INSTRUCTIONAL FACULTY

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

Element	Superb 5	Stellar 4	Strong 3	Satisfactory 2	Improvement Needed (1)
Content Expertise	In addition to meeting the	In addition to meeting	In addition to meeting	Faculty member must	Faculty member did
(40%)	criteria for Satisfactory, the	the criteria for	the criteria for	meet the following	not meet the
1.1 Keeping	Faculty does the following:	Satisfactory, the	Satisfactory, the Faculty	criteria:	specified criteria for
information	,	Faculty does two of the	does one of the		Satisfactory in the
current	1. Complete degree in	following:	following:		following areas:
1.2 Participating in	discipline or related area	ţ	•		•
part of student	Q	1. Participates actively	1. Participates actively in	1: Follows course	2.
learning	Faculty member must meet	in advisory	advisory committee	guides including	
assessment	3 of the following criteria:	committee meetings	meetings	prescribed resources	
1.3 Maintaining		2. Receives license or	2. Receives license or	2. Maintains current	
licensure	 Participates actively in 		the field but not	3 Participates in	
institutional	advisory committee	to the neld but not	required for a	program and/or	
accecement	o Deceives license or	satisfactory rating	satisfactory rating	course assessment	
		including teacher	including teacher	(e.g. creating surveys,	
	the field not required for	certification. (ie.	National Teacher	discussion data	
	a satisfactory rating	National Teacher	Exam or Guam	developing	
	certification. (ie. National	Certification)	Certification)	4. Maintains certification	
	Certification)	OR	OR	or licensure as a requirement of the	
	OR	Maintains licensure	Maintains licensure or	position or as identified in the	
	Maintains licensure or	or certification 3. Publishes one or	3. Publishes one article	program document and/or course guide.	
		more articles in	4. Collaborates with		
	 Publishes one or more articles in discipline. (In 	discipline (In this	department chair		
	this area each article will	equal one of the	and analyzing		
	combination of three	combination of two	assessment data for		
	requirements and three	requiellents and	established		

APPENDIX A-2a			2	A STATE OF THE PARTY OF THE PAR		23				The second second																				
		The Street Stree		100	THE RESERVE OF THE PERSON NAMED IN PERSON NAME					ALC: NAME OF PARTY OF		A PROPERTY OF THE PARTY.						plan.	department strategic	or change identified in a	assessment results to	department or course	5. Demonstrates use of	within established	for program review	by writing assessment	4. Collaborates with	this performance level.)	satisfy the criteria for	articles may be used to
	March 198	6	N. P.	A STATE OF THE PARTY OF THE PAR			W .				100 m m 100		strategic plan.	a department	change identified in	improvement or	results to effectuate	course assessment	department or	5. Demonstrates use of	deadlines	within established	assessment for	person by writing	department chair	4. Collaborates with	performance level.	criteria for this	used to satisfy the	two articles may be
								WILLIAM STREET	Marin 1990			100000	11 12 12 12										pian.	department strategic	change identified in a	improvement or	assessment results to	department or course	5. Demonstrates use of	deadlines
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			MICA III					-89																						

The intertictional believery Design (45%) and the critical of	Element	Superb 5	Stellar 4	Strong 3	Satisfactory 2	Improvement Needed (1)
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Faculty does: Faculty does two of the following percentage options: percentage options percentage options: percentage options	Delivery/Design	criteria for Satisfactory, the	the criteria for	the criteria for	classroom activities	not meet the
triss element see evaluation form for perior revaluation form for perior percentage options: ted to Design, vey (DEA) Student vey (DEA) Student teaching methodology and applies in ways that structional teaching in the students. 1. Demonstrates superior knowledge of current teaching methodology and applies in ways that teaching in the students. 2. Presents in a philes in ways that teaching and eloquent way, in techniques and color tools (including techniques and techniques and techniques and techniques and techniques and techniques and sudervisuals, and is very well organized. 4. Appears to have built a technology and arrange of constructive peer and anospiner where altonships, creates an anospiner where applies in the suldents in a professional clear, and techniques and techniques and techniques and techniques and techniques and achievement ochasting and eloquent way. In addition, delivery is stimulating and dependent suddents in the eason utilizing previous estudents in a professional clear, and is very well organized. 4. Appears to have built a strong creates an anospiner where and applies in ways that teaching and dependent. 5. Builds the lesson utilizing previous estudents in a professional clear, and is very well organized. 6. Builds the lesson utilizing previous estudents fearning of the material, and is very well organized. 6. Appears to have built a strong creates an anospiner where environment of constructive peer and applies in ways that teaching in the students fearning of the material, and is every well organized. 8. Builds the lesson to heighten sudents fearning of the material, and is very well organized. 9. Builds the lesson of the professional clear, and is very well organized. 9. Builds the lesson of the professional clear, and is very well organized. 9. Builds the lesson of the professional clear and is very well organized. 9. Builds the lesson of the professional clear and is very well organized. 9. Builds the lesson of the professional clear and is very well organized. 9. Buil	(45%)	Faculty does:	Satisfactory, the	Satisfactory, the Faculty	(and, if relevant online	specified criteria for
evaluation form for percentage options: ted to Design, representing propriets superior knowledge of current teaching methodology and stimulate independent teaching and polities in ways that sefficitively using effective effectively cools (including nethodology and effectively cools (including nethodology and effectively cools (including nethodology and effectively stimulate independent existing effectively addition, delivery is discussion. Learning of the material, and is very well evenioning of constructive peer and experiences can of the individual differences appropriate and politics in ways that effectively and effectively as the east of constructive peer and experience of the students in the extremal of the environment of experience can of the individual differences appropriate and politics appropriate to the course, consisting and experience can of the individual differences appropriate applies in ways that expendent experiences and exhibitions are professional, clear, and eloquent way. In earning of the material, and is very well organized. 4. Appears to have built a strong classroom environment of collegiality and respect. 5. Builds the lesson utilizing previous stimulating and dynamic. 6. Demonstrates superior knowledge of current teaching methodology and stimulate independent experiences of exhibition, delivery is addition, del	For this element see	three of the following	Faculty does two of the	does one of the following	interaction), faculty	Satisfactory in the
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Two from the above classroom Delivery Options listing collegiality and respect. AND OR Collegiality and respect. 7. Collegiality and respect. OR	developing	2		environment of		
Two from the above Classroom respect. Delivery Options listing Collegiality and respect. AND OR	constructive peer	4		collegiality and	individual differences	
Delivery Options listing environment of collegiality and respect. AND OR 7.	and	Two from the above	classroom	respect.	and learning styles	
AND AND OR OR	student/teacher	Delivery Ontions listing	environment of			
AND respect. OR	creates an	Curved & Charles Ironia	collegiality and		control of the	
1 In line with the OR	atmosphere where		respect		classroom	
1 In line with the	learning	2			environment and	
	experiences can		S		tack	

	choose to include this survey, it shall count for no more than 40% of this element.	Eaculty may choose to include Student IDEA Survey results as part of this	courses and courses and course materials Evaluating student learning Selecting textbooks	can feel can feel comfortable to express and share ideas and opinions.
2. Develops a new program document or revises an existing program document in line with the department strategic plan.	ONE from the delivery options listing above	revisions of courses in line with department strategic plan. OR	or 1. Upon periodic review of course guides, develops a plan for action. Submits substantive	oepartment strategic plan, develop and have approved three new courses using the approved procedures for textbook selection.
	action. Submits substantive revisions of courses in line with department strategic plan.	6. Upon periodic review of course guides, develops a plan for	plan, develops and has approved two new courses using the approved procedures for textbook selection.	Delivery Options listing AND 5. In line with the department strategic
strategies (written exams, quizzes, projects, performance, oral presentation) 11. Places attention in syllabus to professional standards, student learning outcomes, goals.	projects, audio/visual presentation, use of technology in classroom) 10 Uses multiple assessment	courses) appropriate textbook for course and uses a variety of instructional tools. (lecture, group	9. Develops syllabus and/or course documents to reflect the use of the course guide identified textbook (for	syllabi to the Syllabi to the Department Chair prior to the first day of class in the institution's approved

Element	Superb 5	Stellar 4	Strong 3	Satisfactory 2	Improvement Needed (1)
Course Management	In addition to meeting the	In addition to meeting	In addition to meeting	Faculty member must	Faculty member did
(15%)	criteria for Satisfactory, the	the criteria for	the criteria for	meet the following	not meet the
3.1 Managing	faculty does three of the	Satisfactory, the faculty	Satisfactory, the faculty	criteria:	specified criteria for
activities for	following:	does two of the	does one of the		Satisfactory in the
instructional		following:	following:		following areas:
purposes (e.g.	 Provides opportunities 			1. Provides the students	ı
service rearring,	for students to apply	1. Provides	1. Provides	with a complete,	
3.9 Direction tutorial	curriculum in an external			written, course	
Sessions (utolia)		students to apply	students to apply	syllabus reflecting the	
3.3 Grading and	Directs and/or provides	curriculum in an	curriculum in an	approved institution's	
	tutorial sessions outside	external	external	format during the first	
a timely manner	classroom time			meeting or by the	
3.4 Directing	3 Develope and has	Z. Directs alloyor	Z. Directs and/or	wook of instruction	
laboratory and	approved and	provides lutorial	provides lutorial	Maintains approved	
	implements modules for	office hours and	office hours and		
3.5 Directing/coacning	online courses prior to	classroom time	classroom time	duration, and	
for secondary		3. Directs/coaches	3. Directs/coaches		
programs as	4. Directs/coaches	competitive teams	competitive teams	3. Makes every effort to	
applicable	competitive teams and	and performance	and performance	return all graded	
3.6 Maintaining	performance ensembles			assignments and	
appropriate		4. Develops and has	4. Develops modules	lesis within one	
supplies,		approved modules	for online courses		
equipment.		for online courses	prior to course	4. Alliounces course	
materials, and		prior to course	orrering.	requirements, not	
instructional		Ç		inconsistent with	
III SII UCII OI ROI				College rules and	
pulpuaca				regulations, at the	
				beginning of the	
				5. Provides an intra-term	
				progress report for an	
	ag S			when requested or	
				required:	
				6. Submits grades in	
				accordance with the	

supplies and equipment.	11. Maintains appropriate	Courses.	electronically	for courses (including	materials, and tools	programs).	high school	Secondary and adult	records to document	9. Maintains accurate	school	books to the site	Secondary faculty	student performance.	8. Maintains accurate	plans as needed;	emergency lesson	each secondary	semester grades, for	quarter grades, and	shall provide	7. Secondary faculty
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Element	Superb	Stellar	Strong	Saustactory
	On '	4	(3	2
Recruiting	In addition to meeting the	In addition to meeting the	In addition to meeting the	Faculty member must
1.1 Recruiting	criteria for Satisfactory,	criteria for Satisfactory,	criteria for Satisfactory,	meet the following
students through	the instructor does three	the instructor does two of	the instructor does one of	criteria:
various activities.	of the following:	the following:	the following:	
				1 Darticinates 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	2. Co-develops students	students	recruitment of	2. Upon initial
1.2 Participates in	individual educational	2. Co-develop students	students	advisement,
student	plan for transfer toward	individual educational	Co-develop students'	develops
registration and	program completion or	plan toward program	individual educational	student's
	declaration	completion or	plan toward program	educational plan
1.3 Making student	3. Takes an active (initial	declaration	completion or	in accordance
reterrals to	and follow up) role in	3. Takes an active (initial	declaration	with the
	job placement by linking	and follow up) role in	Takes an active	departmental
1.4 Facilitate student	the student to employer	job placement by	(initial and follow up)	strategic plan for
progress toward	4. Create a local	linking the student to	role in job placement	curriculum (except
program	employment directory of	employer	by linking the student	school health
completion	occupations for	4. Creates a local	to employer	counselors and
1	program majors	employment directory	Creates a local	librarians)
Transition	Co-develops students'	of occupations for	employment directory	Participates in
	individual educational	program majors	of occupations for	formal student
I. I Assisting students	plan for transfer and	5. Co-develops students'	program majors	academic
	secures enrollment to a	individual educational	Co-develops	advisement
placement in Jobs	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 wear			transfer to a four-year	and librarians)
institution			institution	4. Maintains office
				hours

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%

of the following: 1. Participates in one or more promotions of the GCC programs and recruitment of students individual educational plan for transfer and secure enrollment to a postsecondary institution 3. Participates in one GCC postsecondary recruitment outreach activity 4. Chairs a significant recruitment event at the GCC campus (For non-instructional faculty) 1. Participates in one or more promotions of the GCC programs and recruitment of students students and recruitment outreach activity 2. Co-develops students and recruitment outreach activity 3. Participates in one GCC postsecondary recruitment outreach activity 4. Chairs a significant recruitment event at the GCC campus (For non-instructional faculty)	Element Recruiting 1.1 Recruiting students through	Superb 5 In addition to meeting the criteria for Satisfactory, the instructor does three	Stellar 4 In addition to meeting the criteria for Satisfactory, the instructor does two of	Strong 3 In addition to meeting the criteria for Satisfactory, the instructor does one of	् ह
1. Participates in one or more promotions of the GCC programs and recruitment of students individual educational plan for transfer and secure enrollment to a postsecondary institution 3. Participates in one GCC postsecondary recruitment outreach activity 4. Chairs a significant recruitment event at the GCC campus (For non-instructional faculty) 1. Participates in one or more promotions of the GCC programs and recruitment of students students and recruitment outreach activity 3. Participates in one GCC postsecondary recruitment outreach activity 4. Chairs a significant recruitment event at the GCC campus (For non-instructional faculty)	students through various activities.	the instructor does three of the following:	the instructor does two of the following:	the inst	the instructor does one of the following:
more promotions of the GCC programs and recruitment of students and recruitment of students individual educational plan for transfer and secure enrollment to a postsecondary institution 3. Participates in one GCC postsecondary recruitment outreach activity 3. Participates in one GCC postsecondary recruitment outreach activity 4. Chairs a significant recruitment event at the GCC campus (For non-instructional faculty) faculty)	Academic	Participates in one or	Participates in one or	1. Pa	Participates in one
2. Co-develops students individual educational plan for transfer and secure enrollment to a postsecondary institution 3. Participates in one GCC postsecondary activity 3. Participates in one GCC postsecondary recruitment outreach activity 4. Chairs a significant recruitment event at the GCC campus (For non-instructional faculty) 4. Chairs a significant recruitment event at the GCC campus (For non-instructional faculty)	Advisement and Retention	more promotions of the GCC programs and recruitment of students	more promotions of the GCC programs and recruitment of	GCC recru activi	GCC postsecondary recruitment outreach activity
secure enrollment to a activity activity activity 3. Participates in one GCC postsecondary activity 3. Participates in one GCC postsecondary individual educational plan for transfer to a postsecondary activity 4. Chairs a significant recruitment event at the GCC campus (For non-instructional faculty) activity 3. Co-develops students' and individual educational plan for transfer to a postsecondary institution 4. Chairs a significant recruitment event at the GCC campus (For non-instructional faculty)	1.1 Advising students 1.2 Participates in student	2.Co-develops students individual educational plan for transfer and	students 2 Participates in one GCC postsecondary		Co-develop students individual educational plan for transfer to a
ort services recruitment outreach activity activity 4. Chairs a significant recruitment event at the GCC campus (For non-instructional faculty) plan for transfer to a postsecondary institution 4. Chairs a significant recruitment event at the GCC campus (For non-instructional faculty)	orientation 1.3 Making student	postsecondary institution 3. Participates in one	activity 3 Co-develops students' individual educational		Chairs a significant recruitment event at
activity 4. Chairs a significant recruitment event at the GCC campus (For non-instructional faculty) activity institution 4. Chairs a significant recruitment event at the GCC campus (For non-instructional faculty)	support services	GCC postsecondary recruitment outreach	plan for transfer to a postsecondary	the G	the GCC campus (For non-instructional
	Transition 1.1 Assisting students' transfer to a postsecondary institution	activity 4. Chairs a significant recruitment event at the GCC campus (For non- instructional faculty)	4	faculty)	8

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

Superb Stellar Strong Stellar Strong Alteriation Stellar Alteriation Substactory Improvement						
ntinuing Education In addition to meeting the Progressing toward criteria for Satisfactory. Attending advanced degree in instructor does the following: 1. Complete degree in instructor does the following: 2. Complete degree in educational area development activities (e.g. seminars. 2. Completes three credited courses required in addition to the course required in addition to the course required in addition to the course required for advancement in rank (for non-research) advancement in rank (for non-research) advancement in rank (for non-degreed faculty) 2. Completes three credited courses required for advancement in rank (for non-degreed faculty) 3. Completes one credited course in credited course required in addition to the course in credited courses in addition to the course in credited courses required in addition to the course in credited courses required for advancement in rank (for non-degreed faculty) 4. Completes two of the course section of the following: 5. Completes one of the following: 6. Completes two of the course in addition to meeting the faculty of credited course in credited course in addition to the course in credited course in addition to the course in ank (for non-degreed faculty). 5. Completes one of the followin	Element	Superb	Stellar	Strong	Satisfactory	Improvement
In addition to meeting the progressing loward criteria for Satisfactory. The satisfactory the advanced degree in professional development activities (e.g. activities (e.g. activities (e.g. conferences. Or activities (e.g. conferences. Complete degree in structor does the following: 1. Completes two credited course in addition to the course of the the all requirements in the all requirement in the field of study or related area, or growth in professional or growth in professional or growth in the field of study or related area, or growth or gracultion and workers may be used to satisfy the requirement for the mentioning addition and discipline, and warnerment in conferences and the course in addition to meeting the redition of course in conferency, the satisfactory. 1. Completes two or the course in addition to the course required for non-degreed faculty. 2. Completes two or the course of the course of feaculty. 3. Completes one of the course of feaculty. 4. Completes two or the course of feaculty. 4. Completes two or the course of feaculty. 5. Completes one of the course of feaculty. 5. Completes a combination of the course of feaculty. 5. Completes a combination of the course of feaculty. 5. Completes a combination of the course of feaculty. 6. Completes a combination of the course of feaculty. 6. Completes a combination of the course of feaculty. 6. Completes a combination of the course of the course of the course of feaculty. 7. Completes one of the course of feaculty. 8. Completes a combination of the course of feaculty. 8. Participates in one of the course of feaculty. 9. Participates in one of the course of feaculty. 9. Participates in one of feaculty. 1. Com		Ch	4	ω.	2	Needed (1)
Attending preservation of castisfactory, instruction does the following: 1. Complete degree in instructional area educational area excluding personal educational area of faculty. 2. Completes three credited courses required in addition to the course mecessary for each area satisfies the all requirement in rank (for non-degreed faculty). 3. Completes two credited courses required in addition to the course required in addition to the course necessary for advancement in rank (for non-degreed faculty). 4. Completes two of the course satisfies three or of the following: 5. Completes two of the course in addition of the course in addition of the course ment in rank. 6. Completes two of the course in rank (for non-degreed faculty). 6. Completes two of the following: 6. Completes one of the following: 6. Completes two of the following: 6. Completes a credited course 6. Completes two of the following: 7. Completes	Continuing Education	In addition to meeting the	In addition to meeting	In addition to meeting the	Faculty member must	Faculty member did
Attending professional control does the following: Attending professional professional educipement activities (e.g. activities (e.g. seminars). Or activities (e.g. activities (e.g. seminars). Or conferences, workshops) course necessary for advancement in rank (for non-degreed faculty). Avancement in rank (for non-degreed faculty). The all requirements three of the following: for that area. Afterding personal education area of the spanizations or growth in the field of study or professional excluding and or growth in the faculty or growth in the growth or growth in the growth or growth i	1.1 Progressing toward	criteria for Satisfactory, the	the criteria for	criteria for Satisfactory:	meet the following	not meet the specified
Attending attending and research research restailing course in each course in education at area and evelopment activities (e.g., seminars, conferences, seminars, conferences, conferences, and tition to the course seminars. Completes three credited course required for to the course required for to the course required for conferences, work so specified in addition to the accurse necessary for advancement in rank (for non-reading and research research course necessary for advancement in rank (for non-degreed faculty) Resolved for the affectiveness and the course of the following: For Degreed faculty) Completes two of the course faculty: Completes a combination of the all requirements for that area. It completes two of the following: Completes a combination of the analysis of the analysis of advancement in rank (for non-degreed faculty). Completes a combination of completes a credited course for the analysis of the course in education, and additional discipline or education area activity (for advancement in rank (growth in the field of study or related area, or growth in professional technology. (In this area each course may be used three courses may be used to satisfy the requirement or the professional additional discipline, additional di	advanced degree	instructor does the following:	Satisfactory:		criteria:	criteria for Satisfactory
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work as specified in Completes a combination of that area. Completes a combination of that area. Completes a combination of the following: for that area. Completes a combination of the feed of the following: for that area. Completes a combination of the feed course necessary for advancement in rank, growth in the field of study or related area, or growth in membership in professional excluding membership in the Faculty Union Attending professional excluding attending each course may be used to satisfy the requirement for the three.) Tor Degreed Faculty: Completes a 1. + Completes a credited course credited course and the field of study or related area, or growth in professional education, or growth in instructional education, or growth in instructional technology (In this area each course will each nology or equal one of the combination and three courses may be used to satisfy the requirement for the three.) 2. Participates in one effectiveness (as a eredited course accredited course acredited course acredited course and eredited course and encessary for: advancement in rank, growth in the field of study or related area, or growth in instructional education, or growth in instructional technology (In this area each course will education and course will education and the combination and the combina			Completes two of the	following:	development	
work as specified in cach area satisfies the all requirements three of the following: for that area. **Torribetes a combination of the course for that area.** **Torribetes a combination of the course of the following: for that area.** **Torribetes a combination of three of the following: for that area.** **Torribetes a combination of three courses may be used professional each course ment in rank, growth in the field of study or related area, or growth in the field of study or related area, or growth in mistructional in instructional education, or growth in instructional technology. (In this area each course will equal one of the combination and three courses may be used to satisfy the meetings excluding attending excluding attending excluding attending excluding attending each course in peer evaluation of professional effectiveness (as a credited course accredited area, or growth in the field of study or related area, or growth in instructional education, or growth in instructional technology (In this area each course will equal one of the combination and two courses may be used to satisfy the exclusion of professional effectiveness (as a credited course accredited course accredited area, or gr	+ Completing course		following:		activity (for	
each area satisfies three of the following: for that area. It requirement in rank, growth in the field of study or related area, or growth in mank field of study or related area, or growth in mank, growth in the field of study or related area, or growth in instructional education, or growth in instructional technology (in this area each course will education area each co	work as specified in	For Degreed Faculty:	1	2. + Completes a	degreed faculty).	
for that area. feessional fessional for course necessary for: advancement in the field of study or related area, or growth in professional education, or growth in professional education, or growth in instructional each course will equal one of the combination and three courses may be used to satisfy the requirement for the evaluation of professional excluding attending excluding attending excluding attending excluding	each area sausiles	completes a combination of	1. + Completes a	credited course	Participates in	
for that area. for that area. fessional 1. + Completes a credited course necessary for: advancement in rank, growth in the field of study or related area, or growth in professional or related area, or growth in professional excluding membership in the Faculty Union Attending meetings excluding attending excluding additional discipline, excluding additional discipline, additional discipline, excluding attending excluding attending excluding attending excluding attending excluding attending and excluding attending excluding excluding attending excluding attending excluding exc	the all requirements	three of the following:	credited course	necessary for	the institution's	
panizations 1. + Completes a credited course necessary for:	for that area.		necessary for	advancement in rank,	mentoring	
professional education, or growth in the field of study or related area, or growth in membership in organizations organizations excluding membership in the Faculty Union Attending related area, orgrowth in the field of study or related area, or growth in professional education, or growth in instructional each course will equal one of the combination and three courses may be used to satisfy the requirement for the professional effectiveness (as a each course will equal one of the combination and two courses may be used to satisfy the requirement for the professional effectiveness (as a effectiveness)). 1. + Completes a credited area, or growth in related a			advancement in	growth in the field of	program (as a	
Maintaining Maintaining membership in professional professional or related area, or growth in the field of study professional or related area, or growth in professional education, or growth in instructional excluding membership in the Faculty Union Attending professional excluding additional discipline, each course may be used professional eneetings excluding attending excluding additional discipline, or growth in instructional in instructional education, or growth in professional education, or growth in instructional in instructional education, or growth in professional education, or growth in in instructional education, or growth in in instructional technology (In this area each course will equal one of the combination and two three courses may be used to satisfy the requirement for the professional effectiveness (as a education, or growth in in instructional technology (In this area each course will equal one of the combination and two courses may be used to satisfy the requirement for the professional effectiveness (as a	Professional		rank, growth in the	study or related area,	mentee for the	
Maintaining membership in growth in the field of study professional or related area, or growth in professional or related area, or growth in professional or growth in instructional excluding membership in the Faculty Union Attending professional education, or growth in instructional in instructional education, or growth in instructional technology (In this area each course will equal one of the combination and three courses may be used to satisfy the requirement for the professional education, or growth in instructional technology (In this area each course will equal one of the combination and two three courses may be used to satisfy the requirement for the professional education, or growth in in instructional technology (In this area each course will equal one of the combination and two courses may be used to satisfy the requirement for the professional education, or growth in in instructional technology (In this area each course will education and the education and two courses may be used to satisfy the requirement for the professional education, or growth in in instructional technology (In this area each course will education and two courses may be used to satisfy the requirement for the professional education, or growth in in instructional technology (In this area each course will education and two courses may be used to satisfy the requirement for the professional education, or growth in instructional technology (In this area each course will education or education and two courses may be used to satisfy the requirement for the professional education, or growth in instructional technology (In this area each course will education or education or education or education and two courses may be used to satisfy the requirement for the professional education, or growth in instructional technology (In this additional discipline, education or educat	Organizations		field of study or	or growth in	first 2 years as a	
membership in growth in the field of study professional or related area, or growth in professional education, or growth in professional education, or growth in instructional excluding membership in the Faculty Union Attending professional education, or growth in instructional in instructional education, or growth in instructional education, or growth in instructional technology (In this area each course will equal one of the combination and three courses may be used to satisfy the requirement for the professional education, or growth in in instructional technology (In this area each course will equal one of the combination and two courses may be used to satisfy the requirement for the professional effectiveness (as a		advancement in mak	related area, or	professional	permanent	
professional or related area, or growth organizations or growth in professional education, or growth or granizations or growth in instructional accluding excluding membership in the Faculty Union Attending professional or growth in instructional technology (In this area each course will equal one of the combination and three courses may be used professional to satisfy the requirement for the three.) Participates in one excluding attending excluding attending or related area, or growth in instructional technology (In this area each course will equal one of the combination and two courses may be used to satisfy the requirement for the three.) Participates in one education, or growth in instructional technology (In this area each course will education and two combination and two courses may be used to satisfy the requirement for the professional effectiveness (as a	2.1 Maintaining	agouth in the field of study	growth in	education, or growth	faculty).	
professional or released area, or growth organizations or growth in instructional education, in instructional area each course will equal one of the combination and three courses may be used professional meetings excluding attending excluding attending or treated area, or growth in instructional attechnology (In this area each course will equal one of the combination and two courses may be used to satisfy the requirement for the two.) 2. Participates in one education, or growth in instructional technology (In this area each course will equal one of the combination and two courses may be used to satisfy the requirement for the two.) 2. Participates in one additional discipline,	memoersnip in	growal in the field of study	professional	in instructional		
organizations organization, in instructional technology (In this area area each course will equal one of the combination and two courses may be used to satisfy the requirement for the requirement for the two.) 2. Participates in instructional technology (In this area area each course will equal one of the combination and two courses may be used to satisfy the requirement for the three.) 3. Attending area each course will equal one of the combination and two courses may be used to satisfy the requirement additional discipline, excluding area each course will equal one of the combination and two courses may be used to satisfy the requirement additional discipline, excluding area each course will equal one of the combination and two courses may be used to satisfy the requirement for the two.)	professional	or related area, or growth	education, or growth	technology		
excluding each course will equal one of the combination and three courses may be used professional meetings excluding attending excluding attending each course will equal one of the combination and three courses may be used to satisfy the requirement for the three.) Technology. (In this area area each course will equal one of the combination and two courses may be used to satisfy the requirement for the requirement for the additional discipline, 2. Participates in one	organizations	in professional education,	in instructional	38		
Attending professional meetings excluding attending excluding attending excluding attending each course will equal one of the combination and three courses may be used to satisfy the requirement for the three.) Attending the each course will equal one of the equal one of the combination and two courses may be used to satisfy the requirement for the two.) Attending the each course will equal one equal one of the combination and two courses may be used to satisfy the requirement for the two.) 2. Participates in one area each course will equal one equal one of the combination and two courses may be used to satisfy the requirement additional discipline,		tochacles (In this area	technology (In this	additional discipline,		
Faculty Union Faculty Union Attending Attending Professional meetings excluding attending Attending Attending Attending Attending Attending Attending Attending Attending For the three.) Participates in one additional discipline, excluding attending each course will equal one equal one of the combination and two courses may be used to satisfy the requirement for the requirement for the additional discipline, 2. Participates in one 2. Participates in one	excluding	technology, (in this area	area each course will	technology or		
Attending Attending Attending Arrectings Accombination and two three courses may be used to satisfy the requirement professional meetings 2. Participates in one additional discipline, additional discipline, combination and two courses may be used to satisfy the requirement for the two.) 2. Participates in one combination and two combination and two courses may be used to satisfy the requirement for the two.) 2. Participates in one	membership in the	each course will equal one	equal one of the	education area		
Attending Attend	Faculty Union	of the combination and	combination and two	professional		
professional for the three.) meetings 2. Participates in one excluding attending to satisfy the requirement to satisfy the requirement for the two.) 2. Participates in one 2. Participates in one		three courses may be used	courses may be used	development activity		
2. Participates in one two.) tending additional discipline, tending		to satisfy the requirement	to satisfy the			
additional discipline, 2. Participates in one	meetings		requirement for the	evaluation of		
2. Participates in one	Ö		two.)	professional		
	excluding attending	decisional assorption,	2. Participates in one	effectiveness (as a		

3.1 Serving as a peer mentor/mentee.	Peer Mentoring	Agreement.	BOT/GFT	defined in the	compensated as	4.	except for an office		professional 3.	2.3 Holding office in	_	meetings	Faculty Union		Element
					a professional organization	Holds an office/position in	effectiveness (as a mentor)	evaluation of professional	Participates in peer	(minimum of two full days).	development activity	area professional	technology, or education	On .	Superb
professional organization	4. Holds an office/position in a	mentor)	effectiveness (as a	professional	evaluation of	Participates in peer	days).	(minimum of two full	development activity	professional	education area	technology, or	additional discipline,	4	Stellar
	7000				1 8			professional meeting	attends at least one	organization and	in one professional	5. Maintains membership	mentor)	ω	Strong
														2	Satisfactory
														Needed (1)	Improvement

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

nal Contributions	Faculty member must	Escultu member must	Easylly months: must	The other management on the	Eaculty member did
or efforts	meet the following	meet the following	meet 2 of the	meet 1 of the	not meet the specified
ting, analyzing and	criteria:	criteria:	following criteria:	following criteria:	criteria for Satisfactory
reviewing information for					in the following areas:
institutional data reports					
			:		
ISMP college related 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		Or .	2. Presents at local,	2. Gives a public	
programs and services 2.	. Completes	-	regional, national	presentation in	
i :	terminal degree in	2. Submits and has	or international	his/her discipline	
Presentations/Publications	discipline or	accepted as well	conference	beyond those	
	Education	as presents at	3. Creates and	required by job	
2.1 Publishing articles,		regional, national	maintains a	(public lecture,	
books, and reviews		or international	discipline specific,	community forum,	
_	Or completes the	conterence	scholarly website	etc.)	
	following two:	311111111111111111111111111111111111111	4. Completes formal	3. Creates and	
notional conference		and completes 2 or	research project	maintains a	
national contelences		the following:	Receives national,	discipline specific,	
2.3 Developing web sites 1	1 Publishes article in		international,	scholarly website	
_	refereed		regional, state, or	4. Completes formal	
	nublication	1. Creates and	local award	research project	
A3	2. Submits and has	maintains a	6.Applies for grants	5. Receives national,	
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	
projects	international		credit courses	6. Applies for grants	
3.2 Writing and earning	conference	3. Receives national,	through continuing	or program	
grants			education	agreements	
		local award	a. Develops new	/. Develops new	
Professional Recognition	And complete 2 of	4. Receives and	programs of	credit courses	
		manages awarded	SCI VICES	education	

				-										advanced degree	1.2 Completing an		honors	4.1 Receiving awards and		Element
agreements	program	manages grants or	4. Receives and	local award	regional, state, or	Receives national,	publication	resulting in	research project	2. Completes formal	scholarly website	discipline specific,	maintains a	1.Creates and				the following:	Ch	Superb
												The second second			I		agreements	grants or program	4	Stellar
																			ယ	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	Improvement Needed (1)
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	Faculty member did not meet the
committees	Satisfactory, the	Satisfactory, the faculty	Satisfactory, the	criteria:	specified criteria for
1.2. Serving on Faculty	faculty attends	attends	faculty does one or		Satisfactory in the
Senate or College	commencement in	commencement in	more of the		following areas:
Governing Council	regalia and does	regalia and does two or	following:	The one	
	three or more of the	more of the following:			
Special Activities	3				
			1. Serves on 1		
oporisoning campus			Insulational		
	1. Serves as Faculty		committee (Article	1 Serves on 1	
campus speakers to	Chair of CCA on a	Senate President	VIII, Participatory	institutional	
1.3 Updating and	institutional	Chair of CCA on 2	serves on Faculty	committee (Article	
maintaining institution's	committees or	institutional	Senate (for all	VII, Participatory	
online information	serves on Faculty	committees or	faculty that a	Governance or	
1.4 Recruiting students	Senate (for all	serves on Faculty	committee is not	Serves on Faculty	
inrough Various	raculty that a	facility that a	reflected on their	instructional	
Coordinator Librarians	collilline is not	Committee is not	WOIKIDAD)	postsecondary	
and School Health	workload)	reflected on their	program project	faculty who	
	2. Chairs special	workload)	contest, ad-hoc	choose to have	
	program, project,	2. As a member assists	committees, or	committee work as	
northnest Activity	contest, ad-hoc	with a special	other activities	workload ner	
Debal attent wountly	other activity	contest, ad-hoc	3. Participates and	Article XVIII, B4,	
_	3. Chairs or co-	committees, or other	significant campus	a2)	
department meetings	chairs a significant	activity	event	2. Participates in	
		3. Chair or co-chairs a	4. Holds responsibility	department	
Student Involvement	4. Holds	significant campus	for maintaining	3. Serves as an	
	maintaining	4. Holds responsibility	(e.g. computer	advisor to a	
to a student	special facilities	for maintaining	labs, science labs,	student	
organization	(e.g. computer	computer labs	culinary kitchen,	professorial ranks)*	
	abs, science labs,	Compared about	Stole labs)	4. Attends	

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culinary kitchen,	science labs,	5. Serves as a	Convocation.
	culinary kitchen,	sponsor for a	5. Attends faculty
5. Serves as a		student activity	meetings
sponsor for a student activity		6. Participates in	scheduled by the College President
6. Serves as an		ceremony in regalia	Academic Vice
		7. Serves as an	President, or
student	organization (for	advisor to a student	Faculty Senate
organization (for	non-professorial	organization (for	President (as
non-professorial	ranks)	non-professorial	applicable), not to
ranks)	7. Creates and	ranks)	include
	maintains a	8. Creates and	Convocation.
7. Creates and	department/program	maintains a	6. Secondary Faculty
maintains a	institutional	department/pro-	shall attend site
department/	webpage on MyGCC	gram	school faculty
	(for instructional	institutional	meetings, and
program		webpage on	participate in site
Institutional	8. Demonstrates	MyGCC (for	school functions,
weopage on	exceptional	instructional	scheduled by the
instructional	volunteer efforts for	faculty only)	site school, not in
faculty only)	departmental or	9. Demonstrates	conflict with
idealty entry)	institutional	exceptional	GF1/BU1
8. Demonstrates	the academic year	volunteer errorts for	Agreement.
	rne academic year.	departmental or	/. Participates in two
volunteer efforts		improvement	GCC programs and
or departmental		during the	recruitment of
ormsuluional		academic year.	students
improvement			(Enrollment
during the			Coordinator,
academic year,			Librarians and
			Ochool Floath
	- Through		School Health
	00=0=0=0=0=============================	chen, a 5. wity 6. n (for orial 7. sar.	chen, science labs, culinary kitchen, store labs) a 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 institutional webpage on MyGCC (for instructional faculty only) 8. Demonstrates exceptional volunteer efforts for departmental or institutional improvement during the academic year. forts ar.

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

	meet the needs	(multiples of this	special segments	the needs of	
	designed to	of the community	the needs of	designed to meet	
	other events	special segments	designed to meet	and other events	
	programs and	the needs of	and other events	outreach programs	
	outreach	designed to meet	outreach programs	seminars,	
	seminars,	and other events	seminars,	worksnops,	programs
	worksnops.	outreach programs	worksnops,	/. Conducts	volunteer for community
	8. Conducts	seminars,	7. Conducts	research project	2.3 Serving as a
		workshops,		community-based	
	community-	8. Conducts	community-based	6. Creates a	in civic club
	7. Participates in	research	6. Creates	program	incinocionip
	program	community-based	program	community	mambarshin
	community	Participates in	community	5. Organizes a	2 Mintring office
	6. Volunteers for	program	Organizes a	organization	community civic service
	organization	community	organization	officer in a civic	
	civic	Volunteers for	officer in a civic	4. Serves as an	2.1 Getting involved in
	membership in a	civic organization	4. Serves as an	of expertise	
	5. Maintains	membership in a	area of expertise	for contest in area	Community Civic Service
	expertise	5. Maintains	for a contest in	coordinates judges	of expertise
	in area of	area of expertise	coordinates judges	judge and	1.4 Judging contests in area
	4. Judges contest	Judges contest in	judge and	Serves as chief	to external entities
	professionals	professionals	Serves as chief	professionals	1.3 Serving as a consultant
	with external	external	professionals	and/or	professionals
	3. Collaborates	Collaborates with	and/or	external entities	1.2 Collaborating with
	external entities	external entities	external entities	2.Consults with	teachers in schools
	2. Consults with	Consults with	Consults with	schools	1.1 Collaborating with
	schools	schools	schools	teachers in	
	with teachers in	teachers in	teachers in	1. Collaborates with	Area of Expertise
	1. Collaborates	1. Collaborates with	1. Collaborates with		Community Service in
Satisfactory in the following areas:	ú	g	G.	following:	relates to the institution.
specified criteria for	of the following:	more of the following:	more of the following:	more of the	area of expertise of as it
Faculty member did	Faculty member	The faculty member	The faculty member	The faculty member	Voluntarily be involved in
Needed (1)	2	ω	4	G I	
Improvement	Satisfactory	Strong	Stellar	Superb	Element

_										
										Element
and activities).	different in content	identifiably	they are	counted, provided	item may be	(multiples of this	of the community	special segments	G	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
				9		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%)

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	them in a focused and		
	and feelings and conveys	and concrete manner.	•
	clear in expressing thoughts	and conveys them in a focused	(20%)
		educação modima em recinido	
	2 is generally concise and		
	communication skills.	Consistently and clearly	
	verbal and written	and written communication skills.	Communicative
	 Demonstrates adequate 	Demonstrates excellent verbal	3.0
	changes, school moves, etc.)	1	
	Natural disasters, classroom	school moves, etc.)	
	situations (For Example:	disasters, dassroom changes,	
	o. Apid to deal with changing	situations (i of Example: Natural	
		emissions (Ear Evample, Natural	
	F (
	towards finding a solution for	Able to maintain high performance	
	problem exists and is helpful	solution.	
	Generally recognizes a	and is proactive towards finding a	
		z. Identifies and analyzes problems	(10%)
	Judginents / declarons on		14007
	 Makes appropriate 	Makes excellent judgments on	2.0 Adaptability
	Department Chairs.	Department Chairs.	
	Administration and	with Administration and	
	to communications from	communicating in a timely manner	
	 Kesponds in a timely manner 	5. Does an exceptional Job in	
	4. Follows established and	establistied after approved	
	classroom areas	Reports areas of improvement for	
	environment in office and	housekeeping.	(40%)
	Maintains a professional	Does exceptional job of	(408/)
	and security rules.	safety rules,	Regulations
	Consistently observes safety	Shows exceptional observance of	Rules and
			with Work
			Compianio
	1 Is occasionally absent and	1 Is absent and tarriv only in case of	1 0 Compliance
be satisfactory in the following areas:			
Faculty member does not meet the skills to			_
Improvement Needed (u)	Sausractory (3)	superb (5)	Element