**Faculty Evaluation Plan Changes – Annual Contract Faculty &**

**Continuing Contract Faculty Undergoing Comprehensive Review**

**for 2014-2015**

1. Establish Learning Outcomes Goal (LOG) for the year.
2. Establish a process where faculty and Deans/Instructional Supervisors would receive student success data in late January for fall semester classes and previous 2 years. Also, each school would receive 3 year averages for each of its course designators for comparative purposes
3. Appropriate Dean will conduct at least one classroom observation (visit announced except in exceptional cases) in the fall using a standard instrument.
4. Faculty may request optional Department Chair and/or Peer classroom observation in the fall and permit Faculty Classroom Observation Report(s) to be part of Portfolio.
5. Supplement the Annual Activities Report with an additional section for LOG Results.
6. Amend current faculty self-evaluation form to include LOG Results.

**Faculty Evaluation Plan Changes – Continuing**

 **Contract Faculty Not Undergoing Comprehensive Review for 2014-2015**

1. Establish Learning Outcomes Goal (LOG) for the year.
2. Replace SIR II’s with new SEI instrument (beginning Spring 2015 for this group). No SIR II’s would be done for this group for Fall 2014.
3. Establish a process where faculty and Deans/Instructional Supervisors would receive student success data in late January for Fall classes. Also, each school would receive averages for each of its course designators for comparative purposes.
4. Supplement the Annual Activities Report with an additional section for LOG Results.

**New Faculty Award Program to Begin 2014-2015**

1. Award categories beginning in 2014-2015 will be in two areas: (1) Teaching and Instruction and (2) Best LOG – Learning Outcome Goal Results.
2. Each of the five school Deans and the Assistant VP of Academic Affairs (College Success and Learning Resources) may nominate one eligible faculty member for the Teaching and Instruction Award and one eligible faculty member for the Best LOG Result by April 15th. Eligibility for the Teaching and Instruction Award is restricted to Continuing Contract faculty who have received a rating of at least 3.80 in the last two years on the Supervisor Performance Review Summary Sheet in the teaching role (total teaching) category. All full-time faculty are eligible for the Best LOG – Learning Outcomes Goal Results award.
3. A one to two page memo from the Dean/Assistant VP is required for nomination. Selection of the award winners will be done by an ad-hoc committee appointed by the Provost/VPAA. Award winner will receive travel funds (up to $1500) to attend a professional conference or to travel to conduct professional research during the 2015-2016 academic year.
4. Award plaques will be presented at fall 2015 convocation.