

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
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Second Year	<input type="checkbox"/> Two-year Contract	<input type="checkbox"/> Tenure	<input type="checkbox"/> Non-Renewal
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Third Year	<input type="checkbox"/> Satisfactory Progress	<input type="checkbox"/> Unsatisfactory Progress
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Fourth Year	<input type="checkbox"/> Tenure/Promotion to Associate Professor	<input type="checkbox"/> Denial of Tenure
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Eighth Year	<input type="checkbox"/> Advance to Professor	<input type="checkbox"/> Advancement Not Recommended, FEDP Required
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TENURED, NON-PROMOTIONAL EVALUATION

<input type="checkbox"/> Satisfactory	<input type="checkbox"/> Unsatisfactory, FEDP Required
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Recommendation of College President: I agree I disagree
With Committee Recommendation

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