360 FEEDBACK

Board of Trustees: Committee of the Whole Meeting

W-216-217

August 13, 2014
Value of 360 Feedback

- Developmental
- Great Supplement for Annual Performance Evaluations
- Full picture of one’s performance strengths and areas for improvement
  - peers
  - direct reports
  - self evaluation
  - supervisor
PRODUCT SELECTION

Interviewed Five Web-based Vendors
- Blue 360 Explorance
- Custom Insight
- Grapevine
- Halogen
- Echospan

Echospan Strengths
- Completely automated process driven by email reminders to feedback provider
- Ease of use for feedback provider: Feedback Assistant prompts the participant with helpful examples
Feedback Loops:
- Peers (3)
- Direct Reports (3)
- Self-Evaluation
- Supervisor

--In the case of the College President this could be more than one person

Feedback questions are tailored to the job classification of the feedback provider.
The administrator being rated is given a report with the data aggregated by anonymous feedback providers.
Use the feedback for professional development.
COMPETENCIES TO BE ASSESSED

- Motivating Others
- Accountability
- Strategic Thinking
- Communication
- Continuous Improvement
- Creativity & Innovation
- Integrity
- Vision
- Change/Collaborative Leadership
- Coaching
- Student/Staff Focus
Welcome, Sally Sample

Your Feedback Review

- Manage/View Your Feedback Providers: Status: 3 people selected
- Complete your self-evaluation: Status: Finished
- View Reading Suggestions: Status: Ready to View
- Manage Current Development Plan: Status: Ready to View/Edit

Provide Feedback to Others

<table>
<thead>
<tr>
<th>Name</th>
<th>Assigned</th>
<th>Status</th>
<th>Development Plan</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Target, Tina</td>
<td>1/19/2014</td>
<td>Not Started</td>
<td>---</td>
<td>Decline Respond</td>
</tr>
<tr>
<td>Sample, Sally (self-eval)</td>
<td>1/8/2014</td>
<td>Finished</td>
<td>---</td>
<td>Respond</td>
</tr>
</tbody>
</table>
Sample Question

Communication
Relaying information clearly and receiving information effectively

Please respond to the items below. Click Save & Next to save your responses and proceed when finished.

- Delivers effective, high-quality presentations
- Listens effectively
- Uses humor appropriately
- Handles criticism professionally

Comments

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360 FEEDBACK