INSTRUCTIONAL FACULTY

SECTION 1: Teaching and Instruction (__%) Not less than 45% and not more than 65%

Element Content Expertise	Superb 5 In addition to meeting the	Stellar 4 In addition to meeting	Strong 3 In addition to meet	gri
Content Expertise (40%)	In addition to meeting the criteria for Satisfactory, the	In addition to meeting the criteria for	In addition to meeting the criteria for	ق
1.1 Keeping information	Faculty does the following:	Satisfactory, the Faculty does two of the	Satisfactory, the Faculty does one of the	aculty
current 1.2 Participating in	Complete degree in discipline or related area	following:	following:	
program review as part of student learning	Or Faculty member must meet	Participates actively in advisory	Participates actively in advisory committee	vely in
assessment 1.3 Maintaining	3 of the following criteria:	committee meetings 2. Receives license or	meetings 2. Receives license or	or t
	Participates actively in advisory committee		certification related to the field but not required for a	ted to
assessment	Receives license or certification related to the field not required for the field not required for the field not required.	satisfactory rating including teacher certification, (ie.	satisfactory rating including teacher certification. (ie.	. er
	a satisfactory rating including teacher certification. (ie. National	National Teacher Exam or Guam Certification)	Exam or Guam Certification)	
	Certification)	OR	OR.	
	OR Maintains licensure or	Maintains licensure or certification 3. Publishes one or	Maintains licensure or certification 3. Publishes one article	sure or article
	certification 3. Publishes one or more articles in discipline. (In this area each article will equal one of the combination of three requirements and three	more articles in discipline (In this area each article will equal one of the combination of two requirements and	4. Collaborates with department chair person in collecting and analyzing assessment data for program review within established	ith air cting ata for w within

ဌာ 4. Collaborates with effectuate improvement or change identified in a Demonstrates use of department or course plan. department strategic assessment results to within established for program review satisfy the criteria for articles may be used to deadlines by writing assessment department chair person this performance level.) Demonstrates use of Collaborates with a department strategic plan. change identified in improvement or results to effectuate course assessment department or deadlines program review assessment for person by writing within established department chair performance level criteria for this used to satisfy the two articles may be 5. Demonstrates use of improvement or change identified in a plan. department strategic effectuate assessment results to deadlines. department or course

Element	Superb	Stellar	Strong	Satisfactory	Improvement
Instructional	In addition to meeting the	In addition to meeting	In addition to meeting	in observation of	Faculty member did
Delivery/Design	criteria for Satisfactory, the	the criteria for	the criteria for	classroom activities	not meet the
(45%)	Faculty does:	Satisfactory, the	Satisfactory, the Faculty	(and, if relevant online	specified criteria for
For this element see	three of the following	Faculty does two of the	does one of the following	interaction), faculty	Satisfactory in the
the evaluation form for	Delivery Options:	following Delivery	Delivery Options:	provides evidence of the	following areas:
the percentage options		Options:		following:	
related to Design,	 Demonstrates superior 		1. Demonstrates		
Delivery & Student	knowledge of current	1. Demonstrates	superior knowledge of	1. Communicates	
Survey (IDEA) Student	teaching methodology		current teaching		
Survey applies only to	and applies in ways that	of current teaching	methodology and	objectives of lesson	
Post Secondary	stimulate independent	methodology and	applies in ways that		
2.1 Using class time	2. Presents in a	applies in ways that	leaming in the	2. Shows respect for	
effectively		independent	students.	names and creates	
2.2 Developing and	eloquent way. In	learning in the	2. Presents in a	comfortable	
using effective	addition, delivery is	students.	professional, clear,	classroom	
techniques and	stimulating and dynamic.	2. Presents in a	and eloquent way, in		
tools (including	previous lessons to	and elonient way in	stimulating and	or includes a range of	
lecture,	heighten students'	addition, delivery is	dynamic.	to the course:	
discussion,	leaming of the material,	stimulating and	3. Builds the lesson	Effective pacing of	
audio/visuais,	and is very well	dynamic.	utilizing previous		
group activities, or		3. Builds the lesson	lessons to heighten	Encourages student	
	Appears to have built a	utilizing previous	students' learning of		
student interest	strong classroom	lessons to heighten	the material, and is	questions, class	
and achievement	collegiality and respect	students' learning of	A Appears to have built	activities, discussions,	
2.4 Leads students in	conclusion of concern	ule material, and is	a strong classroom		
developing	OR	4. Appears to have	environment of	reflect awareness of	
constructive peer		built a strong	collegiality and	individual differences	
allo	Two from the above	classroom	respect.	and learning styles	
relationshins:	Delivery Options listing	environment of		Maintains adequate	
creates an		collegiality and		control of the	
atmosphere where	AND	respect.	17	classroom	
teaming		D B		keens students on	

		¥									element.	than 40% of this	count for no more	this survey, it shall	choose to include	element. If faculty	part of this	Sinvey results as	choose to include	Faculty may	2.8 Postsecondary		2.7 Selecting		2.6 Evaluating student	courses and	2.5 Developing new	opinions.	ideas and	express and share	comfortable to	can feel
			The second			strategic plan.	line with the department	revises an existing	program document or	2. Develops a new		AND		options listing above	ONE from the delivery		OR		strategic plan.	line with department	revisions of courses in	Submits substantive	course guides, develops	1. Upon periodic review of		or		textbook selection.	approved procedures for	courses using the	approved three new	plan, develop and have
		PALLON WILLIAM	10 W				- W. Bo					strategic plan.	with department	of courses in line	substantive revisions	action. Submits	develops a plan for	b. Upon periodic review		Q		textbook selection.	procedures for	the approved	new courses using	has approved two	nian develops and	5. In line with the		listing AND	lictics AND	One from the above
	guais.	learning outcomes,	standards, student	professional	evilable to	presentation)	performance, oral	projects,	exams, quizzes,	strategies (written	assessment	10 Uses multiple	classroom)	technology in	presentation, use of	projects, audio/visual	(Jecture group	and uses a variety of	textbook for course	courses) appropriate	Postsecondary	textbook (for	quide identified	the use of the course	and/or course	9. Develops syllabus	format	institution's approved	class in the	prior to the first day of	Department Chair	8. Submits course
Tell Tell				1																												

							_							_				-	_
	instructional purposes	materials, and tools for	appropriate supplies,	3.6 Maintaining	programs as	for secondary	3.5 Directing/coaching		a timely manner 3.4 Directing	returning papers in		neid trips) 3.2 Directing tutorial	service learning,	purposes (e. a	activities for	3.1 Managing	(15%)		Element
				performance ensembles	competitive teams and		implements modules for online courses prior to	approved and		tutorial sessions outside	2. Directs and/or provides	curriculum in an external	 Provides opportunities 		following:	faculty does three of the	criteria for Satisfactory, the	Ch	Superb
		prior to course offering.		ensembles	competitive teams	3. Directs/coaches	office hours and	provides tutorial sessions outside	2. Directs and/or	external	students to apply curriculum in an		1 Drovides	following:	does two of the	Satisfactory, the faculty	the criteria for	4	Stellar
		offering.		ensembles	competitive teams	3. Directs/coaches	office hours and	provides tutorial sessions outside	2. Directs and/or	external	students to apply curriculum in an		Provides	following:	does one of the	Satisfactory, the faculty	In addition to meeting the criteria for	ω	Strong
5. Provides an intra-term progress report for an individual student, when requested or required; 6. Submits grades in	College rules and regulations, at the beginning of the course;		week; 4. Announces course	assignments and tests within one	 Makes every effort to return all graded 		class meeting times,	2. Maintains approved	end of the first full	format during the first	approved institution's	written, course	Provides the students with a complete.			criteria:	meet the following	2	Satisfactory
														following areas:	Salisfactory in the	specified criteria for	not meet the	Needed (1)	Improvement

supplies and equipment	 	delivered and off-site	electronically	for courses (including	10. Administers	high school	Secondary and adult	records to document	9. Maintains accurate	books to the site	shall submit grade	Secondary faculty	records to document	8. Maintains accurate	plans as needed;	emergency lesson	class as well as	semester grades, for	quarter grades, and	progress reports,	shall provide	7 Secondary faculty

Section 2: Enrollment Management Postsecondary (___%) Not less than 5% and not more than 15%

Element	Superb 5	Stellar 4	Strong 3	Satisfactory 2	Improvement Needed (1)
Destiller	The substitute for superficient the	to addition to monthly the			inconce (i)
1.1 Recruiting	criteria for Satisfactory,	criteria for Satisfactory,	in addition to meeting the criteria for Satisfactory,	raculty member must meet the following	Faculty member did not meet the specified
students through	the instructor does three	the instructor does two of	the instructor does one of	criteria:	criteria for Satisfactory
various activities.	of the following:	the following:	the following:		in the following areas:
				Participates in two	
Academic	1. Participates in one or	1. Participates in one or	Participates in one or	promotions of the	
Advisement and	more promotions of the	more promotions of	more additional	GCC programs	
Retention	GCC programs and	the GCC programs	promotions of the	and recruitment of	
	recruitment of students	and recruitment of	GCC programs and	students	
1.1 Advising students	Co-develops students'	students	recruitment of	Upon initial	
1.2 Participates in	individual educational	2. Co-develop students'	students	advisement,	
Success	plan for transfer toward	individual educational	2. Co-develop students	develops	
registration and	program completion or	plan toward program	individual educational	student's	
1.3 Making student	declaration 3 Takes an active finitial	completion or	plan toward program	educational plan	
	or ranco are active finiation	accidiation	completion of	ווי מכניסו סמו וכפ	
SILIDIDA SELVICES	and rollow up) role in	3. Takes an active (initial		with the	
1.4 Facilitate student	the student to employer	inh placement by	(initial and following)	departmental	
	4 Create a local	linking the student to	role in ich placement	Cirriculum (except	
program	employment directory of	employer	by linking the student	school health	
completion	occupations for	4. Creates a local	to employer	counselors and	
	program majors	employment directory	4. Creates a local	librarians)	
Iransition	Co-develops students'	of occupations for	employment directory	Participates in	
4 4 Application of telephore	individual educational	program majors	of occupations for	formal student	
Assisting students	plan for transfer and	5. Co-develops students	program majors	academic	
placement in joke	secures enrollment to a	individual educational	Co-develops	advisement	
placement in Jups	four-year institution	plan for transfer to a	students' individual	(except school	
1.2 Assisting students'		four-year institution	educational plan for	health counselors	
transfer to a four-year				and librarians)	
institution			transfer to a four-year		
	MICHAEL MONITOR		transfer to a four-year institution	4. Maintains office	

Note: This section does not apply to the Enrollment Coordinator, Health Counselors, and Librarians. The percentage range from this section shall be applied to section 5.

Section 2: Enrollment Management Secondary (___%)Not less than 5% and not more than 15% (__%) For Assistant Instructor shall be not less than 5% and not more than 10%

Recruiting In addition to meeting the 1.1 Recruiting criteria for Satisfactory, crit students through the instructor does three various activities. of the following:	Element Superb
In addition to meeting the criteria for Satisfactory, the instructor does two of the following: 1. Participates in one or more promotions of	Stellar 4
In addition to meeting the criteria for Satisfactory, the instructor does one of the following: 1. Participates in one GCC postsecondary recruitment outreach activity	Strong 3
Faculty member must meet the following criteria: 1. Participates in two promotions of the GCC programs and recruitment of	Satisfactory 2
Faculty member did not meet the specified criteria for Satisfactory in the following areas:	improvement Needed (1)

Section 3: Professional Development (__%)Not less than 5% and not more than 15%

	Common or increasing Catalogue [] Mortess mail 9/8 and increase mail 19/8	יייייייייייייייייייייייייייייייייייייי	Ore treat 1979		
Element	Superb	Stellar 4	strong 3	Satisfactory 2	Improvement
Continuing Education	In addition to meeting the	In addition to meeting	In addition to meeting the	Faculty member must	Faculty member did
1.1 Progressing toward	criteria for Satisfactory, the	the criteria for	criteria for Satisfactory.	meet the following	not meet the specified
	and described and lone willy.	Canadaciory.	1. Completes one		in the following areas:
1.2 Attending	1. Complete degree in	1. Completes two	credited course in	Completes a	
professional	educational area	credited courses	addition to the course	credited course	
development		required in addition	required for	necessary for	
activities (e.g.	Or	to the course	satisfactory necessary	promotion	
seminars,		necessary for	for advancement in	advancement (for	
conferences,	2. Completes three credited	advancement in	rank (for non-degreed	non-degreed	
workshops)	courses in addition to the	rank (for non-	faculty)	faculty)	
	course necessary for	degreed faculty)		2. Participates in	
excluding personal	advancement in rank (for non-		For degreed Faculty:	one discipline or	
reading and	degreed faculty)	For Degreed Faculty:		education area	
research			Completes one of the	professional	
+ Completing to the		Completes two of the	following:	development	
work as specified in	For Degreed Faculty:	rollowing:	2 + Completes a	activity (for	
each area satisfies	Completes a combination of	1.+ Completes a	credited course	a Participates in	
the all requirements	three of the following:	credited course	necessary for:	the institution's	
for that area.	7,000	necessary for	advancement in rank,	mentoring	
Professional		advancement in	growth in the field of	program (as a	
Organizations	1. + Completes a credited	fars, grown in the	study of related area,	mentee for the	
i i	course necessary for :	related area or	or grower in	first 2 years as a	
2.1 Maintaining	advancement in rank,	growth in	edication or growth	permanent	
membership in	growth in the field of study	professional	in instructional	racuity).	
professional	or related area, or growth	education, or growth	technology		
organizations	in professional education,	in instructional	3. Participates in one		
DVC Idio	or growin in instructional	technology (In this			
excluding	recimology, (in this area	area each course will	technology or		
memoersnip in the	each course will equal one	equal one of the	education area		
raculty union	three combination and	combination and two	professional		
2.2 Attending	to satisfy the requirement	courses may be used			
	for the three.)	to satisfy the	4. Participates in peer		
meetings	2. Participates in one	requirement for the	evaluation of		
	additional discipline,	2 Participates in one	offectiveness (as a		
Filling Standard		The state of the s	Cuccata Cucao Ino C		

meetings 2.3 Holding office in professional organizations, except for an office that is compensated as defined in the BOT/GFT Agreement. Peer Mentoring 3.1 Serving as a peer mentor/mentee.	Element Faculty Union
area professional development activity (minimum of two full days). 3. Participates in peer evaluation of professional effectiveness (as a mentor) 4. Holds an office/position in a professional organization	Superb 5 technology or education
technology, or education area professional development activity (minimum of two full days). 3. Participates in peer evaluation of professional effectiveness (as a mentor) 4. Holds an office/position in a professional organization	Stellar 4
5. Maintains membership in one professional organization and attends at least one professional meeting	Strong 3
	Satisfactory 2
	Improvement Needed (1)

Section 4: Scholarly Activity/Creative Endeavors as applicable to your rank and job. (__%)Not more than 10% May choose to not participate in this area

Element	Superb 5	Stellar 4	Strong 3	Satisfactory 2	Improvement Needed (1)
Institutional Contributions or efforts	Faculty member must meet the following	Faculty member must meet the following	Faculty member must meet 2 of the	Faculty member must meet 1 of the	Faculty member did not meet the specified
1.1 Collecting, analyzing and reviewing information for	criteria:	criteria:	following criteria:	following criteria:	criteria for Satisfactory in the following areas:
institutional data reports					o
and documents (e.g.	1. Publishes book in	1. Publishes article in	1. Publishes article in	1.Publishes article in	
research, promotions)	his or her	refereed	a refereed or non-	a refereed or non-	
	discipline or	publication	refereed	refereed	
1.2 Writing reports	educational field	(external source)	publication	publication	
	Or		(external source)	(external source)	
1.3 Developing new		Q	2. Presents at local,	2. Gives a public	
programs and services	Completes		regional, national	presentation in	
	terminal degree in	2. Submits and has	or international	his/her discipline	
rresentations/Publications	alsciptine or	accepted as well	conference	beyond those	
2.1 Publishing articles.	Education	regional national	3. Creates and	required by job	
books, and reviews		or international	discipline specific	Community for m	
	Or completes the	conference	scholarly website	etc.)	
c.z waxiig pieseitations at	rollowing two:	200	Completes formal	3. Creates and	
national conferences		the following:	research project	maintains a	
		ale jonowing.	Receives national,	discipline specific,	
2.3 Developing web sites	1. Publishes article in		international,	scholarly website	
6	refereed		regional, state, or	4. Completes formal	
	publication	 Creates and 	local award	research project	
	2. Submits and has	maintains a	or Applies for Grants	O. Necelves liquolidi,	
Grant Activities/Research	accepted as well	discipline specific,	or program	International,	
:	as presents at	scholarly website	agreements	regional, state, or	
3.1 Conducting research	national or	2. Completes formal	7. Develops new	local award	
	international		credit courses	6.Applies for grants	
3.2 Writing and earning	conference	Receives national,	through continuing	or program	
grants		regional, state, or	education	agreements	
		local award	8. Develops new	/. Develops new	
Professional Decognition	And complete 2 of	Receives and	programs or	credit courses	
Long-solution Necognition		manages awarded	services	through continuing	

		The second second									advanced degree	1 2 Completing as	honors	4.1 Receiving awards and		Element
agreements	program program	4. Receives and	local award	3.Receives national	publication	resulting in	2. Completes formal	scholarly website	discipline specific,	maintains a	1, Creates and			the following:	Ch.	Superb
								THE SAME					agreements	grants or program	4	Stellar
															w,	Strong
												services	programs or	8. Develops new	2	Satisfactory
															Needed (1)	Improvement

Section 5: Institutional Involvement (___%)Not less than 5% and not more than 15%

Element	Superb 5	Stellar 4	Strong 3	Satisfactory 2
Committee Participation 1.1 Serving on institutional	In addition to meeting the criteria for	In addition to meeting the criteria for	In addition to meeting the criteria for	Faculty member must meet the following
committees	Satisfactory, the	Satisfactory, the faculty	Satisfactory, the	criteria:
1.2. Serving on Faculty	faculty attends	attends	faculty does one or	
Senate or College	commencement in	commencement in	more of the	
Governing Council	three or more of the	more of the following:	Tollowing:	
	following:	(
Special Activities				
1.1 Sponsoring campus			1. Serves on 1	
events	1. Serves as Faculty		committee (Article	
1.2 Bringing speakers to		1. Serves as Faculty	VII, Participatory	1. Serves on 1
campus	Chair of CCA on 2	Senate President,	Governance or	Committee (Article
1.3 Updating and	institutional	Chair of CCA on 2	serves on Faculty	VII Participatory
maintaining institution's	committees or	committees or	Senate (for all	Governance or
1.4 Recruiting students	Senate (for all	serves on Faculty	committee is not	serves on Faculty
through various	faculty that a	Senate (for all	reflected on their	Senate (for all
activities (Enrollment	committee is not	faculty that a	workload)	instructional
Coordinator, Librarians	reflected on their	committee is not	2. Assists with special	faculty who
Counselors		workload)	program, project,	choose to have
oodisciole)	program, project,	2. As a member assists	committees, or	committee work as
	contest, ad-hoc		other activities	part of their
Department Activity	committees, or	program, project,	3. Participates and	Article XVIII. B4
3.1 Participating in	3. Chairs or co-	committees, or other	significant campus	a2)
department meetings		activity	event	Participates in
	campus event	3. Chair or co-chairs a	4. Holds responsibility	department
Student Involvement	4. Holds	significant campus event	for maintaining	3. Serves as an
	maintaining	4. Holds responsibility	(e.g. computer	advisor to a
4.1 Serving as an advisor	special facilities		labs, science labs,	student
to a student	(e.g. computer	special facilities (e.g.	culinary kitchen	200000000000000000000000000000000000000
organization		2000	The second of the second of	organization (to

	4.2 S	ť					-	Note -) =	÷ G	-																			
Element	Serving as a sponsor	for student activities						Note - items in this section	may be applied to the	GCC campus and/or	lie assigned worksite.																			
Superb 5	culinary kitchen,	store labs)	5. Serves as a	sponsor for a	student activity	6. Serves as an	advisor to a	student	organization (for	non-professorial	ranks)		7. Creates and	o Ciliannani	department	program	institutional	webpage on	MyGCC (for	faculty only)	Charles Comment	8. Demonstrates		Volunteer errorts	or ceparities a	OF HISHUHOHAI	during the		acauemic year.	
Stellar 4	science labs,	culinary kitchen,	store labs)	5. Serves as a sponsor	for a student activity	6. Serves as an	advisor to a student	organization (for	non-professorial	ranks)	7. Creates and	maintains a	department/program	เกรเแบบอกสเ	webpage on MyGCC	faculty only)	8. Demonstrates	exceptional	volunteer efforts for	departmental or	III SULDOCIIGI	improvement during	the academic year.							
Strong 3	5. Serves as a	sponsor for a	student activity	6. Participates in	commencement	ceremony in regalia	7. Serves as an	advisor to a student	organization (for	non-professorial	ranks)	8. Creates and	maintains a	department/pro-	gram	webpage on	MyGCC (for	instructional	faculty only)	9. Demonstrates	exceptional	volunteer efforts for	departmental or institutional	improvement	during the	academic year.			100	
Satisfactory 2	Convocation.	5. Attends faculty	meetings	scheduled by the	College President,	Academic Vice	President, or	Faculty Senate	President (as	applicable), not to	include	Convocation.	6. Secondary Faculty	snall attend site	school faculty	participate in site	school functions,	scheduled by the	site school, not in	conflict with	GF1/BO1	Agreement.	7. Participates in two	GCC programs and	recruitment of	students	(Enrollment	Coordinator,	Librarians and	School Health
Improvement Needed (1)																														3

Section 6: Community Service (___%)Not more than 10% May choose to not participate in this area with the exception of professorial ranks*

Element	Superb 5	Stellar 4	Strong 3	Satisfactory 2	Improvement Needed (1)
Voluntarily be involved in community service in his/her area of expertise or as it relates to the institution.	The faculty member must perform four more of the following:	The faculty member must perform three more of the following:	The faculty member must perform two or more of the following:	Faculty member must perform one of the following:	Faculty member did not meet the specified criteria for Satisfactory in the following areas:
Community Service in Area of Expertise	1. Collaborates with	Collaborates with teachers in	 Collaborates with teachers in 	1. Collaborates with teachers in	
Alea of Expertise	teachers in	schools	schools	schools	
1.1 Collaborating with	schools	2. Consults with	Consults with	2. Consults with	
teachers in schools	2. Consults with	external entities	external entities	external entities	
1.2 Collaborating with	external entities	and/or	Collaborates with	3. Collaborates	
	and/or		external	with external	
1.3 Serving as a consultant	professionals	3. Serves as chief		professionals	
1.4 Judging contests in area	judge and	coordinates judges	area of expertise	in area of	
of expertise	coordinates judges	for a contest in	5. Maintains	expertise	
Community Civic Service	for contest in area	area of expertise	membership in a	5. Maintains	
	of expertise	4. Serves as an	civic organization	membership in a	
2.1 Getting involved in	4. Serves as an	officer in a civic	Volunteers for	civic	
	officer in a civic	organization	community	organization	
community civic service	organization	5. Organizes a		6. Volunteers for	
2.2 Maintaining active	5. Organizes a	community	7. Participates in	community	
membership	program	6. Creates	research	7 Participates in	
	6. Creates a	community-based	8. Conducts	community-	
2000	community-based	project research	workshops,	based research	
2.3 Serving as a	research project	7. Conducts	seminars,	8, Conducts	
volunteer for community	7. Conducts	workshops,	outreach programs	workshops,	
programs	workshops,	seminars,	and other events	seminars,	
	seminars,	outreach programs	designed to meet	outreach	
	and other events	designed to meet	special segments	other events	
	designed to meet	the needs of	of the community	designed to	
	the needs of	special segments	(multiples of this	meet the needs	

			-	_	_				_
									Element
different in content and activities).	identifiably	they are	counted, provided	item may be	(multiples of this	of the community	special segments	ch	Superb
and activities).	different in content	identifiably	they are	counted, provided	item may be	(multiples of this	of the community	4	Stellar
		and activities).	different in content	identifiably	they are	counted, provided	item may be	ယ	Strong
					community.	segments of the	of special	2	Satisfactory
							_	Needed (1)	Improvement

^{*} Refers to the Job Specifications found in Appendix A-1 (box definition) of the Agreement.

Section 7: Professional Standards (10%)

	concrete manner		
	them in a focused and		
	and reelings and conveys	and concrete manner.	
	The coord of the control of the cont		(20,02)
	clear in expressing thoughts	and conveys them in a focused	30%
	Is generally concise and	expresses thoughts and feelings	
		c. Consistently and deality	CKIIS
	verbal and written	and written communication skills.	Communicative
	 Demonstrates adequate 	Demonstrates excellent verbal	3.0
	changes, school moves, etc.)		
	Natural disasters, classroom	פעווטטו וווטעפט, פוני.)	
		school moves of	
		disasters, classroom changes.	
	Able to deal with changing	situations (For Example: Natural	
	ř.	standards in the face of changing	
	towards finding a solution for	 Able to maintain high performance 	
	problem exists and is neighbor		
	z. Generally recognizes a	and is productive towards infamily a	
	everyday things.	Identifies and analyzes problems	(10%)
	judgments / decisions on	everyday issues.	
	Makes appropriate	Makes excellent judgments on	2.0 Adaptability
	Department Chairs.	1	
	Administration and	with Administration and	
	A Legistation and	with Administration and	
	Responds in a timely manner 	5. Does an exceptional job in	
	approved procedures.	procedures.	
	Follows established and	established and approved	
	classroom areas,	 Reports areas of improvement for 	
	environment in office and		(, , , , ,
	3. Maintains a professional	a. Does exceptional job of	(40%)
			Regulations
	z. Consistently observes salety	z. offor allocational observance of	Rules and
			WITH AAOLK
	_		:: Ith World
	Is occasionally absent and	 Is absent and tardy only in case of 	1.0 Compliance
be satisfactory in the following areas:			
Faculty member does not meet the skills to			
Improvement Needed (0)	Satisfactory (3)	Superb (5)	Element

	resentment, hostility, and conflict.	
	cooperative, and free from	
	College, which is helpful, friendly,	
	administrators and officials of the	
manner.	supervisors and other	
friendly and cooperative	relationship with other employees.	
students of the college in a	respectful and courteous	
clients of services, and	3. Maintains a professional,	
Interacts with the public,	acknowledges their contributions.	
accordingly.	and positive terms, and openly	
and modify performance	speaks about them in constructive	•
receive constructive criticism	Respects other people and	(30%)
Demonstrates willingness to	them.	
resolving conflicts.	and acts to bring resolution to	Relations
 Is helpful in preventing and 	Recognizes conflicts that anse	4.0 Interpersonal

20