Personal Commitment to Shared Governance Processes - A leader who understands how collaboration/shared governance works. Sees the value of and has a personal commitment to meaningful participatory governance before decisions are made. A leader who encourages openness and transparency at all levels and demonstrates personal humility, empathy and a collaborative management approach.

Excellent Communication/People Skills - This includes strong listening skills, relationship-building, team-building, community-building, motivating and mobilizing people around a positive vision, negotiating, and resolving conflicts, as well as the basic communication skills of public speaking and writing. An effective communicator who can bring together diverse stakeholders and inspire them in a common vision.

Innovator/Risk Taker - A leader who challenges his/herself and others to think creatively, take risks, innovate, rigorously evaluate the results and succeed at all levels. A forward-thinker, someone who has the bigger, global in mind in all aspects of college planning.

College Figurehead/Educational and Community Leader - Will effectively represent the College in and to the community and on the state and national level. Has the personal accomplishments, experience and intellect to garner the respect and support of campus stakeholders and wider community. Committed to spending a large part of his/her time on fundraising and outreach, and capable in all levels of community fund-raising and revenue generation, including development and promotion of local and state-level collaborations.

Good Judgment - Demonstrates good judgment, flexibility, curiosity and comfort in a complex environment. Has informed his/herself about SBCC and its opportunities and challenges before meeting with the committee. Evidences a long term commitment to SBCC and the success of its students. Committed to the fair and equitable application of college processes and decisions and evidences high integrity.
Following adoption of a set of priorities, the board needs to be assured that the evaluative tools used by the search committee will directly relate to those priorities. This draft form may be forwarded to the Search Firm for consideration.

**DRAFT FORM FOR SEARCH COMMITTEE**

<table>
<thead>
<tr>
<th>Score</th>
<th>Strong</th>
<th>Average</th>
<th>Weak</th>
</tr>
</thead>
</table>

1. **Personal Commitment to Shared Governance Processes**
   
   a. Understands Participatory Governance P/G  
   b. Articulates the value of P/G  
   c. Has personal commitment to meaningful PG before decisions are made  
   d. Committed to openness and transparency  
   e. Demonstrates personal humility  
   f. Shows Empathy  
   g. Demonstrates Collaborative Management style  

**Total Score for (1)**

2. **Excellent Communication/People Skills**
   
   a. Listens effectively to others  
   b. Builds positive relationships  
   c. Builds high quality teams  
   d. Delegates comfortably  
   e. Delegates effectively  
   f. Builds positive community relationships  
   g. Motivates others toward a positive vision  
   h. Good at negotiating and resolving conflicts  
   i. Skilled, persuasive public speaker  
   j. Skilled at articulating vision  
   k. Strong writing skills  

**Total Score for (2)**

3. **Innovator/Risk Taker**
   
   a. Challenges him/herself to be creative, innovate  
   b. Evaluates results rigorously  
   c. Challenges others to be creative and innovate  
   d. Evaluates results rigorously
e. Understands specific context and the big picture
f. Strong planning skills

Total Score for (3)

4. Educational and Community Leader

a. Will effectively represent the college in the local
   community and state-wide and nationally
b. Will command the support and respect of the campus stakeholders
c. Will have the respect and support of the community
d. Is or will be a successful fundraiser
e. Highly likely to be successful in obtaining grants, bonds and other revenue
f. Committed to creating successful local and state wide partnerships

Total Score for (4)

5. Good Judgment

a. Has demonstrated good judgment
b. Flexible and comfortable in complex environment
c. Curious about everything with a focus on how to improve
d. Does his/her homework about SBCC in advance
e. Evidences a long term commitment to SBCC
f. Demonstrated ability to be consistent, fair, equitable
g. Has high integrity

Total score for (5)

Total score for all characteristics

6. Additional Question for each committee member (written answer first, then discuss): Imagine that this person is recommended by the Search Committee to the Board and is selected as the new Superintendent/President.

A. Then imagine that this person has succeeded beyond your best expectations – describe what characteristics of this person have lead to this success.

B. Then imagine that this person has not proved successful at the job – describe what characteristics have lead to this result.