



Section 1. Annual Priorities

Presidential Evaluation by Board 2024

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.

1. Help all students succeed at the highest level possible.
2. Take care of our people.
3. Impact the community.
4. Provide resources to fund success.

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

Grow completion and graduation rates through the use of data, metrics, and high-impact practices to increase student success and to maximize benefit to the College and the community from the new Community College Formula Funding Model. (Goal I, Goal II, Goal III, and Goal IV)

Comments (optional)

Increase collaborations with industry, educational, and community partners to assist with the initiation of beneficial opportunities and projects that meet the needs of the community and the College. (Goal II and Goal III)

Comments (optional)

Increase credit and non-credit enrollment through Strategic Enrollment Management. (Goal IV)

Comments (optional)

Standardize institutional policies to ensure currency with State and Federal legislation and best practices. (Goal IV. C)

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 [Policy A-III](#)

	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"/>	

Outstanding Proficient Competent Developing Unc

To articulate a vision for the future of the institution and provide the leadership to carry out that vision.

To be actively involved in the life of the community and constantly encourage the community to utilize the college and its resources.

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*)

****Dr. McKown's Self-Assessment will go here****

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

****Dr. McKown's Self-Assessment of strengths****

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

****Dr. McKown's Self-Assessment on areas of improvement****

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



Section 3. Values Evaluation

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The employee is evaluated on each of the core values of McLennan Community College (People, Inclusiveness, Communication, Integrity, and Excellence) with the scale described below.

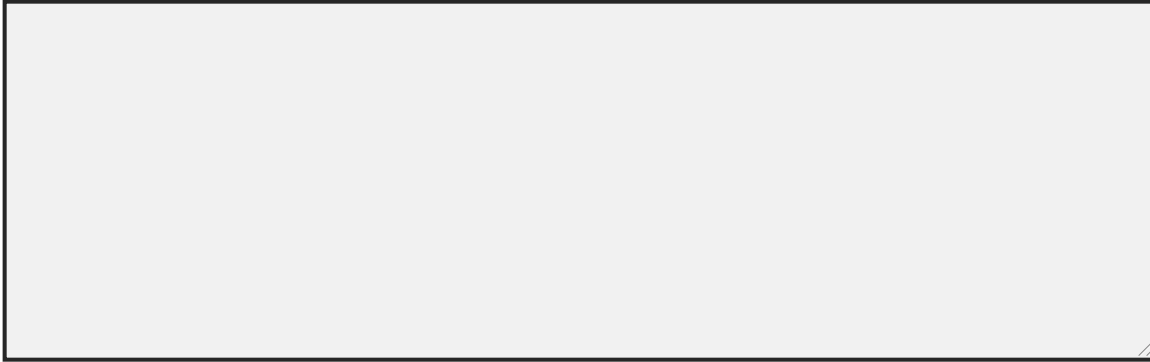
- Outstanding - Results significantly surpass expectations. Superior contribution to the objectives of department and functional area.
- Proficient - Results are very good. Significant contribution to objectives of department and functional area.
- Competent - Results are good. Performance is consistent with expectations. No important areas of failure or lack of accomplishment.
- Developing - Results do not consistently meet expectations. May lack experience but has the capacity to improve the overall level of performance within a reasonable period of time.
- Unacceptable - Performance does not meet expectations.

****Dr. McKown's Self-Assessment****

- **People:**
- **Inclusiveness:**
- **Communication:**

- **Integrity:**
- **Excellence:**

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.



PEOPLE

We will be honest, humble, respectful, and gracious to our students and to each other. We best serve our students, colleagues, and community when we work as a team.

- Shows respect for students, faculty, staff, and visitors
- Shows care to others
- Demonstrates fairness toward others
- Gives timely and honest feedback, both positive and negative Is a team player

Overall Rating of **People**

- Outstanding
- Proficient
- Competent
- Developing
- Unacceptable

Comments (*optional*)

INCLUSIVENESS

We will seek to appreciate and understand our students and each other, actively seeking different viewpoints. We will work to create a welcoming environment where our diverse community of students and employees learn, teach, and work together.

- Contributes to an environment of cooperation
- Seeks and accepts differences of opinion with a spirit of respect
- Seeks stakeholder perspectives before making decisions
- Works effectively with others of diverse backgrounds

Overall Rating of **Inclusiveness**

- Outstanding
- Proficient
- Competent
- Developing
- Unacceptable

Comments (*optional*)

COMMUNICATION

We will be open and courageous in our communication with students and with one another. We will communicate decisions and the reasons for them.

- Keep others informed, both in and out of the department
- Willing to have courageous and difficult conversations
- Encourages and provides timely feedback
- Effectively communicates the reason for a decision or action

Overall Rating of **Communication**

- Outstanding
- Proficient
- Competent
- Developing
- Unacceptable

Comments (*optional*)

INTEGRITY

We will work with the highest level of integrity, taking responsibility for all of our actions. We will tell the truth and seek to be fair in our decision-making and actions.

- Demonstrates a high level of integrity Is consistent in their behavior
- Handles confidential matters discreetly
- Demonstrates ability to resolve problems in a timely manner Is honest and trustworthy
- Makes fair decisions for the good of the department(s) and/or college
- Keeps agreed upon commitments

Overall Rating of **Integrity**

- Outstanding
- Proficient
- Competent
- Developing
- Unacceptable

Comments (*optional*)

EXCELLENCE

We will strive for excellence in all that we do. We will actively plan for the future, seeking new and innovative ways to accomplish our mission.

- Meet established performance standards and expectations

- Develops knowledge and enhances skills
- Supports college and departmental priorities and goals
- Supports and environment that promotes innovation and the exchange of ideas
- Takes pride in duties and achieving positive results

Overall Rating of **Excellence**

- Outstanding
- Proficient
- Competent
- Developing
- Unacceptable

Comments (*optional*)

Section 4. Overall Rating

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

- Outstanding - Results significantly surpass expectations. Superior contribution to the objectives of department and functional area.
- Proficient - Results are very good. Significant contribution to objectives of department and functional area.
- Competent - Results are good. Performance is consistent with expectations. No important areas of failure or lack of accomplishment.

- Developing – Results do not consistently meet expectations. May lack experience but has the capacity to improve the overall level of performance within a reasonable period of time.
- Unacceptable – Performance does not meet expectations.

- Outstanding
- Proficient
- Competent
- Developing
- Unacceptable

Comments (*optional*)

Section 5. Performance Planning

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Suggest new knowledge/skills/abilities to acquire.

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Any final comments not previously addressed.

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