



<p><b>Title: EVALUATION FOR LCTCS PRESIDENT</b></p> <p><b>Effective Date: 11-11-2020</b></p> <p><b>Last Revision Date:</b> <b>Cancellation:</b></p> <p><b>Department/Office: Human Resources</b></p>
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*Evaluation for LCTCS President*

**PURPOSE**

It is the policy of the Board of Supervisors (Board) of the Louisiana Community & Technical College System (LCTCS) that the performance of the LCTCS President shall be continuously evaluated by the Board with an informal review annually and at least one formal evaluation by the officers of the Board and Personnel Committee of the Board during the tenure of the President’s contract.

**SCOPE**

The procedures associated with this evaluation shall be reviewed and agreed upon by the officers of the Board, the Board’s Personnel Committee and the LCTCS President. Such evaluation shall be based upon goals, priorities and strategic initiatives agreed upon by the Board and the LCTCS President each year.

**ANNUAL EVALUATION**

Annual evaluations shall focus on the work completed for the prior year and shall commence in early fall of each year with the President providing the evaluation portfolio to the Personnel Committee Chair and the Board Chair. Annual evaluations shall include:

1. The Personnel Committee Chair and Board Chair shall meet with the LCTCS President to review his/her evaluation portfolio and input from LCTCS Stakeholders.
2. Personnel Committee Chair and Board Chair shall complete the annual evaluation. The LCTCS President shall receive an advance copy of the annual evaluation and shall have ten (10) days to submit a written response prior to a meeting with the Personnel Committee or the full Board.
3. Based on the outcome of this meeting, the Personnel Committee shall forward its recommendation of the annual evaluation to the full Board during the October meeting of the Board, or thereafter as deemed necessary by the Board Chair in consultation with the President. No formal action by the Board is required.



**Contract Evaluation**

Contract evaluations shall focus on the achievement of the LCTCS strategic plan over the term of the existing contract and shall commence according to the date set out in the System President’s contract but not later than the scheduled termination of the existing contract. . The Contract evaluation shall include:

1. The Personnel Committee and Board Chair shall meet with the LCTCS President to review his/her evaluation portfolio and input from LCTCS Stakeholders.
2. The contract evaluation shall be completed by the Personnel Committee Chair and Board Chair. The LCTCS President shall receive an advance copy of the contract evaluation and shall have ten (10) days to submit a written response prior to a meeting with the Personnel Committee or the full Board.
3. Based on the outcome of this meeting, the Personnel Committee shall forward its recommendation of the contract evaluation to the full Board no later than the October meeting of the Board in the year prior to the scheduled termination of the existing contract.

**Contract Consideration**


Based upon results of the evaluation of the President, the Personnel Committee Chair and Board Chair shall negotiate terms for a new contract or for termination of the existing contract as is deemed appropriate by the full Board. By no later than the December meeting of the Board in the year prior to the scheduled termination of the existing contract, the full Board shall approve a new contract or exercise the termination of the existing contract according to the terms in that document.

X	Reviewing Council/Entity	Review Date	Effective Date
X	Human Resources	Oct. 2020	11-11-2020
X	College Compliance Committee	11-6-2020	11-11-2020
X	Chancellor’s Council	11-11-2020	11-11-2020

*Policy Referenced: LCTCS Policy # 6.005*

*Distribution:* Distributed Electronically via College’s Internet: Date \_\_\_\_\_

***Chancellor’s Signature/Approval***

SIGNATURE:  DATE: 11-11-2020  
 Tina M. Tinney, Ed.D.  
 Chancellor