



# REGULATIONS

REG No.: 872

## EVALUATION OF FACULTY

### I. PURPOSE

Provides a process for ensuring consistently high quality performance standards for faculty.

### II. BACKGROUND and/or LEGAL REFERENCE

No legal policy on this topic was found in the TASB Policy Manual.

### III. POLICY

- A. The Vice-President of Instruction shall be responsible for developing and administering a program of evaluation for all full- and part-time faculty as a tool to improve teacher performance. Consistently inferior evaluations may be used as a component in consideration in nonrenewal of contract.
- B. A detailed description of the evaluation program shall be published and made readily available to the faculty.

(POLICY APPROVAL: 7-24-89, Board of Trustees, amended 3-27-12)

### IV. PROCEDURES

- A. The detailed description of WCJC's system for evaluation of full-time faculty is published in full in the *Employee Handbook*.
- B. Unless identified weaknesses are documented, a full-time faculty member is assumed to be maintaining a satisfactory level of performance consistent with the standard of excellence established by other faculty in the required areas of responsibility: instruction, *service departmental* activities, *college committee work*, and professional growth.
- C. The description of WCJC's system for evaluation of part-time faculty is published in full in the *Program Director/Department Head Handbook Procedures*.

JAC/FRV  
3-1-96  
NS/BAM  
3-27-12  
LAC/BAM  
7/18/17