CITRUS COMMUNITY COLLEGE DISTRICT
BOARD POLICY

FACULTY EVALUATION

The Board of Trustees of the District supports the concept that:

1. The evaluation process should promote professionalism, enhance performance, and be closely linked with staff development efforts.

2. The evaluation process should be effective in yielding a genuinely useful and substantive assessment of performance. Among other things, this requires an articulation of clear, relevant criteria on which evaluations will be based.

3. The evaluation process should be timely. This requires that evaluations be performed regularly at reasonable intervals.

4. The principal purposes of the evaluation process are to recognize and acknowledge good performance, to enhance satisfactory performance, to help employees who are performing satisfactorily further their own growth, to identify weak performance, to assist employees in achieving needed improvement, and to document unsatisfactory performance.

5. A faculty member's students, administrators, and peers should all contribute to his or her evaluation, but the faculty should, in the usual case, play a central role in the evaluation process and, together with appropriate administrators, assume principal responsibility for the effectiveness of the process.

6. Participants in the evaluation process should be sympathetic and sensitive to the racial and cultural diversity of the community.

Adopted 6/20/61
Revised 12/14/76
7/31/91
9/5/91
7/30/96

References
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MOU signed 6/26/96