

Minnesota State Colleges and Universities

Executive Evaluation

Contents

Step 1: Context

Purpose: To provide the context for the performance evaluation in order to outline the background in which the individual will be evaluated. Said context should include the significant or relevant challenges and opportunities for the evaluation year.

Step 2: Institutional Assessment

Purpose: To provide a brief narrative assessment of institutional and/or personal effectiveness on the following criteria:

- **Leadership**
- **Strategic Planning**
- **Management of Employee Resources**
- **Process and Outcome Management**
- **Student Learning and Effective Teaching**
- **Fiscal Leadership (Financial Stewardship)**
- **External Relations**

Step 3: Goals

Purpose: To describe your goals to address your challenges and opportunities. Goals are not required in each of the criteria, but should focus on primary institutional and/or personal needs for the coming fiscal year. Up to five (5) goals are identified for the coming year.

Step 4: Results

Purpose: To record the results achieved toward your goals and to provide other results and measurements on the criteria for institutional success.

Stakeholder reviews by vice-chancellors and/or other invited reviewers are included. These reviewers are identified by name and position. Stakeholders reviewed all four steps as they made provided their input. They did not review specific questions designated for the Chancellor / Executive, nor did they see other reviewer comments.