

NON-INSTRUCTIONAL FACULTY EVALUATION PLAN

Faculty Member Name	Department
Rank	Division
Evaluator	Date Evaluation

Faculty will be rated in each Goal and each element on a scale of 1 – 5.

- 1 – Improvement Needed
- 2 – Satisfactory
- 3 – Strong
- 4 – Stellar
- 5 – Exceptional

The Faculty Overall Evaluation score will be determined by applying the score for each section to its respective percentage, totaled and entered.

A total score of:

- 0.00 – 1.99 Improvement Needed
- 2.00 – 2.99 Satisfactory
- 3.00 – 3.99 Strong
- 4.00 – 4.49 Stellar
- 4.50 – 5.0 Exceptional

1. Retention and Completion: 70%

Percentage ____ X Evaluator's Rating Total ____ = ____

A. Content Expertise (5%) X Evaluator's Rating ____ = ____

B. Direct Services (35%) X Evaluator's Rating ____ = ____

C. Program Design/Delivery (30%) X Evaluator's Rating ____ = ____

D. Institutional Assessment (20%) X Evaluator's Rating ____ = ____

E. Professional Development/Scholarly (5%) X Evaluator's Rating ____ = ____

F. Institutional Involvement (5%) X Evaluator's Rating ____ = ____

2. Conducive Learning Environment: 5% - 10%

A. Professional Standards

Percentage ____ X Evaluator's Rating ____ = ____

3. Improvement and Accountability: 5% - 10%

Percentage ____ X Evaluator's Rating Total ____ = ____

A. Program Design/Delivery (20%) X Evaluator's Rating ____ = ____

B. Institutional Involvement (80%) X Evaluator's Rating ____ = ____

4. Visibility and Engagement: 10% - 15%

A. Collaboration and Outreach

Percentage ____ X Evaluator's Rating ____ = ____

Faculty Evaluation Tabulation of Scores:

ISMP Goal 1 _____

ISMP Goal 2 _____

ISMP Goal 3 _____

ISMP Goal 4 _____

Total Evaluation Percentage: _____

Faculty Member Signature Date

Evaluator Signature Date

Dean's Signature Date

This faculty evaluation plan shall be submitted to the evaluator no later than the last duty day of September for each academic year. However, if any changes in any of the agreed upon percentages are desired, it is recommended that the faculty member communicate with the evaluator at the earliest reasonable opportunity and no later than the last duty day in February.