BOARD POLICY 7150

SOUTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

HUMAN RESOURCES

EVALUATION OF MANAGEMENT TEAM MEMBERS

The District ensures the effectiveness of its human resources by evaluating all management team members systematically and at stated intervals. The evaluation process assesses the effectiveness of management team members and encourages improvement.

The Chancellor shall establish regulations for evaluating all management team members.

Management team members shall be evaluated annually.

I. For management team members on contracts, the evaluations will be based on the Fiscal Year (July1 through June 30) and will be due by October 1 of each year.

II. For management team members not on contract, the evaluations will be based on their anniversary date and due 60 days after their anniversary month.

III. Performance evaluations of management team members shall be completed by the immediate supervisor using the forms developed under the direction of the Vice Chancellor of Human Resources.

IV. The evaluation of management team members shall include consideration of the employee's demonstrated, or progress toward, proficiency in diversity, equity, inclusion, and accessibility competencies and a commitment to a caring culture that enable work with diverse communities, and help move the college and District toward its goals and targets in diversity, equitable achievement, inclusiveness, and access in support of students.

V. Actions taken following evaluations shall be formal, timely, and documented.

References:

Accreditation Standard 3.3

California Code of Regulation, Title 5 Section 53602

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