



Board of Trustees Self-Evaluation 2022

Tuesday, July 11, 2022

Section I: Board Philosophy

Please indicate to what degree the Board of Trustees adheres to its philosophy statement.

Philosophy of the Board of Trustees

We, the trustees of the Foothill-De Anza Community College District, commit ourselves individually and collectively to the highest standards of conduct. We acknowledge that each of us shares a profound obligation to exercise our best possible judgment as we face the matters affecting the health and vitality of this institution which we hold in trust for current and future generations. We pledge to work together on behalf of our community in a spirit of cooperation and collaboration.

A) As an individual board member, I've done a good job at this.

ANSWER CHOICES	RESPONSES	
Strongly agree	100%	5
Agree	0%	0
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

B) As a whole Board, we've done a good job at this.

ANSWER CHOICES	RESPONSES	
Strongly agree	20.0%	1
Agree	80.0%	4
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

Section II: Board Mission

Please indicate to what degree you adhere to the Board's mission statement (below).

Mission of the Board of Trustees

The Board of Trustees carries out the philosophy, mission and priorities of the Foothill-De Anza Community College District through the execution of the following responsibilities:

A) Determines policy and direction of the institution, and evaluates the implementation of policy recognizing the philosophy of participatory governance that exists in the district;

ANSWER CHOICES	RESPONSES	
Strongly agree	80.0%	4
Agree	20.0%	1
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

B) Establishes and protects districtwide a climate in which teaching and learning are deeply valued, where the worth and dignity of each individual is respected, and where cultural diversity is celebrated;

ANSWER CHOICES	RESPONSES	
Strongly agree	80.0%	4
Agree	20.0%	1
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

C) Acknowledges students, their opportunities, and their progress as the central purpose of our colleges and supports their academic pursuit through careful program review;

ANSWER CHOICES	RESPONSES	
Strongly agree	100%	5
Agree	0%	0
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

D) Ensures the fiscal health and stability of the colleges and Central Services by having close working relationships with the Chancellor, financial staff, and auditors, and assures that proper procedures are in place to monitor this fiscal stability;

ANSWER CHOICES	RESPONSES	
Strongly agree	80.0%	4
Agree	20.0%	1
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

E) Appoints, supports and assesses the performance of the Chancellor, and assures integrity and oversight of the evaluation processes for all district employees and the Board itself;

ANSWER CHOICES	RESPONSES	
Strongly agree	40.0%	2
Agree	60.0%	3
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

F) Ensures quality teaching through its oversight of policies and procedures for hiring, tenure review, and professional growth of faculty and administrative staff, and clearly recognizes the contribution of classified staff in enabling teaching and learning to take place;

ANSWER CHOICES	RESPONSES	
Strongly agree	60.0%	3
Agree	40.0%	2
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

G) Acts as a community bridge, recognizing that community priorities are to be addressed through program offerings, types of facilities, and neighborly cooperation;

ANSWER CHOICES	RESPONSES	
Strongly agree	100%	5
Agree	0%	0
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

H) Serves as a positive agent of change, recognizing that it holds the colleges in trust for future generations of students;

ANSWER CHOICES	RESPONSES	
Strongly agree	60.0%	3
Agree	40.0%	2
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

I) Serves as a court of appeal; and

ANSWER CHOICES	RESPONSES	
Strongly agree	80.0%	4
Agree	20.0%	1
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

J) Works constantly to improve the Board's quality of trusteeship through orientation, education and assessment of its own performance.

ANSWER CHOICES	RESPONSES	
Strongly agree	20.0%	1
Agree	60.0%	3
Disagree	20.0%	1
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

OVERALL RATING ON SECTION II: Board Mission

As an individual board member, I've done a good job at this.

ANSWER CHOICES	RESPONSES	
Strongly agree	80.0%	4
Agree	20.0%	1
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

As a whole Board, we've done a good job at this.

Answered: 5 Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	60.0%	3
Agree	40.0%	2
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

Section III: Board Ethics

Please review the Board's Code of Ethics and determine whether you, as an individual board member, have adhered to the following ethical duties and responsibilities.

As a trustee of the Foothill-De Anza Community College District:

A) I devote the necessary time, thought and study to the duties and responsibilities of a trustee to render effective and credible service.

ANSWER CHOICES	RESPONSES	
Strongly agree	100%	5
Agree	0%	0
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

B) I work with fellow board members in a spirit of harmony, respect, and cooperation, acknowledging that differences of opinion will arise.

ANSWER CHOICES	RESPONSES	
Strongly agree	80.0%	4
Agree	20.0%	1
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

C) I base personal decisions upon all available facts in each situation, vote my honest conviction in every case, and abide by and support the final majority decision of the Board.

ANSWER CHOICES	RESPONSES	
Strongly agree	100%	5
Agree	0%	0
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

D) I deal openly with issues while maintaining strict confidentiality when appropriate or required.

ANSWER CHOICES	RESPONSES	
Strongly agree	80.0%	4
Agree	20.0%	1
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

E) I remember at all times that an individual board member has no legal authority outside the meetings of the Board and conduct all relationships with the college staff, students, local citizenry, and media on the basis of that fact.

ANSWER CHOICES	RESPONSES	
Strongly agree	80.0%	4
Agree	20.0%	1
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

F) I avoid any situations where conflict of interest is real or apparent, do not use my position as a trustee for personal benefit or gain, and promptly and honestly file all conflict of interest statements as required by law.

ANSWER CHOICES	RESPONSES	
Strongly agree	100%	5
Agree	0%	0
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

G) I welcome and encourage input and active cooperation by citizens of the college community and the community at large.

ANSWER CHOICES	RESPONSES	
Strongly agree	80.0%	4
Agree	20.0%	1
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

H) I would only consider any opportunity for employment by the district (other than as a trustee) after one year upon leaving office.

ANSWER CHOICES	RESPONSES	
Strongly agree	100%	5
Agree	0%	0
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

I) I act only in the best interests of the entire community.

ANSWER CHOICES	RESPONSES	
Strongly agree	100%	5
Agree	0%	0
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

J) I ensure public input into Board deliberations and adhere to the law and spirit of the open meeting laws and regulations.

ANSWER CHOICES	RESPONSES	
Strongly agree	80.0%	4
Agree	20.0%	1
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

K) I communicate through appropriate channels.

ANSWER CHOICES	RESPONSES	
Strongly agree	80.0%	4
Agree	20.0%	1
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

OVERALL RATING ON SECTION III: Board Ethics

Yes, I've done a good job at this.

ANSWER CHOICES	RESPONSES	
Strongly agree	100%	5
Agree	0%	0
Disagree	0%	0
Strongly disagree	0%	0
No opinion	0%	0
TOTAL		5

Section IV: Board Strengths, Weaknesses and Areas for Improvement

What do you think are the Board's greatest strengths?

Engaged, active, collegial, caring governance team.

The board strongly believe in a strong fiscally balance budget. Strong advocacy in both Sacramento and Washington DC.

Dedication to the mission of the district. Overall collegiality among board members.

We do an excellent job at being present at events and represent the interests of the community and care deeply of the concerns for students, faculty and staff who address our meetings on issues.

What do you think are the Board's greatest weaknesses?

We have not had a retreat or team building session since I was on the Governing Board.

The Board has failed to insist on the development of long-term, strategic objectives regarding the improvement of labor relations in the District. Its response to chronic weaknesses in the District's approach to collective bargaining has instead been narrowly focused and almost entirely reactive.

We could do a better job at staying on topic at times we get too excited about issues and may stray from what is relevant.

Given these strengths and weaknesses, in what ways could the Board improve its effectiveness?

Improved communication

Confirm a date of a retreat.

With the assistance of the Chancellor and new Vice Chancellor of HR, identify ways to improve the capacity of the organization to handle labor relations effectively and the skill of everyone involved to employ constructive, interest-based approaches to bargaining.

Collaborating and contributing to positive dialogue at board meetings

Additional comments

During challenging times the Board has stayed focused on our mission. We will need to continue to do so as challenges continue.