is completed.

[Click here to review Dr. McKown's Self-Evaluation in full.](#)

- Focus on improving student retention rates and outcomes by expanding student support systems and streamline processes to create efficiencies across the institution.
- Promote the College's commitment to service and hospitality through McLennan Always Cares.
- Increase the College's presence, engagement, and visibility in the community.
- Foster a culture of trust and engagement through clear and consistent communication.

The full strategic plan and planned activities are available [online](#) at the [Institutional Research and Effectiveness website](#).

Please rate the president on each annual priority.

Exceptional      Exceeds Expectations      Meets Expectations      Needs Improvement

Focus on improving student retention rates and outcomes by expanding student support systems and streamline processes to create efficiencies across the institution.

Comments (optional)

Promote the College's commitment to service and hospitality through McLennan Always Cares.

Comments (optional)

Increase the College's presence, engagement, and visibility in the community.

Comments (optional)

Foster a culture of trust and engagement through clear and consistent communication.

Comments (optional)



**Section 2. General Performance Evaluation**

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Please rate the President in carrying out the Duties and Responsibilities of the College President per [Procedure BFA – I](#).

	Outstanding	Proficient	Competent	Developing	Unc
To serve as chief executive officer of the College, responsible to the Board of Trustees for the implementation of Board policies and to develop a leadership team capable of carrying out all board policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
To serve as advisor to the Board, keeping the Board fully and promptly informed concerning the operation and welfare of the College and making recommendations regarding the establishment of Board policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
To serve as Deputy Budget Officer to the Board, bearing responsibility for preparing, recommending to the Board, and administering the annual budget of the College.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
To organize and coordinate all activities of the College in such a manner as to achieve amity and unity of purpose and to effectively utilize the resources of the College in the fulfillment of its goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
To represent the College to the general public and to educational, governmental, and other groups or agencies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
To make recommendations to the Board regarding employment of all contract employees of the College.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
To approve employment of non-contract and classified personnel.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
To be responsible for the administration of the Equal Employment Opportunity Policy and Affirmative Action Plan of McLennan Community College, as it relates to this position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
To articulate a vision for the future of the institution and provide the leadership to carry out that vision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
To be actively involved in the life of the community and constantly encourage the community to utilize the college and its resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Outstanding   Proficient   Competent   Developing   Unc

To constantly serve as an advocate of student learning needs.

Except for contracts which must be approved by the Board or signed by the Chairman of the Board under Statutes or Board Policies, the President is authorized to negotiate and execute contracts on behalf of the Board and the College as follows: contracts which have been approved by the Board; grant applications, proposals, contracts and contract amendments funded by discretionary funds; contracts for the purchase of goods or services in compliance with State Purchasing Laws and Board Purchasing Policies; contracts within the approved budget; contracts necessary or advisable to carry out the policies of the Board and goals of the College.

Comments (*optional*)

[INSERT DR MCKOWN'S RESPONSE HERE]

- 

In paragraph form, please summarize the overall effectiveness of the President.

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[INSERT DR MCKOWN'S RESPONSE HERE]

List and describe the top three job-related strengths of the President.

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[INSERT DR MCKOWN'S RESPONSE HERE]

List and describe the President's top three job-related areas in need of improvement and give suggestions for how improvement can be accomplished

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**Section 3. Values Evaluation**

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[INSERT DR MCKOWN'S RESPONSE HERE]

Considering the five core values of McLennan Community College (People, Inclusiveness, Communication, Integrity, and Excellence) assess the President's performance and describe how the President has demonstrated them.

**Section 4. Overall Rating**

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Considering information from the previous sections, provide an overall rating of the President.

- Meets or Exceeds Expectations
- Does Not Meet Expectations

Comments (*optional*)



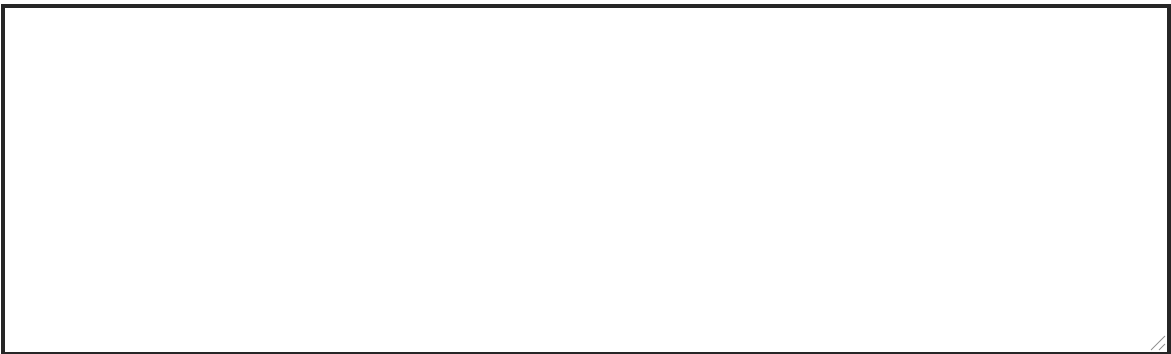
**Section 5. Performance Planning**

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Suggest new knowledge/skills/abilities to acquire.



Any final comments not previously addressed.



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