

## REGULAR ITEM (RESOLUTION 25-12-56)

December 11, 2025

Tab 5

### Evaluation of the Executive Director's Annual Priorities Progress

#### Brief Description

At the August 2025 State Board meeting, the board engaged in a discussion with the incoming executive director on establishing annual priorities and on how the board could evaluate the executive director's progress toward those goals. The discussion included identifying high-functioning characteristics of boards and executives and establishing working agreements and communication protocols. At the October 2025 meeting, the executive director presented annual priorities based on the August 2025 meeting discussion, as highlighted below.

- Strengthen Agency Culture and Capacity
  - Establish Agency Cultural Baseline
  - Prioritize Internal Relationships
  - Review Agency and Board Operations
  - Promote a Service Culture
- Identify Strategic Opportunities
  - Advance Guided Pathways Implementation
  - Ignite Systemwide Readiness for Workforce Pell Implementation
  - Accelerate ctcLink Operational Integration
  - Advance Artificial Intelligence Readiness
- Enhance Fiscal Health and Transparency
  - Establish Fiscal Health Indicators and Monitoring Plan Recommendations
  - Foster President and Trustee Collaborative Use
  - Equip System for New Allocation Model Implementation
- Position System for Next Strategic Planning Cycle
  - Ensure Strategic Planning Readiness
  - Establish Strategic Plan Roadmap/Timeline

During the October 2025 meeting, State Board Chair Martin Valadez established an ad hoc committee to work with the executive director to develop a plan for evaluating the executive director's progress toward these annual priorities.

#### Recommendation/preferred result

The ad hoc annual priorities evaluation committee recommends approval of Resolution 25-12-56, as outlined in Attachment A.

Policy Manual Change Yes  No

Prepared by: Martin Valadez, chair

## **STATE OF WASHINGTON STATE BOARD FOR COMMUNITY AND TECHNICAL COLLEGES RESOLUTION 25-12-56**

A resolution relating to the evaluation of the executive director's progress toward annual priorities.

**WHEREAS**, the State Board for Community and Technical Colleges carries out its responsibilities and duties imposed upon it within the confines of the authority, power, and discretion granted to it by law (see [RCW 28B.50](#)); and

**WHEREAS**, the State Board appoints an executive director of the state system of community and technical colleges (the "Executive Director") who serves at the pleasure of the Board; and

**WHEREAS**, at the August 2025 State Board meeting, the board engaged in a discussion with the executive director on establishing annual priorities, how the board would evaluate progress toward those goals, and identifying high-functioning characteristics and establishing working agreements and communication protocols; and

**WHEREAS**, at the October 2025 meeting, the executive director presented annual priorities based on the August 2025 meeting discussion as highlighted below; and

- Strengthen Agency Culture and Capacity
- Identify Strategic Opportunities
- Enhance Fiscal Health and Transparency
- Position System for Next Strategic Planning Cycle

**WHEREAS**, an ad hoc committee was created at the October 2025 meeting to work with the executive director to recommend to the Board a process for the evaluation of the executive director's progress toward these annual priorities; and

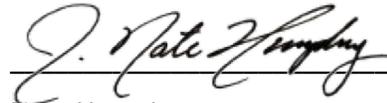
**WHEREAS**, the ad hoc committee met with the executive director and recommended the following process to evaluate the executive director's progress toward the annual priorities; and

- The executive director will provide at least a quarterly update to the board on the progress made toward each of the four annual priorities.
- The State Board will provide, on at least a quarterly basis, a review of the performance of the executive director's progress toward these annual priorities as provided under [RCW 42.30.110](#).
- The state board chair will maintain regular communication with the executive director to ensure continuous progress toward these annual priorities and to support the executive director's success.

**THEREFORE BE IT RESOLVED**, that the State Board for Community and Technical Colleges approves the committee's recommended evaluation of the executive director's progress toward these annual priorities for FY 2025-26, with the final review to be completed at the August 2026 meeting.

APPROVED AND ADOPTED on December 11, 2025

**Attest**

  
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Nate Humphrey, secretary

  
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Martin Valadez, chair