

Article 6 EVALUATION

- 6.1 This article applies to all faculty employees with the exception of probationary faculty employees who shall be governed by Article 6A. For the purposes of this article, “contract faculty employee” shall be limited in meaning to “grant-funded faculty employee.” In accordance with Article 7.10 and 7.11, the provisions of this article governing part-time faculty are limited to Sections 6.2 and 6.3.

Administrative Evaluation

- 6.2 The Board shall complete an official administrative evaluation of each regular (tenured) and contract faculty employee at least once every three academic years. Each temporary faculty employee and part-time faculty employee, if employed by the District for three quarters, whether or not successive, shall be evaluated at least once during that period. Part-time faculty employees, if employed thereafter, shall be evaluated at least once every nine quarters of employment.
- 6.2.1 An official administrative evaluation shall review not only the faculty employee’s performance in the classroom or service area, but all of their contractual obligations. The purpose of an official administrative evaluation is to:
- 6.2.1.1 Recognize and encourage outstanding performance;
 - 6.2.1.2 Improve satisfactory performance and further the growth of employees who are performing satisfactorily;
 - 6.2.1.3 Identify areas which might need improvement and provide useful feedback for consideration; and
 - 6.2.1.4 Identify and document unsatisfactory performance and offer assistance in achieving the required improvement.
- 6.2.2 The official administrative evaluation of a regular or contract faculty employee shall be performed by an educational administrator as defined in 1.1.4.1 and shall not be delegated to any faculty employee.
- 6.2.3 The official administrative evaluation of a part-time faculty employee may be delegated to a regular or contract or Article 19 faculty employee as provided in Article 7.10. The part-time faculty employee shall be notified, in advance, by the appropriate administrator, that a faculty member shall be acting as their designee. Each faculty employee designated to conduct an official evaluation shall receive compensation pursuant to Article 25. The faculty designee performing the official administrative evaluation of a part-time faculty employee shall not also perform the student evaluation of that employee.
- 6.2.4 The official administrative evaluation of a faculty employee shall be performed in accordance with the procedures specified below:
- 6.2.4.1 The administrator or designee shall notify the faculty member in advance of the evaluation visit;

- 6.2.4.2 The official administrative evaluation of a faculty employee shall be recorded on the administrative evaluation form contained in Appendix J1, or as modified according to Section 6.5;

Prior to a J1 evaluation, the faculty member and evaluator shall have a pre-evaluation meeting in which the faculty member is given the opportunity to provide guidance to the administrator or designee evaluator regarding course organization and content or nature of the assignment that is applicable at the time of review. The evaluator and the faculty member shall agree to the meeting modality. If these meetings occur in Zoom or other video conferencing platform, the evaluator shall set up the meeting and act as host.

- 6.2.4.3 Upon request by the administrator or designee conducting the evaluation, the faculty employee shall provide copies of the course description/syllabus, tests and other assessment instruments, assignments, and/or other documents reasonably related to the observation and the evaluation criteria stated in Appendix J1, Section II. Such a request may be made prior to, or at the conclusion of, the evaluation visit;

- 6.2.4.4 The duration of the evaluation depends on the modality as follows:

6.2.4.4.1 In-person or fully synchronous online evaluation shall be normally, but not less than, one academic hour (50 minutes);

6.2.4.4.2 Fully asynchronous online evaluation shall be at least one academic hour (50 minutes) but shall not exceed two academic hours (100 minutes). The evaluation of the course may occur over multiple visits within a seven-consecutive day period beginning with the first day of online entry into the course. The evaluator shall view no more than two consecutive weeks of material, at least one of which has already been delivered to students, and the content that serves to onboard/orient students to the course. The weeks to be evaluated and the onboarding material shall be mutually agreed upon in the pre-evaluation meeting.

6.2.4.4.3 Hybrid evaluation shall normally be two academic hours, a 50-minute evaluation visit in person, and 50 minutes in the online portion of the course. The evaluator shall view only the content that serves to onboard/orient students to the online portion of the course and at most two weeks of published content related to the face-to-face observation. The weeks to be evaluated and the onboarding material shall be mutually agreed upon in the pre-evaluation meeting.

- 6.2.5 Within one week of the evaluation visit, the faculty member and evaluator shall have a post-evaluation meeting to review the J1 in advance of its submission by the evaluator. If these meetings occur in Zoom or other video conferencing

platform, the evaluator shall set up the meeting and act as host. Within 20 school days of the evaluation visit, the appropriate administrator shall provide to the faculty employee a completed and signed copy of the evaluation. Timelines may be extended by mutual consent.

6.2.5.1 Normally, no attachments shall be made to the evaluation except by mutual consent of the faculty employee and the administrator.

6.2.5.2 Notwithstanding the above, on a case-by-case basis, an attachment may be made by either the administrator or the faculty employee provided that any such documentation is timely, credible, reasonably related to the evaluation, and consistent with the provisions of Article 8.4 and 8.5.

6.2.6 Within 10 school days of receipt of the completed evaluation form, the faculty employee may elect either to sign the official administrative evaluation form, or, after reviewing the evaluation, to submit a response stating their reasons for refusing to sign the official administrative evaluation form. The signed evaluation form, or the evaluation form with the separate response attached, shall be promptly placed in the employee's on-campus personnel file, and a copy shall be sent to the faculty employee. Timelines may be extended by mutual consent.

6.2.6.1 If, after 10 school days of the receipt of the completed evaluation form, the faculty employee fails or refuses to sign or to submit a separate response specified by Section 6.2.6, the official administrative evaluation form shall be placed in the employee's on-campus personnel file and a copy shall be sent to the faculty employee by certified mail. The certified mail receipt shall be attached to the official administrative evaluation in the employee's personnel file.

6.2.7 Any administrative evaluation performed in addition to the one mandated by section 6.2 shall follow the provisions established above in sections 6.2.1 through 6.2.6.1.

Student Evaluation

6.3 In addition to the official administrative evaluation, student evaluations to the extent practicable based upon the nature of the faculty employee's assignment shall be performed at least once every three academic years for regular and contract faculty and in accordance with the provisions of Article 7 for part-time faculty. The appropriate evaluation form contained in Appendix J2 of this *Agreement* shall be used without exception.

6.3.1 For in-person evaluations, the Student Evaluation Form, Appendix J2, shall be distributed by the faculty employee or another employee designated by the faculty employee, completed in the absence of the faculty employee, and collected and tabulated by the designee. If necessary, the faculty employee may request an appropriate volunteer from the division to conduct the student evaluation. The employee performing the student evaluation shall not also perform the official administrative evaluation of that employee. After tabulation, the objective (scantron) Tally Sheet for Part A of the Student

Evaluation Form shall be attached to Appendix J3, signed by the designee, and be given to the Division Dean or appropriate administrator, who, after reviewing Appendix J3, shall forward a copy to the faculty employee and send the original to the personnel file. The original student scantrons and Student Evaluation Forms, including the Part B responses shall be retained by the designee and returned to the faculty employee after the end of the quarter.

- 6.3.2 For online evaluations, the faculty member shall request their student evaluations through the agreed upon process at each campus. The employee responsible for tabulating the J2 responses shall fill out Appendix J3 and give this form to the Division Dean or appropriate administrator, who, after reviewing Appendix J3, shall forward a copy to the faculty employee and send the original to the personnel file. After the end of the quarter (normally within five school days after the end of the quarter) the Part B responses shall be made accessible to the faculty employee.
- 6.3.3 Notwithstanding Section 6.3.1, a faculty employee who is unable to comply with the procedure described in Section 6.3.1, due to the unavailability of appropriate personnel to collect and tabulate the student evaluation, shall request the division to provide materials for a self-administered student evaluation. In this circumstance, the Student Evaluation Form, Appendix J2, shall be distributed by the faculty employee, completed in the absence of the faculty employee, and collected by a student registered in the class. The student shall seal the Part A scantrons into one envelope and the Part B responses into a second envelope and sign across the seal of each envelope. At the conclusion of the evaluation, the faculty employee shall pick up the sealed envelopes and return them to the division office or deposit them in a designated student evaluation collection site as soon as practicable. The division office shall acknowledge receipt of the completed student evaluation to the faculty employee. The Division Dean or appropriate administrator shall be responsible for tabulating Part A responses and completing and signing Appendix J3. After reviewing the responses, the Dean or appropriate administrator shall forward a copy of the objective (scantron) Tally Sheet and the attached Appendix J3 to the faculty employee and send the originals to the personnel file. The original Student Evaluations Forms, including the Part B responses, shall remain sealed in the second envelope, retained in the division office, and returned along with the individual student scantrons to the faculty employee after the end of the quarter.
- 6.3.3 A student evaluation of a different class or section may be performed in addition to the one mandated by section 6.3 through mutual agreement between the faculty employee and the Dean or appropriate administrator. The evaluation shall be performed in accordance with 6.3.1 or 6.3.2.
 - 6.3.3.1 In the event of a written, non-anonymous complaint lodged by a verified student and pertaining to items in the J1.A, J1.B or J1.C, the Division Dean, appropriate academic administrator, or faculty member may require a J2 student evaluation be performed in the specific course that was the subject of the student complaint. Prior to notification of the faculty member, the administrator shall verify the identity of the student and confirm they are, or were, enrolled in the class in the current quarter. In advance of the student evaluation, the faculty member will be notified by the appropriate administrator of the nature of the complaint that occasioned the student evaluation. After grades have

been submitted, the faculty member may request a copy of the student complaint. If a copy is requested, the administrator shall provide it and may redact the name of the student prior to providing the copy to the faculty member.

- 6.3.4 The faculty employee shall have the right to meet with the Division Dean or appropriate administrator to discuss the results of the student evaluation. At the discretion of the faculty employee, Part B responses may be shared with an administrator, but in no case shall such material become a part of the faculty employee's personnel file.

Peer Evaluation

- 6.4 In addition to the official administrative evaluation and the student evaluation, each regular and contract faculty employee shall have a peer evaluation conducted by a regular or contract faculty employee at least once every three academic years as provided below:
 - 6.4.1 The faculty member shall select a colleague as a peer evaluator. "Peer" is defined as a District regular or contract faculty member normally in the same or a related discipline.
 - 6.4.2 Peer evaluations shall be completed on the form provided in Appendix J1(A – G) including all required signatures.
 - 6.4.3 The completed and signed Peer Evaluation form shall be promptly placed in the employee's on-campus personnel file, and a copy shall be sent to the faculty employee.

Additional Evaluations

- 6.5 A regular faculty member may have additional administrative evaluations if the dean or appropriate administrator has concerns identified through a regular administrative evaluation, a peer evaluation, student evaluations, or via a pattern of behaviors or complaints. Complaints can be kept confidential, but cannot be anonymous, and complaints must be related to items on the J1 (A-G) and documented in writing.
 - 6.5.1 When an additional administrative evaluation is scheduled to address specific concerns, the additional evaluation shall normally be a joint evaluation conducted by the dean or appropriate supervisor and a tenured faculty member in the same or related discipline, unless the evaluatee declines the joint evaluation and requests to be evaluated by only the dean or appropriate administrator. The tenured faculty member who serves as the evaluator shall be mutually agreed upon by the dean and the evaluatee.

Improvement Plan

- 6.6 Excluding items related to adequate records, submitting required documentation, holding office hours, and maintaining required certifications on the appropriate Appendix J1, if the additional evaluation in Article 6.5 includes two or more unsatisfactory ratings, or if there are two consecutive evaluations with an unsatisfactory rating on the same evaluative measure, the dean may initiate a faculty Support and Improvement Plan (SIP) using Appendix AA.

- 6.6.1 The SIP (Appendix AA) shall clearly identify the areas of improvement needed, available resources that can help attain improvement, and a timeline for completion of a concluding evaluation.
- 6.6.2 The faculty member has the right to request FA representation during the improvement plan. The improvement plan shall be jointly created by the faculty member, the dean or appropriate administrator, the tenured faculty evaluator (if included), and a representative from FA, if FA representation is requested.
- 6.6.3 The SIP shall include a mid-plan progress meeting which shall include all employees who drafted the plan (6.6.2).
- 6.6.4 Human resources and the Faculty Association shall have the opportunity to review each SIP prior to implementation.
- 6.6.5 The concluding evaluation shall be conducted by those who conducted the initial evaluation in article 6.5.1, unless they are unavailable. Any replacement shall be mutually agreed upon by the evaluatee, the administration, and FA.
- 6.6.6 The SIP closes following the review of the plan outcomes by the faculty member and the dean.

Re-opener

- 6.7 Either the Board or FA may reopen negotiations on this article at any time by delivering a written request to reopen to the other party.