

2.5 KCTCS President's Performance Review

The KCTCS Board of Regents has established a process of annual performance, planning, and evaluation for the KCTCS President. The purpose of the annual performance review is to assess individual performance of the President, assess the status of the System under the President's leadership, and provide for growth and improvement of the System under the President's leadership.

The KCTCS President's annual Leadership Initiative with goals and target measurements, evaluation survey results which may be used in conjunction with the Leadership Initiative, and the KCTCS President's end-of-the-year report are the basis for the evaluation. To serve this purpose, input from the Board, System administrators and college presidents, as well as the community, may be used.

The annual performance review cycle will be initiated at the beginning of each evaluation period with the KCTCS President completing the Planning Stage by meeting with the Board to establish goals and target measurements for the upcoming academic/fiscal year. At the conclusion of the academic/fiscal year, the annual evaluation will be conducted by the KCTCS Board of Regents.

2.5.1 Planning

A Leadership Initiative is to be determined by the KCTCS President at the beginning of each evaluation cycle in consultation with the President's Leadership Team. The Leadership Initiative is to be aligned with the *KCTCS Strategic Plan* in order to establish annual goals and report accomplishments.

The KCTCS President will meet with the KCTCS Board of Regents at the beginning of each performance review period to reach agreement on and establish the goals and target measurements of the Leadership Initiative for the performance review period.

2.5.2 Implementation

The KCTCS President is responsible for providing the direction to accomplish the goals in the Leadership Initiative.

The KCTCS President shall present status reports to the KCTCS Board of Regents at each regular Board meeting of KCTCS activities in relation to the Leadership Initiative.

2.5.3 Evaluation

An end-of-the-year report is to be prepared by the KCTCS President at the conclusion of the evaluation period which addresses each goal and target measurement of the annual Leadership Initiative.

