

## **COLLEGE PRESIDENT COMPENSATION AND EVALUATION**

### **SECTION ONE: GENERAL PRINCIPLES**

- 1.01** The Board of Trustees appoints the College President (hereinafter “President”) to serve as the chief executive officer of the Angelina County Junior College District pursuant to *Texas Government Code § 659.026(a)(2)*.
- 1.02** The Board will evaluate the performance of the President annually. The evaluation will focus on three areas:
  1. Accomplishment of College District goals for the preceding year;
  2. Performance of the President’s job description; and
  3. Fulfillment of the code of ethics and leadership responsibilities of the American Association of Community Colleges.
- 1.03** The primary purpose of all administrative evaluations will be to effect improvement in administrative leadership in order to achieve the goals of the College District.

### **SECTION TWO: PERFORMANCE EVALUATION OF THE COLLEGE PRESIDENT**

- 2.01** The President shall deliver to the Board of Trustees a written self-assessment of his/her performance of the duties and responsibilities of the presidency during the previous calendar year. The President’s self-assessment may also include information about the organizational and institutional performance of the College District during the previous calendar year.
- 2.02** Once all current Trustees have reviewed the President’s self-evaluation document, the Board President will solicit input on the President’s performance from the Trustees. If a majority of Trustees do not agree with any aspect of the President’s written self-evaluation, the Board President will provide that feedback to the President in writing. If a majority of the Trustees agree with all aspects of the President’s self-evaluation, the Board President will discuss the President’s self-evaluation and any feedback from individual Trustees verbally.
- 2.03** The President may provide to the Board a written response to the annual performance evaluation for any reason, including if the President believes the assessment of his/her performance is inaccurate or is based on misunderstood or erroneous information.
- 2.04** The Board of Trustees may provide formal or informal performance feedback or suggestions to the President at any time. With the knowledge of the Board President, individual Trustees may also provide job performance feedback and/or suggestions to the President at any time.

**2.05** Concurrently with the performance evaluation process, the Board will annually consider extending the President's contract by one year effective at the end of the current year. The Board may extend the President's contract during a regular meeting of the Board as long as the contract term does not exceed three years (*Texas Education Code §1.948(b)(1)*).

### **SECTION THREE: ANNUAL COMPENSATION REVIEW**

**3.01** The Board of Trustees may decide to adjust the President's compensation at any point subject to the terms of the President's contract. The Board President will consider the President's compensation annually during the performance evaluation process described in Section Two of this policy.

**3.02** The Board President and President will annually review the President's compensation when they discuss the written evaluation of the President's performance described in Section 2.02 of this policy.

**3.03** The President may provide to the Board available data about college CEO compensation from the Texas Higher Education Coordinating Board, the Texas Legislative Budget Board, the Texas Association of Community Colleges, or other credible sources to inform the annual compensation review.

The President of the College is responsible for reviewing and updating this policy. Policy reviews are made in accordance with the Office of Institutional Effectiveness Policy Tracking document.