**Sample 2: Board Performance Standards**

The following set of criteria reflect key characteristics of effective governing boards. Results from this survey form may be used to provide a basis for discussion of overall board functioning. Boards may add or substitute items more pertinent to their specific needs. See the item bank (page 25) for suggestions. This survey should be accompanied by open-ended questions and/or the opportunity to comment on items.

The sample survey for employees includes many of the items from this form. Responses from employees may be compared to the board’s self-evaluation.

Rating scales ask respondents to either rate their level of agreement with an item (strongly agree to strongly disagree), or rate how the board performs on the criterion (outstanding to poor). Rating scales are generally either 5 or 4 point scales. Respondents should be provided an opportunity to indicate “unable to evaluate.”

**CRITERIA**

1. The board understands its policy role and differentiates its role from those of the CEO and district/college employees.
2. The board is committed to the district’s mission and goals, and regularly reviews and monitors progress toward achieving the mission and goals.
3. The board assures that there are effective planning processes and that resource allocation support institutional plans.
4. The board adheres to its policies; the board’s policies are regularly reviewed and up-to-date.
5. The board delegates responsibility and authority to the CEO, and supports the CEO’s leadership.
6. The board maintains an excellent working relationship with the CEO, including honoring established protocols for communication.
7. The board sets clear expectations for and effectively evaluates the CEO.
8. Board members represents the interests and needs of the communities served by the district.
9. The board supports and advocates district interests to local, state, and federal governments.
10. Board members represent the district well at college events and in the community.
11. The board reflects a commitment to student success in its deliberations and decisions.
12. The board effectively monitors the quality and effectiveness of educational programs and services to ensure student success.
13. Board members are sufficiently knowledgeable about the district’s educational programs and services.
14. Board decisions assures the fiscal stability and health of the district.
15. Board members understand the budget and provide effective oversight for fiscal operations.
16. The board ensures that plans for facilities and maintenance are current and monitors their implementation.
17. Board human resource policies and union contracts protect the district and effectively set standards for quality, fairness and equity.
18. The board respects faculty, staff, and student participation in college decision-making.
19. Board members refrain from attempting to manage or direct the work or activities of employees.
20. Board members understand and fulfill their roles and responsibilities.
21. The board expresses its authority only as a unit; members understand they have no individual authority.
22. Board members maintain confidentiality of privileged information.
23. The board regularly reviews and adheres to its code of ethics, and avoid conflicts of interest and the perception of such conflicts.
24. Board meeting agendas reflect board responsibilities and include sufficient information for decision-making.
25. Board meetings are conducted in an orderly, respectful manner; there is adequate time to explore and resolve key issues.
26. The board understands and adheres to the Brown Act.
27. Board members work together and with the CEO for the good of the district.
28. The new member orientation process effectively educates new members about board roles and the institution.
29. Board members are committed to their own professional growth and participate in trustee development activities.
30. The board evaluation process helps the board enhance its performance.