

Arp 801

Competency Assessment Categories

Category 1 (Requires the most work) (1.6-3.0)

1. Interpret Board and local governance policies and procedures
2. Lead strategic planning exercises
3. Implement a collective bargaining agreement and conduct smooth labor relations
4. Acquire external resources for a college
5. Articulate the community college funding mechanisms

Category 2 (Requires some work) (3.1-3.4)

1. Comprehend CCCCCO policies and procedures
2. Conduct a research project using quantitative and qualitative methods

Category 3 (May require a little work) (3.5-3.9)

1. Develop and communicate a vision for the college
2. Manage shared governance and decision making among constituents
3. Apply leadership theories and practices in a community college setting
4. Lead and manage change
5. Communicate to internal and external groups effectively through: Writing
6. Resolve conflicts through mediation and negotiation
7. Manage an organization
8. Understand legal issues in decision making
9. Create a budget and manage resources
10. Develop and evaluate curricular programs
11. Organize and implement student services programs
12. Articulate the community college mission and goals
13. Evaluate teaching and learning to improve student success
14. Plan and evaluate staff development programs

Category 4 (Probably does not require any work) (4.0-4.4)

1. Promote diversity and equity among students and staff
2. Communicate to internal and external groups effectively through:
  - A. Speaking
  - B. Listening
3. Manage my time
4. Analyze and apply research results to make decisions