

HORRY-GEORGETOWN TECHNICAL COLLEGE
POLICY

Number: 1.2.5
Title: Principles for the Annual Performance Evaluation of the College President
Authority: Title 59, Chapter 53, Sections 810-860 of the 1976 Code of Laws of South Carolina, as Amended
Responsibility: Chair, Area Commission
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Chairperson

The principles and procedures identified in this policy shall be the basis for the annual performance evaluation of the College President.

Guiding Principles:

The Area Commission, in collaboration with the College President, shall set forth annual performance expectations and specific areas of leadership work for the President to address, and for which the President is to be held accountable at the end of the evaluation period.

The essence of the President's Annual Performance Evaluation shall be in terms of evaluating the performance of the College, and whether the organization has achieved or has progressed toward accomplishment of what should have been achieved under the President's leadership.

The Area Commission, in collaboration with the College President, shall set forth periodic monitoring reports and information desired to track the progress of the College toward meeting the established College policies, goals and expectations.

The Area Commission shall support the President's efforts to attain the identified performance expectations within the bounds of acceptability and the reasonable interpretation of College and State policies.

The President shall be encouraged to bring forth to the Area Commission those issues that, in the President's interpretation, prevent or inhibit the College from achieving its goals, so that the board can discuss and attempt to provide advice and advocacy.

Evaluation Basis and Purpose:

The Annual Performance Evaluation of the College President shall include and be based upon:

- A. Primary: Progress toward accomplishment of overall College performance expectations or outcomes and of the President's leadership work, as set by the Area Commission; and
- B. Secondary: Satisfaction of the essential responsibilities of the College President as defined in the President's position description.

The purpose of the Annual Performance Evaluation of the College President shall be to:

- A. Identify progress toward accomplishment of performance expectations set forth by the Area Commission.
- B. Identify areas of growth and/or redirection of resources and priorities within the College and for the President's leadership.
- C. Enable the Area Commission to determine that the organization is achieving what it should, and avoiding unacceptable situations.
- D. Identify changes and adjustments necessary in monitoring reports and information desired to track the progress of the College toward meeting the expectations.
- E. Consider adjustments to the College President's Position Description and/or to College and State policies that are determined to inhibit the achievements desired by the Area Commission or the bounds of acceptability; and
- F. Provide a base upon which the Area Commission can recommend a salary adjustment for the President.