

2017 Board Self-Evaluation Survey Report

Q2.1 - The Board continuously reviews the college mission as it applies to the academic integrity of the institution.

Answer	%	Count
4 - Best practice	0%	0
3 - Adequate / meets requirements	86%	6
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	14%	1
Total	100%	7

Q2.2 - Comments

The Mission is present on all documents, but not continuously reviewed. I would make an argument for the fact that the Mission statement is not something that should be continually evaluated, but should just be in our minds as we make decisions for the college.

The board as a whole never in my memory has routinely discussed any issue related to the mission statement. Possibly it has been mentioned in passing. Certainly is not routine. I review the mission statement before starting work on the monthly agenda.

Q2.3 - Suggestions

Review the Mission all the time, less we forget what are roles and responsibilities are as Trustees

put mission statement review on an agenda at least once a year. What do other trustees say about this? It is a lens through much of the college operations should be viewed and rated.

Q3.1 - The board functions as the policy-makers for the college through a very thorough study and discussion of recommendations.

Answer	%	Count
4 - Best practice	57%	4
3 - Adequate / meets requirements	43%	3
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q3.2 - Comments

The policy committee meets regularly to offer updates to existing policy

We are an extremely well functioning board that knows our roles very well.

Adequate, I think we need to set aside more time to thoroughly study and discuss some of the issues and recommendations that come our way.

We regularly review program changes and new ways to do things. Often in great detail. As for policy, rare is the occasion when we're not adopting league/chancellor's office suggested adoptions related to accreditation and such. This rarely gets detailed discussion. It's viewed more as a command from on high. Thorough study and discussion. No. The one time in recent memory was on the impact of Washington, D.C., changes in policy related to DACA students. That prompted heart-felt and impactful discussion.

Some issues seem rushed through, while others get bogged down in excess discussion by a few of us. Several trustees rarely comment on the majority of agenda items.

Q3.3 - Suggestions

We need to better inform ourselves, know our student data and discuss overall strategies for supporting Gavilan and the students who attend.

What do others think?

Q4.1 - In collaboration with the Superintendent/President, Board members fulfill their roles and responsibilities.

Answer	%	Count
4 - Best practice	86%	6
3 - Adequate / meets requirements	14%	1
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q4.2 - Comments

I'm giving this a 4 but board members must follow through on staying out of governance related to the President's office. We don't work there!!!

In almost all cases we know where our limits are with regard to a governing board.

I think we need to do a better job in our role as advocates for Gavilan College and visibly supporting the Supt/President with regard to fulfilling our role in supporting her out in the community and at college events. We need to be better informed on college initiatives and be more proactive: Guided Pathways, Gavilan Student Data, College Promise and the budget.

Board members ask good questions, although some might have very few comments, questions during monthly meetings. Some have great knowledge and experience in education. Some are former CC teachers, coaches, administrators. This is good and bad but institutional knowledge is important.

Q4.3 - Suggestions

Be present and visible at community/college events Ensure that our chosen Board Committees are meeting regularly and asking the right questions Leverage our community relationships to support the college Fundraise for the Gavilan Foundation and get it viable We should ask the Supt/President what her expectations are of us

More participation from the "more quiet" members in questions, suggestions, have you thought about?

Q5.1 - The Board is supportive of the Superintendent/President (list ways individually and collectively).

Answer	%	Count
4 - Best practice	57%	4
3 - Adequate / meets requirements	43%	3
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q5.2 - Comments

We must stay united behind the President and decisions made as a whole. Majority rules on decisions, after that we must accept the decisions from the group.

We seem to always be aware of the fact that the CEO is in charge of leading the school through our objectives as a board and we attempt to make sure that she is supported in these endeavors, even when we are planning to change a position on an item, we always consult with her as to whether this would be obstructionist to her current work on the item(s).

See previous comments and recommendations

in the past year plus we've seen major changes in how the president's office operates. The college, with the president setting an excellent example, reaches out to off campus community as never before. This also is true with reaching out to on-campus communities.

Dr. Rose has fully hit her stride, on campus and within our communities. Trustees have shared the positive embracement of her throughout the District.

To my knowledge, all of us give praise for the President's work as we interact with constituencies. Collectively, we weigh carefully the President's recommendations and, in the rare case, when the President wishes to "push back" a bit or clarify points.

Q5.3 - Suggestions

This may have to change some as we head toward a possible bond issue and accreditation. These will consume vast amounts of the president's time and priorities.

Q6.1 - The annual Board evaluation of the Superintendent/President is effective.

Answer	%	Count
4 - Best practice	43%	3
3 - Adequate / meets requirements	57%	4
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q6.2 - Comments

I think it is very good but also needs to be evaluated in context of prior President reviews and processes.

Q6.3 - Suggestions

Continue to work with the Supt/President of the college to ensure that the evaluation instrument and process reflects the goals mutually agreed upon by both the Board and the Supt/President and supports student success.

Need to bring new and anyone in their first term board members into this for their involvement and viewpoints.

Q7.1 - The Board works to enhance the public image of the college and serves as an advocate of the college (How? Be specific).

Answer	%	Count
Not applicable or Not Observed	0%	0
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
4 - Best practice	33%	2
3 - Adequate / meets requirements	67%	4
Total	100%	6

Q7.2 - Comments

The community meetings initiated by the President have been effective.

We've grown tremendously in this areas but we can always do better. Our college needs as much good PR as it can get, especially in Coyote Valley and San Benito County.

Adequate but we need to have a discussion on how to do this collectively as a group especially because of our efforts to pursue a new bond. I know what I do as a trustee on enhancing Gavilan out in the community and can speak to my efforts but don't know the extent of what other trustees do.

Due to time constraints of some trustees, they are unable to take part in many Gavilan "things" going on on campus or in the communities. When available, all board members do this well.

In each geographic area, trustees participate in community organizations (e.g., Rotary, LULAC, business associations, arts groups).

Q7.3 - Suggestions

Discussion/Workshop on how the Board collectively can enhance Gavilan's image in the community Leverage our community contacts by acting on them Workshop on Fundraising and being an effective advocate not just for special interests but inclusive for all areas of the college and students

Q8.1 - The Board is involved in and understands the budget approval process.

Answer	%	Count
4 - Best practice	50%	3
3 - Adequate / meets requirements	50%	3
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	6

Q8.2 - Comments

The Board workshop on Budget was well planned and implemented. Board members must use this time as learning opportunities. Once the budget is passed the President is the one responsible.

I think we do an amazing job at this. I was a bit hesitant to put "Best Practices" but that was mainly due to the fact that the budget process is so complex, we'd all need to be CPAs in order to be perfect at it. All things considered though, I give us an A.

Adequate in understanding the budget approval process and the timeline; however I need to get better versed on specific programs, Federal/State grants for new initiatives, and state apportionment.

Keep the committee system in place. Have information for committee and board members completed ahead of the meetings for the opportunity of thorough review. This has lagged in the last 2 years.

Q8.3 - Suggestions

Continue the Board Budget Workshops

Delay the item a month unless the information is completed for distribution on the Thursday before the Tuesday night meeting.

Q9.1 - The Board requires that the college have a Strategic Plan with goals and objectives, which are succinctly stated and which carries clear statements indicating how it will be known that any goal has been reached.

Answer	%	Count
4 - Best practice	29%	2
3 - Adequate / meets requirements	57%	4
2 - Needs improvement / corrective action required	14%	1
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q9.2 - Comments

This has been very strong, especially recently. We've been kept up to date monthly on our plan and goals and how they are being fulfilled by the college.

Continue to ensure that the Strategic Plan sets the direction for Gavilan College and is relevant, achievable and is inclusive of all college groups.

Although it will require additional staff time (from president on down), routinely list agenda items that pertain to strategic plan and the relation. The board chair, who assists the president with building agenda, will have to have a greater role in seeing this accomplished.

We still need to work on the cohesiveness of the Strategic Plan. The myriad planning and goal setting endeavors overlap and compete with each other and cause confusion.

As already discussed among trustees and campus leadership, we must improve the design and execution of strategic planning, for example by actually setting strategic directions rather than generating a long list of goals and objectives which do not qualify as strategic.

Q9.3 - Suggestions

Continue with the Board Committee on Strategic Planning and inform other board members with updates.

Work on unifying the overall process.

Q10.1 - The Board works to fulfill its fiduciary role to the college and ensure financial solvency.

Answer	%	Count
4 - Best practice	57%	4
3 - Adequate / meets requirements	43%	3
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q10.2 - Comments

I think every board member has a big picture mindset of fiscal responsibility that maintains responsible budgetary practices. We are fair to our stakeholder groups and always aware of our responsibilities for our constituents and tax payers.

This should be one of our most important roles and responsibilities for the Board. Concerns I have are the State appropriated grants for college initiatives and whether the monies are effectively spent on the right strategies particularly for student success.

The board used to be briefed (almost always) before new positions are created and filled. Info would include budget impact. We had a remarkable turnaround in gaining student enrollment to avoid being put on stability warning beyond one year.

Q10.3 - Suggestions

Ask questions of college staff about revenue and expenses and make recommendations when appropriate. Attend CCC League Conferences that have workshops on this important role for us.

Have a monthly item on new positions and costs associated throughout the budget year and a quarterly compilation. Every semester give trustees an enrollment report to include final as well as initial figures. Site by site, credit and non credit. how are we "selling" the college programs to the community to generate additional enrollment. What are other ccs doing?

Q11.1 - The Board keeps informed about and, when appropriate, is involved in local, state, and federal legislative matters.

Answer	%	Count
4 - Best practice	14%	1
3 - Adequate / meets requirements	86%	6
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q11.2 - Comments

I think we could improve a bit here.

We need to be vigilante about local, state and federal legislative matters, particularly, how they will impact our students and staff. Again, I know the extent of my involvement but don't know about other Board Members.

Board rarely becomes involved in local, state and federal legislatives

We should stay alert for opportunities for trustees to participate in state and federal legislative activity. To my knowledge, so far we have not established a record in this area. However, I believe all of us stay informed primarily via listservs from Sacramento. It's hard to imagine what local legislation might impact Gavilan.

Q11.3 - Suggestions

Attend more conferences and be more in tune with upcoming legislation. We should be updated monthly on pending legislation that impact anything having to do with K-16 education or funding.

Attend Regional Trustee Workshops Read about these initiatives Attend CCC League Conferences Peruse the CCC Website to see what is coming down Attend local feeder high school board meetings or meet with their board members to ask what challenges they are facing

Send board members various publications on state and federal legislatives. Host an annual get together dinner with discussion for local school districts and Gavilan trustees. Make it an expectation that all Gavilan trustees be in attendance.

Q12.1 - The Board reviews and approves the educational programs that support the mission of the college.

Answer	%	Count
4 - Best practice	57%	4
3 - Adequate / meets requirements	43%	3
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q12.2 - Comments

Approves - Yes, but this isn't really tough to do. Reviews - Sometimes, but we also need to pick and chose our battles here and recognize when we should and shouldn't interfere. Some discussions are worthily having while others should be left to department leaders who often have a better understanding of the true pulse of the college.

It is important for the Board to know how these educational programs support the mission of the college and the students and that there is connection between the two.

Top staff needs to alert the board in advance when changes have reached the discussion stage. ie, changing English 1A from 3 to 4 units without advising trustees ahead of time about pros and cons.

Q12.3 - Suggestions

Continue to thoroughly review Staff Reports and Presentations to ensure that there is synergy between the Mission of the College and our educational programs. Ask questions and make comments.

Q13.1 - The Board ensures that the facilities and grounds are adequate to support the mission of the college.

Answer	%	Count
4 - Best practice	43%	3
3 - Adequate / meets requirements	57%	4
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q13.2 - Comments

Continue to push for facilities the community can be proud of!

Within our ability to spend responsibly to do so.

Continue to make the college an environmentally sustainable place for learning

Rework the question. Trustees need to make sure funds are available for proper maintenance (staffing and equipment). Staff recommends (sets) priorities. We need to get ahead and stay ahead of the curve for facilities. We're way behind on gearing up for a nov. 2018 bond election to meet basic needs in order to compete for students and meet their needs.

Much has improved over the last few years, except in San Benito County.

Q13.3 - Suggestions

Establish a 5-year and even longer budget for capital and replacement purchases. Once new software and is purchased and installed, it's already too old. The pace of new development is faster than the speed of light.

Figure out how to achieve, and then maintain parity in facilities throughout the district.

Q14.1 - The Board understands the collective negotiation process and its role in that process.

Answer	%	Count
4 - Best practice	14%	1
3 - Adequate / meets requirements	71%	5
2 - Needs improvement / corrective action required	14%	1
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q14.2 - Comments

The board must stay out of these discussions unless we are given information. We are the outside looking in, not the other way! Can lead to a bad conclusion!

Ughhhh all too well. Not always pleasant, but we do. Now if only everyone else did too.

The Board needs to be clear from the onset what they are willing to compromise on with regards to negotiated items.

A few trustees have a tendency to get frustrated with the process and inherent slowness involved, and thus negate the collective aspect and jump to “mandate” positions.

Training in basic principles and laws is recommended.

Q14.3 - Suggestions

Thoroughly get feedback from staff and have contingency plans.

Establish goals and strategies for several years in advance so we're not reacting. Don't be afraid to turn on a dime when necessary. The board needs to collectively set limits for negotiations and make sure they are not exceeded without prior approval.

Perhaps a workshop and/or training session would benefit us all.

Q15.1 - The Board understands and implements its legal responsibilities, including serving as a court of appeal.

Answer	%	Count
4 - Best practice	67%	4
3 - Adequate / meets requirements	33%	2
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	6

Q15.2 - Comments

I think we have always handled ourselves well in this regard.

Well-demonstrated several times in past years.

Q15.3 - Suggestions

None.

Q16.1 - The Board and administration provide effective new Board member orientation procedures.

Answer	%	Count
4 - Best practice	43%	3
3 - Adequate / meets requirements	57%	4
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q16.2 - Comments

Only giving an "Adequate" rating on this because it is now too distant to me to be observable.

It was adequate for me as a Board member because I had basic understanding of the CC Systems; however, for a new Board member without this experience it would be harder because there is so much to learn.

Q16.3 - Suggestions

Attend the CCC Conferences for new trustees Find a board mentor who can buddy up with you Meet with the College President which was very helpful

board president and another trustee survey new trustees at least after their initial year and another time within the first 2 or 3 years. ask new trustees after their first, second years to rate the intro in retrospect and make suggestions for changes. Especially important for new trustees without prior education board experience.

Q17.1 - The Board encourages all members to engage in continuing professional development.

Answer	%	Count
4 - Best practice	14%	1
3 - Adequate / meets requirements	86%	6
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q17.2 - Comments

We could be active about promoting conference attendance, and when attending in groups, dividing our resources to different sessions and reporting back to one another.

The Board does encourage but not sure how many of us take advantage of the continuing education that is offered.

have to do more than lead the horse to water. have league offer more one-day regional courses. too often league offerings are hardly different than what was presented several years ago.

Q17.3 - Suggestions

Attend the CE that is offered and share with other board members which you learned

Q18.1 - The Board conducts meetings in compliance with state law and the Board Ethics policy.

Answer	%	Count
4 - Best practice	86%	6
3 - Adequate / meets requirements	14%	1
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q18.2 - Comments

We need a refresher of information so board members are not accusing each other of non compliant meetings and attendance!

We are always aware of these and always take an overly cautious and responsible approach.

Q18.3 - Suggestions

When was the last time the Gavilan Board had a 2-hour or so brown act training and letting folks know that what happens in vegas stays in vegas.

Q19.1 - Meetings are conducted by the Board President in a fair and thorough manner, with all members having opportunity for expression of views.

Answer	%	Count
4 - Best practice	100%	7
3 - Adequate / meets requirements	0%	0
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q19.2 - Comments

Laura has been great!

This has been exceptional lately. No feelings of being rushed through agendas.

excellent

Laura does an outstanding job conducting our meetings. Her unique humor serves us all well during sometimes tense or sensitive topics and interactions. Her candor is most refreshing.

Q19.3 - Suggestions

None.

Q20.1 - Board officers are selected through an open election process in which all qualifications for that office are given consideration.

Answer	%	Count
4 - Best practice	14%	1
3 - Adequate / meets requirements	43%	3
2 - Needs improvement / corrective action required	43%	3
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q20.2 - Comments

Despite other objections, I think the process is done correctly!

Ensure that there is parity in the representation from all District geographical areas in these leadership roles.

It's not open

The informal rotation process we have used for a very long time is rather at odds with this question, is it not?

Not yet but as a result of recent conversations in subcommittee this process will most likely improve.

Q20.3 - Suggestions

I think we should have an item on the board agenda the month prior to actual elections of officers so that we can have a more open discussion of individual thoughts and desires for leadership roles prior to a public nomination of officers in December.

have candidates indicate their interest, availability at the nov. board meeting. vote in December. change practice, reword question.

Q21.1 - The Board encourages processes for feedback from faculty, students, staff, and communities.

Answer	%	Count
4 - Best practice	14%	1
3 - Adequate / meets requirements	71%	5
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	14%	1
Total	100%	7

Q21.2 - Comments

We do this once a year for the President's Evaluation, perhaps a survey of staff to look at the board might be helpful!

It seems as if we do, however I do think that it is often not understood by those giving us feedback that we can't always respond in open session nor do we always have the direct authority to impact the concern.

As a board continue to have transparency in how we conduct our business and encourage feedback

I can't identify any such processes other than exchanges that result in anecdotal information. Further, I don't know what such processes might look like. We should probably talk it through and search for any promising mechanisms at other districts.

Q21.3 - Suggestions

What are the processes beyond the 3-minute comment session at monthly meeting. And that is not formal. Trustee attendance with limited comments and lots of listening at the monthly presidential forums and attendance at college-sponsored events. Staff knows you're there.

Q22.1 - The Board understands and supports Gavilan College's participatory governance.

Answer	%	Count
4 - Best practice	43%	3
3 - Adequate / meets requirements	57%	4
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q22.2 - Comments

Shared governance may have to be revisited or at least given to members for understanding!

this changes as the collective bargaining process changes. Trustees have the final, final decision but know there are likely to be consequences if that card is played.

I have some concern for the dwindled participation of a fair number of our staff in “participatory governance “.

Q22.3 - Suggestions

Continue to work on broadening buy in and involvement in the process.

Q23.1 - Trustees diligently address the needs and concerns of the individual communities within the district and within the context of the district as a whole.

Answer	%	Count
Not applicable or Not Observed	0%	0
2 - Needs improvement / corrective action required	14%	1
1 - Immediate attention / systemic issue	0%	0
4 - Best practice	43%	3
3 - Adequate / meets requirements	43%	3
Total	100%	7

Q23.2 - Comments

Even with by district elections we fairly represent our whole district

We need to ensure that the needs of all individual communities are addressed; however, there is a perception that some board members have special interest groups.

Q23.3 - Suggestions

Make decisions that are in the best interest of the whole college that are effective and efficient Poll or survey staff and students for their feedback on how the Board is doing their job Accept that part of our roles as a Trustee is to be a mechanism for helping in creating real change

rework this question with district elections now the law. There could be problems as santa clara county adds more population and property assessed valuation soars there.

Find a solution to the stalemates and previous decisions which have prevented any development of facilities in San Benito county.

Q24.1 - I prepare adequately for each Board meeting.

Answer	%	Count
4 - Best practice	71%	5
3 - Adequate / meets requirements	29%	2
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q24.2 - Comments

I prepare adequately for each board meeting. And, attend as many events and college activities as possible during the month.

2-4 hours.

Q24.3 - Suggestions

I am encouraged about future IPAD use to cut down on staff time and money preparing for board meetings

Q25.1 - Board members demonstrate a commitment to students, staff, and community by attending a range of college-related events, activities, performances, etc.

Answer	%	Count
4 - Best practice	57%	4
3 - Adequate / meets requirements	43%	3
2 - Needs improvement / corrective action required	0%	0
1 - Immediate attention / systemic issue	0%	0
Not applicable or Not Observed	0%	0
Total	100%	7

Q25.2 - Comments

See previous comments

The board as a whole does.

More of us are attending a wider range of activities, events and such.

Q25.3 - Suggestions

See previous suggestions

Q26.1 - As a Trustee, I am most pleased about the following things which have been done or are being done at Gavilan College:

As a Trustee, I am most pleased about the following things which have been done or are being done at Gavilan College:

The President's office community outreach, The fields project, Swimming Pool completion, and the solar project.

Our building projects moving forward in aggressive ways. Our positive PR Our new Coyote Valley campus Our work being done in San Benito County Our new CTE programs Our new aviation facilities Our amazing administrative team and faculty

Facilities look great. President's reaching out to all communities. Foundation up and going.

I am pleased that the Supt/President is engaging with the community attempting to build a college culture for all residents within the college district That Gavilan College staff has a Task Force working towards a Guided Pathway Initiative which brings integration to the college with student support and instructional programs working together for student success That we are getting the Gavilan Foundation viable That we continue to appreciate and value the students and staff at Gavilan College That we have a safe college free of violence and overt racism and discrimination

New facilities are coming on line. Sense a change in the faculty Senate. We have many, many classified folks who speak well about the college in the community.

Renovations on the Gilroy Campus Opening of the Coyote Valley facility The success and positive embracement of our new President, Dr. Rose The enhanced cohesion and synergy of our administration, a really good group of committed and dynamic folks.

I am most pleased by the President's comprehensive and systemic approach to upgrading or enriching the major components of campus management from the plant. to academic senate, to curriculum, to accreditation, to trustee interaction. We are seeing the benefits of both theory and practice of organization development delivered in a context of transparency and consistency.

Q27.1 - As a Trustee, I have concerns about the following:

As a Trustee, I have concerns about the following:

Completion of the Fields projects (lighting), constant negotiations with faculty union, and Students needs (football issue brought about our inadequacies in student services).

Remediation issues and addressing student success in this regard Not having enough CTE programs for those who need and want them The crazy cost of construction projects The challenge of collective bargaining in future years The ability to continue progress on campuses in SBC and phase 2 Coyote Valley

Football program. Foundation. Would like weekly status report.

That College constituent groups continue to operate in silos and for self-vested interests Negative Student Data in persistence, completion and retention rates State Allocations that may not be using Best Practices for the elimination of barriers for student success Funding for new state initiatives like Guided Pathways Continued Funding and college financial stability Parity in services and funding to all areas of the college district

Slow pace of enacting change. we know something is not working to meet student needs across the board yet we don't change fast enough. failure of college hour due to classes being taught at the same time. More wet labs, classrooms. need to expand coyote valley, attract students from the greater san jose area. 2 non academy classrooms at coyote. need to change how we "sell" Gavilan education to students and their families. what can we brag about.

The lack of any really viable solution to the establishment of a facility in San Benito County The need to cultivate new leadership within the faculty, as some of the "old guard" step away from such a key element in the well-being of the institution.

Q28.1 - As a Trustee, I would most like to see the following done at Gavilan College: (List and state items of priority for future years)

As a Trustee, I would most like to see the following done at Gavilan College: (List and state items of priority for future years)

Complete the Hollister site, Issue one more bond (relay to the community a length of time we will not attempt another - 20 years), and new buildings and programs to meet future needs - dedicated STEM building, Performing Art Center, Kinesiology Building, Science Wet labs dedicated facility, etc..

1. A bond passed that benefits both counties and maintains accountability for specific projects. 2. Real positive progress on lowering remediation numbers and speeding up transfers 3. Broader CTE program offerings. 4. Strengthening of Athletic Programs. 5. Continued and ongoing fiscal accountability

No response.

A well planned and thoughtful Strategic Plan that guides our every direction and produces student success That we continue to stay financial stable That our programs are reflective of what our communities need in Workforce Development Continue to take risks and encourage new approaches to solving our problems Listen to input from others to guide our decisions Maintain Student Access for all and programs of support to completion for students

Passage of a bond issue to move ahead on sbc campus/ed center, coyote valley and a host of things at the main campus in Gilroy. Pay attention to what students need, want. What does Gavilan do best. it seems as though we have too wide a focus. Are we offering the correct transfer programs and majors. Welcome change.

Build a quality and right-sized facility in or near Hollister. Work out a realistic phase-in plan for expansion of services in the north and southeast parts of our district, that confronts the growing socio-economic and demographic differences between them. Deal with the difficult issue of main campus plus satellites versus multiple campuses district models of structure. What is realistic and economically viable?

Plan to maximize the benefits of blending face-to-face instruction and distance learning with a view to advances in technology, for example "the internet of things" and artificial intelligence. We must carefully track what innovators are doing in this area. Fortify the connection with the high schools so students have completed at least one Gavilan course before high school graduation (this as a minimum) and most experience a natural transition to college.

Q29.1 - Please list suggested Board Goals for calendar year 2018.

Please list suggested Board Goals for calendar year 2018.

Begin Phase I Hollister Complete Fields Project Complete Solar Project Determine path forward with faculty

1. Pass a bond in 2018 that provides funding and support for campus projects county wide 2. Continually improve the college image throughout the district. 3. Improve remediation rates and speed up transfer times. 4. Make progress toward a campus in SBC. 5. Institutionalize a bargaining process that is timely and accountable.

No response.

Continue to support the Supt/President of Gavilan to make our community a college going culture Support the work of the Gavilan Foundation to become viable and work for students Support the institutional initiative Guided Pathways with funding Prepare for Accreditation A well planned and thoughtful Strategic Plan to guide college and student success A well planned and thoughtful decision about the San Benito County Bond and how to approach the work we need to do there The willingness as a board to change based upon the input of this self-evaluation process pass bond issue, implement educ. master plan., discuss/implement facilities master plan, concentrate on what we do best

Make the right decision regarding a facilities bond. Qualitatively prepare for accreditation. Thoroughly review options for a San Benito facility. Make a decision on what, when and where. Involve the community when appropriate and possible.