

District Recommendation 3

In order to meet the standard, the district should integrate student learning outcomes into the evaluation process for those who have a direct responsibility for student progress toward achieving student learning outcomes. (III.A.1.c)

Faculty have a direct responsibility for student progress toward achieving the stipulated student learning outcomes (SLOs) so the District has incorporated assessment of SLOs into the faculty self-evaluation process. To that end, 15 distinct self-evaluation forms, tailored to instructor status and method of instruction, have been developed: Classroom Faculty (adjunct, tenure track, tenured, repeated for each instructor classification), Counselors, Learning Disabilities Specialists, Librarians and On-line Classroom Faculty. As part of the self-evaluation process, faculty evaluate themselves on the following two measurements related to this recommendation:

- I use appropriate and varied tools for evaluating and assessing student learning outcomes.
- I participate in department committees/tasks (i.e. curriculum development, SLOs, Course Outline/Title 5 rewrites/Content Review).

Once the faculty member completes the self evaluation, the results are incorporated into the evaluation packet by the evaluation review team. The evaluation for full-timers occurs annually for non-tenured faculty and every three years thereafter once the faculty member is tenured.

The evaluation of student learning outcomes criterion was implemented as part of the faculty evaluation process during the fall 2010 semester. All faculty evaluated since that time responded to the queries on his/her progress in the two required areas.

In a related change, the United Faculty and District agreed to modify Article 6.2.3.2 of the UF Contract to add to department chair duties to “oversee and facilitate the development and assessment of course and program-level student learning outcomes.”

Additional plans: This recommendation has been addressed and resolved.

Evidence:

United Faculty revised evaluation forms

United Faculty Contract -- department chair duties