

**Procedure 2010-PR(1): District CEO Duties and Responsibilities - CEO Evaluation**

Original Adopted Date: August 20th 2025

Status: Approved

The District Governing Board (DGB) is authorized per A.R.S. §15-1444 to hire a CEO of the Provisional District through contracts of more than one year, but no more than five years each. The DGB shall evaluate the Provisional District CEO at a minimum on an annual basis. The evaluation(s) of the District CEO shall be accomplished by the DGB with input from all board members as practicable. The evaluation and subsequent communication with the District CEO shall focus on, but not be limited to, the broad categories below and include performance measures of specific initiatives, priorities, or projects undertaken by the District CEO at the direction of the DGB. Ideally, the evaluation cycle will be an interactive process that provides an opportunity for the DGB and the District CEO to reflect on accomplishments, progress made, upcoming priorities, and opportunities for improvement or renewed efforts as needed.

VISION, MISSION & VALUES:

Demonstrates a clear understanding and support for the vision and mission of the District.

COMMUNICATION:

Effectively conveys important information to all stakeholders of the District. Maintains open and effective communication with the District Governing Board. Develops and maintains open and effective communication with District leadership teams.

LEADERSHIP SKILLS:

Intentionally guides direct reports to ensure they understand expectations and have the tools to accomplish their jobs. Leads by example and fosters an understanding of the District Governing Board’s vision and mission as the guiding principles for the District.

FISCAL RESPONSIBILITY:

Makes decisions that are in keeping with policy, aligned with strategic initiatives, and that provide careful stewardship and good judgment regarding fiscal matters.

ORGANIZATIONAL MANAGEMENT:

Understands the priorities of the DGB and the needs of the District. Deploys District personnel and assets effectively and efficiently to achieve strategic goals.

**Policy 2012: Standing Committees**

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**Policy 2015: Equal Opportunity Statement**

Original Adopted Date:

Status:

EQUAL OPPORTUNITY STATEMENT

Santa Cruz County Provisional Community College District, in compliance with state and federal laws and regulations, commits to providing equal opportunities for employment and advancement, admission,

and access to educational programs or activities, and does not discriminate based on race, color, ethnicity, religion, sex, national origin, age, mental or physical disabilities, sexual orientation, gender identity or expression, veteran status, or any other legally protected class in any of its policies, practices, or procedures. Our commitment intends to meet or exceed requirements of Title IX of the Education Amendments Act of 1972, Title VI and Title VII of the Civil Rights Acts of 1964 as amended; Section 504 of the Rehabilitation Act of 1973 as amended; the Civil Rights Act of 1991; the American with Disabilities Act of 1990; the Arizonans with Disabilities Act of 1992; and the Age Discrimination in Employment Act of 1967.