

## ***Frank Phillips College***

### EVALUATION OF THE PRESIDENT FOR THE PERIOD

September 1, 2024 through August 31, 2025

**INSTRUCTIONS:** Each member of the Board of Trustees is requested to individually rate the College President by utilizing the ratings scores provided. The evaluation instrument should be submitted to the Board Chairperson who, in turn, will combine all scores to reflect a composite evaluation of the President. Individual evaluations will be discarded by the Board Chairperson.

#### RATING SCORES:

(0) = N/A - Not Applicable

(1) = Unsatisfactory - Means that an employee's work in that particular area is poor enough for dismissal if not improved.

(2) = Fair - Means that work in this area must improve to become satisfactory.

(3) = Satisfactory - Means good performance. This is the level of acceptable performance that each employee must eventually meet.

(4) = Very Good - Means work is above the level required for satisfactory rating.

(5) = Outstanding - Means exceptional work approaching the best possible for the job.

<b>ADMINISTRATIVE LEADERSHIP AND MANAGEMENT</b>	<b>RATING SCORE</b>
Directs the overall operation of the College in accordance with policies established by the Board of Trustees.	
Understands and successfully implements the mission and goals of the College.	
Effectively delegates appropriate authority to administrative staff.	
Stays current with innovative instructional methodology in the field of higher education.	
Organizes and motivates the College staff to effectively accomplish its purpose.	
TOTAL	
AVERAGE	

<b>BOARD RELATIONS</b>	<b>RATING SCORE</b>
Keeps the Board well informed of college operations.	
Provides background information sufficiently in advance of board meetings to enable the Board to study and make informed decisions.	
Responds positively to directions, recommendations, and constructive criticism from the Board.	
Maintains relationships with the Board that are professional, honest, and transparent.	
Keeps Board informed of major issues and challenges confronting the College on the regional, state, and national levels.	
TOTAL	
AVERAGE	

<b>FISCAL OPERATIONS AND PHYSICAL PLANT</b>	<b>RATING SCORE</b>
Develops and recommends a sound annual budget and operates the College in a fiscally prudent manner.	
Provides the Board with monthly financial reports in sufficient detail to keep the Board informed of the financial condition of the College.	
Strives to maximize the financial resources of the College without compromising the quality of programs and services.	
Insures that the business and financial operations of the College function accurately and transparently, resulting in clean audits.	
Oversees well-maintained college facilities and seeks funding as need for maintenance, renovation projects and future construction.	
TOTAL	
AVERAGE	

<b>INTERNAL RELATIONSHIPS</b>	<b>RATING SCORE</b>
Contributes to a positive college morale and is consistent and fair in dealing with employees.	
Shows concern for well-being and encourages advancement of staff.	
Publicly recognizes and shares with Board the accomplishments of college employees.	
Inspires others to excel and encourages innovation.	
Incorporates the ideas of others in the decision-making process.	
TOTAL	
AVERAGE	

<b>EXTERNAL RELATIONSHIPS</b>	<b>RATING SCORE</b>
Effectively represents the College to the regional community.	
Participates in community organizations and activities.	
Maintains appropriate involvement and contact with legislative matters and legislators at the State level.	
Maintains appropriate affiliations and involvement with agencies vital to the well-being of the College (i.e., Southern Association of Colleges and Schools Commission on Colleges, Texas Higher Education Coordinating Board, and Texas Association of Community Colleges).	
Promotes positive relationships with area I.S.D.'s.	
TOTAL	
AVERAGE	

<b>INSTRUCTION AND STUDENT SERVICES</b>	<b>RATING SCORE</b>
Encourages and supports high academic standards.	
Strives to build and maintain a strong system of educational support services (i.e., distance learning, PASS Centers, library, and student success and counseling services).	
Supports a strong student activities program (i.e., student government, and other student organizations, intramurals, intercollegiate athletics, social functions, etc.).	
Insists upon an environment where effective teaching and learning are emphasized.	
Supports the needs of industry and business through a responsive workforce and continuing education program.	
TOTAL	
AVERAGE	

PERSONAL	RATING SCORE
Communicates effectively using both written and oral communication.	
Is respectful of others and congenial.	
Possesses vision and work ethic essential for a progressive community college.	
Maintains high ethical standards.	
Maintains a professional image befitting the position of President of Vernon College.	
TOTAL	
AVERAGE	

GRAND TOTAL OF ALL AREAS: \_\_\_\_\_ AVERAGE OF ALL AREAS: \_\_\_\_\_

The following is optional (use reverse side if needed):

A. Areas of strength:

B. Areas of concern or improvement specificity that will enable President to strive for improvement:

The above evaluation by the Board of Trustees of Vernon College reflects its assessment of the performance and attributes of Dr. Dusty Johnston, President of the College, for the period indicated.

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*Mr. Bob Ferguson, Chairperson of the Board*

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*Date*