

**The District Board of Trustees of Northwest Florida State College
President's Evaluation**

President: Dr. Devin Stephenson

Evaluation Period: July 1, 2022 – June 30, 2023

Trustee Name:

Date Evaluation Completed:

Purpose

The Board must annually evaluate the President. Through the evaluation, the Board supplies feedback to the President regarding his performance.

Directions

The evaluation includes five sections with twenty-seven total questions. Answer each question according to this scale:

- (1) Unsatisfactory:** Performance level is unacceptable.
- (2) Needs Improvement:** Consistently does not meet performance standards and must improve.
- (3) Meets Expectations:** Consistently meets performance standards.
- (4) Exceeds Expectations:** Consistently exceeds performance standards.
- (5) Exemplary:** Consistently displays superior performance.

Base your evaluation on your experience with, opinion on, and knowledge of the President's performance and behavior during the evaluation period. Reference Board expectations and feedback; Board materials, meetings, and votes; the President's update emails and notifications; interactions with the President throughout the evaluation period; and any other materials or data that are available to you that reflect the President's performance throughout the evaluation period. Read the above definitions and choose the level that best describes the President's performance in your opinion.

Categories for Evaluation

1. Relationship with the Board

	1. The President supports Board action by implementing the directions provided by the Board.
	2. The President responds to questions or requests for information from the Board.
	3. The President communicates with the Board in a straightforward, honest manner.
	4. The President informs the Board of significant items related to operations and activities.
	5. The President maintains a harmonious working relationship with the Board.

Comments on the President's Relationship with the Board:

**The District Board of Trustees of Northwest Florida State College
President's Evaluation**

2. Relationship with Staff and Students

	1. The President engages in the life of the College by participating in a variety of College activities.
	2. The President promotes opportunities for student recognition.
	3. The President promotes opportunities for faculty and staff recognition.
	4. The President delegates authority where appropriate and places trust in staff.
	5. The President leads the College effectively in strategic planning, such as setting budget priorities and setting expectations for enrollment and program performance.

Comments on the President's Relationship with Staff and Students:

3. Relationship with the Community

	1. The President engages and collaborates with community organizations throughout the service area.
	2. The President promotes collaboration with other educational institutions and public organizations to ensure the College meets the needs of its service area.
	3. The President maintains appropriate state, regional, and national professional affiliations.
	4. The President creates relationships with local and state governmental representatives to promote the College's interests.
	5. The President works effectively with the Foundation to develop fundraising strategies and pursue donor relationships for the College.
	6. The President seeks funding sources outside of the state budget process, as appropriate.

Comments on the President's Relationship with the Community:

**The District Board of Trustees of Northwest Florida State College
President's Evaluation**

4. Strategic Leadership

	1. The President accepts responsibility and accountability for his own and institutional decisions.
	2. The President maintained the College in good standing with its accreditor, the Southern Association of Colleges and Schools Commission on Colleges.
	3. The President effectively implemented the 2020-2023 Strategic Plan.
	4. The President has ensured that the College remains in good standing with requirements for state, federal, and grant funding.
	5. The President effectively maintains and makes strategic plans for the College's property, facilities, and assets, including construction and renovation.
	6. The President effectively initiates and implements creative, innovative ideas and changes that promote the health and advancement of the College.
	7. The President maintains an appropriate balance between his professional and personal life.
	8. The President implements sound financial planning and procedures for short- and long-term financial health.

Comments on the President's Strategic Leadership:

5. Statutorily Required Evaluation Categories

Question 5.1: Florida Statutes § 1012.86 requires the Board to consider in the President's evaluation the College's employment accountability program. To comply with § 1012.86, F.S., each year after Board approval, the College submits to the Florida Department of Education an update on FLDOE's required form, which provide updates on the College's compliance with Florida Statutes related to nondiscrimination and equal access to employment. FLDOE has accepted the College's report each year. The College uploaded the most recent annual update to Resources for your use when considering this question.

Question 5.2: Florida Statutes § 1006.71 requires the Board to consider in the President's evaluation the College's performance related to how Raider Athletics incorporates equal opportunity for athletes of both genders into its athletic programs and provides resources to athletes of both genders. The College updates the Florida Department of Education in the same annual update described above. FLDOE has accepted the College's report each year. As stated above, the College has uploaded the most recent annual update to Resources for your use when considering this question.

Question 5.3: Florida Statutes § 1001.64(19) requires the Board to consider in the President's evaluation accountability and performance goals set under § 1008.45, F.S. Over time, the Florida Department of Education and State have not required submission of reports on these measures, but the College maintains data relevant to those statutory requirements. The College has provided relevant data for review under Resources.

**The District Board of Trustees of Northwest Florida State College
President's Evaluation**

	1. The President has effectively addressed the requirements of § 1012.86, F.S. through the College's annual employment accountability update submission to FLDOE.
	2. The President has effectively addressed the requirements of § 1006.71, F.S. through the College's annual report to FLDOE regarding equal opportunity in athletics.
	3. The President has effectively addressed the performance goals established in the College's Accountability Plan.

Comments on the Statutorily Required Evaluation Categories:

Any Final Comments:

_____ **Total**

_____ **Final Score (Total divided by twenty-seven questions)**