

San Diego Community College District College Faculty Appraisal Form

For: _____
(Evaluatee's Name)

| DOMAINS/ Criteria | Needs Development | Competent | Exceeds Standards | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------|--------------------------|-----|
| SUBJECT MATTER MASTERY | | | | |
| 1. Current Subject Area Knowledge/Professional Development | [] | [] | [] | [] |
| 2. Knowledge of Learning Theory | [] | [] | [] | [] |
| PREPARING FOR TEACHING | | | | |
| 3. Course Conceptualization/Integration | [] | [] | [] | [] |
| 4. Organizing/Planning | [] | [] | [] | [] |
| 5. Innovation/Resourcefulness | [] | [] | [] | [] |
| TEACHING (IN THE CLASSROOM) | | | | |
| 6. Presentation Skills | [] | [] | [] | [] |
| 7. Adaptability/Flexibility | [] | [] | [] | [] |
| 8. Facilitation Skills | [] | [] | [] | [] |
| 9. Assessment | [] | [] | [] | [] |
| 10. Feedback Skills | [] | [] | [] | [] |
| 11. Skill in Creating the Learning Environment | [] | [] | [] | [] |
| 12. Skill in Managing Class Time | [] | [] | [] | [] |
| 13. Skill in Making Content Relevant | [] | [] | [] | [] |
| COACHING & COUNSELING SKILLS | | | | |
| 14. Skill in Establishing Rapport/Trust | [] | [] | [] | [] |
| SDCCD KNOWLEDGE & INVOLVEMENT | | | | |
| 15. Department/College/District Knowledge & Involvement | [] | [] | [] | [] |
| 16. Timely Response to Administrative Requirements (for Chair/Dean to evaluate) | [] | [] | [] | [] |
| 17. Demonstrated respect for colleagues, for the traditional concepts of academic freedom, and for the commonly-agreed-upon ethics of the teaching profession | [] | [] | [] | [] |
| 18. Demonstrated sensitivity to the issues of diversity | [] | [] | [] | [] |
| OVERALL RATING: | Needs Development | Competent | Exceeds Standards | |
| | [] | [] | [] | [] |

| | | | |
|--------------------------------|---------------|--------------------|---------------|
| SIGNATURES: | DATES: | SIGNATURES: | DATES: |
| _____ | _____ | _____ | _____ |
| PEER EVALUATOR | | DEAN | |
| _____ | _____ | _____ | _____ |
| PEER EVALUATOR (if applicable) | | EVALUEE | |
| _____ | _____ | _____ | _____ |
| DEPARTMENT CHAIR | | COLLEGE PRESIDENT | |
| _____ | _____ | | |
| VICE PRESIDENT | | | |

**San Diego Community College District College Faculty Appraisal Form
COUNSELOR**

For: _____
(*Evaluee's Name*)

| DOMAINS/ Criteria | Needs Development | Competent | Exceeds Standards |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|-------------------------|---------------------------------|
| DEVELOPMENT, COORDINATION, & IMPLEMENTATION OF STUDENT SERVICES ACTIVITIES | | | |
| 1. Keeping Reports, Records, Ed Plans, & other documentation | [] | [] | [] |
| 2. Special Functions | [] | [] | [] |
| 3. Organizing & Planning | [] | [] | [] |
| PROFESSIONAL COUNSELING SKILLS | | | |
| 4. Individual Counseling | [] | [] | [] |
| 5. Group Counseling | [] | [] | [] |
| 6. Assessment | [] | [] | [] |
| 7. Group Presentation | [] | [] | [] |
| COUNSELING-SPECIFIC SUBJECT MASTERY | | | |
| 8. Knowledge & Utilization of Academic Programs and Curricula, Transfer Information, resources, & District Procedure | [] | [] | [] |
| 9. Professional Growth & Ongoing Preparation | [] | [] | [] |
| INTERPERSONAL-PERSONAL SKILLS | | | |
| 10. Communication | [] | [] | [] |
| 11. Leadership/Influence | [] | [] | [] |
| 12. Timely Response to Administrative Requirements (for Chair/Dean to evaluate) | [] | [] | [] |
| 13. Demonstrated respect for colleagues, for the traditional concepts of academic freedom, and for the commonly-agreed-upon ethics of the teaching profession | [] | [] | [] |
| 14. Demonstrated sensitivity to the issues of diversity | [] | [] | [] |
| OVERALL RATING: | Needs Development [] | Competent [] | Exceeds Standards [] |

SIGNATURES:

DATES:

SIGNATURES:

DATES:

PEER EVALUATOR

DEAN

PEER EVALUATOR (if applicable)

EVALUEE

DEPARTMENT CHAIR

COLLEGE PRESIDENT

VICE PRESIDENT

**San Diego Community College District College Faculty Appraisal Form
LIBRARIAN**

For: _____
(*Evaluee's Name*)

| DOMAINS/ Criteria | Needs Development | Competent | Exceeds Standards |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------|--------------------------|
| PUBLIC & TECHNICAL SERVICES | | | |
| 1. Reference | [] | [] | [] |
| 2. Bibliographic Instruction | [] | [] | [] |
| 3. Circulation of Materials | [] | [] | [] |
| 4. Acquisition of Materials | [] | [] | [] |
| 5. Cataloging | [] | [] | [] |
| COLLECTION DEVELOPMENT | | | |
| 6. Overall Knowledge of the Collection | [] | [] | [] |
| 7. Collection Evaluation & Assessment | [] | [] | [] |
| 8. Material Selection & De-selection | [] | [] | [] |
| OPERATIONAL LEADERSHIP | | | |
| 9. Organizing & Planning | [] | [] | [] |
| 10. Staff Development | [] | [] | [] |
| SDCCD KNOWLEDGE & INVOLVEMENT | | | |
| 11. Professional Involvement | [] | [] | [] |
| 12. College/District Policies & Procedures | [] | [] | [] |
| 13. Liaison with Faculty & Administration | [] | [] | [] |
| 14. Timely Response to Administrative Requirements (for Chair/Dean to evaluate) | [] | [] | [] |
| 15. Demonstrated respect for colleagues, for the traditional concepts of academic freedom, and for the commonly-agreed-upon ethics of the teaching profession | [] | [] | [] |
| 16. Demonstrated sensitivity to the issues of diversity | [] | [] | [] |
| LIBRARIANSHIP MASTERY | | | |
| 17. Continuing Education | [] | [] | [] |
| OVERALL RATING: | Needs Development | Competent | Exceeds Standards |
| | [] | [] | [] |

SIGNATURES:

DATES:

SIGNATURES:

DATES:

PEER EVALUATOR

DEAN

PEER EVALUATOR (if applicable)

EVALUEE

DEPARTMENT CHAIR

COLLEGE PRESIDENT

VICE PRESIDENT

RECOMMENDATION PAGE FOR ALL COLLEGE TENURED/TENURE-TRACK EVALUATIONS

COMMITTEE RECOMMENDATION for _____

PROBATIONARY/PROMOTIONAL EVALUATION

| | | | |
|------------|---------------------------------------------------|---------------------------------|--------------------------------------|
| First Year | <input type="checkbox"/> Second one-year Contract | <input type="checkbox"/> Tenure | <input type="checkbox"/> Non-Renewal |
|------------|---------------------------------------------------|---------------------------------|--------------------------------------|

| | | | |
|-------------|--------------------------------------------|---------------------------------|--------------------------------------|
| Second Year | <input type="checkbox"/> Two-year Contract | <input type="checkbox"/> Tenure | <input type="checkbox"/> Non-Renewal |
|-------------|--------------------------------------------|---------------------------------|--------------------------------------|

| | | |
|------------|------------------------------------------------|--------------------------------------------------|
| Third Year | <input type="checkbox"/> Satisfactory Progress | <input type="checkbox"/> Unsatisfactory Progress |
|------------|------------------------------------------------|--------------------------------------------------|

| | | |
|-------------|------------------------------------------------------------------|-------------------------------------------|
| Fourth Year | <input type="checkbox"/> Tenure/Promotion to Associate Professor | <input type="checkbox"/> Denial of Tenure |
|-------------|------------------------------------------------------------------|-------------------------------------------|

| | | |
|-------------|-----------------------------------------------|------------------------------------------------------------------------|
| Eighth Year | <input type="checkbox"/> Advance to Professor | <input type="checkbox"/> Advancement Not Recommended, FEDP Required |
|-------------|-----------------------------------------------|------------------------------------------------------------------------|

TENURED, NON-PROMOTIONAL EVALUATION

| | |
|---------------------------------------|--------------------------------------------------------|
| <input type="checkbox"/> Satisfactory | <input type="checkbox"/> Unsatisfactory, FEDP Required |
|---------------------------------------|--------------------------------------------------------|

Recommendation of College President: I agree I disagree
With Committee Recommendation

(If "Disagree," please state recommendation and reasons for such):
