

Faculty Performance Appraisals: Competencies & Other Holistic Considerations in Evaluation



Context:

Faculty and Chair performance is evaluated holistically. Considerations in evaluating teaching and service competencies are gathered in the following ways:

- Classroom observation
- Student success data
- Self-reflection
- Goal attainment
- Professional development
- Educational artifacts

Core Competencies

Teaching

The evaluation of teaching will include, but is not limited to:

- Class structure and organization
- Course materials, including syllabi, course outlines, and lesson plans
- Demonstrated currency in the field and in teaching methodology
- Teaching, facilitation, and presentation skills
- Student rapport and engagement
- Professional and courteous interactions with students
- Assessment methods of student learning
- Collection of general education artifacts
- Documented teaching and curriculum improvement based on assessment results
- Incorporation of student success strategies
- Integration of technology into coursework
- Promotion of student achievement
- Consideration of student input on instruction
- Direct classroom observation

- Fostering a welcoming environment where others feel comfortable to learn
- Acknowledges and embraces diversity of thought, opinion, and approach with students, and colleagues, regardless of background, culture, and organizational level

Service

The evaluation of service will be measured by hours, participation, and outcomes. Service includes fulfilling the mission and goals of the college outside of the classroom. Components of service to be considered in the evaluation are based on the faculty member's job description, job, goals, and documented responsibilities.

Theses may include, but are not limited to:

- Departmental service, including curriculum coordination and development
- Outreach
- Administrative assignments
- Committee work, including accreditation work
- Sponsoring a student club and/or participating in student activities, including student life presentations and club sponsorships
- Serving as a liaison to local schools, or serving as an elected or appointment member of local boards
- Professional and collegial interaction with colleagues, staff and community as typically demonstrated by active engagement, collaboration, and cooperation in department and college activities. This shall not diminish lively, critical debate which is both necessary and appropriate in an academic institution.
- Advance the core values of civility, mutual respect, and diversity for excellence within your sphere of influence.

Additional Competencies if you are a chair:

As a Faculty Chair, you will have additional supervisory competencies in:

Supervision:

- Provides support and constructive feedback that enables employees to consistently improve performance and solve problems
- Anticipates upcoming changes in work duties
- Encourages employee to explore training opportunities

- Works effectively with diverse faculty, staff, and students. Treats all individuals with respect.

Leadership:

- Articulates a vision for the team and communicates it clearly
- Assists each member of the team in identifying their appropriate contributions
- Provides team with constructive feedback enabling them to make any necessary adjustments
- Celebrates and rewards success
- Integration of diversity, equity, and inclusion principles and activities to promote broadly shared understanding of the importance and benefits of a diverse, equitable, and inclusive environment

Planning and Organization:

- Analyze work, sets goals, and develops plans of action
- Aligns goals with OCCC strategic plan
- Communicates goals and plans of actions with team
- Seeks and considers diverse perspectives, ideas, and learning opportunities

Budget (if applicable):

- Allocates budget appropriately
- Maintains complete and accurate records
- Expends budget ethically and responsibly throughout the year