

COMMUNITY COLLEGE OF VERMONT

See also:

Faculty Development Policy

Faculty Records Policy

FACULTY EVALUATION POLICY

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POLICY

CCV is committed to faculty evaluation in order to improve learning outcomes in academic courses and programs; offer enhanced support and feedback for CCV instructors; and create active, reflective, and responsive learning environments. Faculty evaluation is viewed as a shared responsibility between CCV faculty and academic staff and is anchored to the College's mission and Principles of Good Teaching and Learning.

PROCEDURES

In order to foster a culture that values continuous learning and improvement and a commitment to excellence in teaching with a focus on student success, the following procedures are used for the evaluation of CCV faculty:

1. In their first year of teaching for CCV, all faculty will be evaluated in the course(s) they teach. Faculty will be evaluated at least once every three years thereafter.
2. A supervising coordinator will prepare a written evaluation that will be informed by a class observation and the faculty member's engagement with student feedback. It may also include information on professional development experiences, completion of contractual obligations, feedback from colleagues and the faculty member's own self-reflection.
3. The supervising coordinator will review the evaluation with the faculty member, who may choose to add his/her own written comments, and then submit it to the academic dean's office to be retained as part of the faculty member's personnel file.