EVALUATION OF FACULTY

I. PURPOSE

Provides a process for ensuring consistently high quality performance standards for faculty.

II. BACKGROUND and/or LEGAL REFERENCE

No legal policy on this topic was found in the TASB Policy Manual.

III. POLICY

A. The Vice-President of Instruction shall be responsible for developing and administering a program of evaluation for all full- and part-time faculty as a tool to improve teacher performance. Consistently inferior evaluations may be used as a component in consideration in nonrenewal of contract.

B. A detailed description of the evaluation program shall be published and made readily available to the faculty.

(POLICY APPROVAL: 7-24-89, Board of Trustees, amended 3-27-12)

IV. PROCEDURES

A. The detailed description of WCJC’s system for evaluation of full-time faculty is published in full in the Employee Handbook.

B. Unless identified weaknesses are documented, a full-time faculty member is assumed to be maintaining a satisfactory level of performance consistent with the standard of excellence established by other faculty in the required areas of responsibility: instruction, departmental activities, college committee work, and professional growth.

C. The description of WCJC’s system for evaluation of part-time faculty is published in full in the Program Director/Department Head Procedures.

JAC/FRV
3-1-96

NS/BAM
3-27-12

LAC/BAM
7/18/17