

**Faculty Evaluation Standards:**

**Unsatisfactory Evaluations**

**Part-Time Faculty:**

**CBA Article 19.A.3.2**: “*Continuing part-time faculty whose evaluation is deemed unsatisfactory shall work with the supervising administrator to develop a clear remediation plan with specific, reasonable goals, activities, and timelines.*”

**An “unsatisfactory evaluation” shall be deemed by any of the following:**

* Cover Page
  + “I recommend the supervising administrator follow up with additional observation” checked “Yes.”
* Faculty Observation Form
  + More than 1 “Unsatisfactory” rating. Any 1 or 2 rating is deemed “Unsatisfactory.”
  + Rating Scale
    - 1: Serious Concern; Urgent Need to Address
    - 2: Strong Need for Improvement; Some Evidence of Meeting Expectations but with Targeted Need for Improvement
    - 3: Meets Expectations
    - 4: Expectations are Met Very Well
    - 5: Exceptional; Evident in Many Ways; Example or Model
* Administrative Summary Form
  + More than 1 “Unsatisfactory” rating

**Full-Time Faculty:**

**CBA Article 19.C.3**: “A*ny areas of concern in the final evaluation report (i.e., cover sheet, trained faculty observer observation form, self-evaluation, student evaluation and administrative evaluation) will be reviewed with the faculty member and the supervising administrator as soon as they are identified. When remediation is required, as evidenced in the evaluation report, a remediation plan will be developed by the tenured faculty member and administrator outlining specific performance improvement objectives, timelines, and subsequent observations.*”

**Any of the following shall be deemed an “area of concern”/“Unsatisfactory” rating:**

* Faculty Observation Form
  + More than 1 “Unsatisfactory” rating. Any 1 or 2 ratings is deemed “Unsatisfactory.”
  + Rating Scale
    - 1: Serious Concern; Urgent Need to Address
    - 2: Strong Need for Improvement; Some Evidence of Meeting Expectations but with Targeted Need for Improvement
    - 3: Meets Expectations
    - 4: Expectations are Met Very Well
    - 5: Exceptional; Evident in Many Ways; Example or Model
* Administrative Summary Form
  + Questions 1-5: More than 1 “Unsatisfactory” rating using the same rating scale as above.

OR

* + Questions 6-10: More than 1 “NO”