

## PEER EVALUATION FORM FOR FACULTY

Evaluation of: \_\_\_\_\_ Semester: \_\_\_\_\_ Department: \_\_\_\_\_

Evaluator: \_\_\_\_\_ POSITION: \_\_\_\_\_

Evaluatee status: (check one)

Full-time

Part-time

If full-time, (check one)

Tenured

Temporary Contract Faculty

First Year Probationary

Second Year Probationary

Third Year Probationary

Fourth Year Probationary

Date(s) of Visit: \_\_\_\_\_

LENGTH OF VISIT: \_\_\_\_\_ COURSE (if applicable): \_\_\_\_\_

Conference Date: \_\_\_\_\_

### **BASED ON THIS REPORT, CHECK ONE:**

Satisfactory

Needs Improvement

Unsatisfactory

EVALUATOR:	DATE:	DEPT. CHAIRPERSON / LEADER :	DATE:
EVALUATEE:	DATE:	FOR THE DISTRICT:	DATE:

Evaluatee's signature does not necessarily imply agreement. It is merely an acknowledgement that the complete report has been read and a copy received. Evaluatee may request an additional evaluation. Within ten working days of receipt of this evaluation report, the evaluatee may also submit a written statement to be filed with this evaluation report. Attach additional sheet if necessary.

# PROFESSIONALISM

This section to be completed by the department chair / leader or department chair/ leader designee  
*As input to the evaluation procedure*

Satisfactory or Better	Needs Improvement	Unsatisfactory	Not Observed (NO) Not Applicable (NA)
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1. Demonstrates cooperation and sensitivity in working with colleagues and staff				
Comments:				
2. Responsive to constructive feedback				
Comments:				
3. Participates at the appropriate level in creation, assessment, and / or discussion of SLOs				
Comments:				
4. Submits required departmental reports and information on time ( Drop roster, grade roster, flex form)				
Comments:				
5. Maintains adequate and appropriate records				
Comments:				
6. Observes health and safety regulations				
Comments:				
7. Per the collective bargaining agreement, maintains office hours and attends required meetings				
Comments:				
8. Responsive to students and is accessible to students				
Comments:				
9. Adheres to departmental and college policies				
Comments:				
10. Participates in departmental and campus wide activities				
Comments:				

11. Maintains currency in professional knowledge through professional literature, professional memberships, workshops, conferences, or other activities

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Comments:

Additional comment:

Knowledge, Skill and Ability as a Instructional Faculty Member	Satisfactory or Better	Needs Improvement	Unsatisfactory	Not Observed (NO) Not Applicable (NA)
1. Establishes a student-instructor relationship conducive to learning				
Comments:				
2. Communicates ideas clearly and effectively				
Comments:				
3. Stimulates students' interest and desire to learn				
Comments:				
4. Promotes active involvement of students in learning activities				
Comments:				
5. Demonstrates sensitivity in working with students from diverse backgrounds and with different needs				
Comments:				
6. Employs appropriate pedagogy				
Comments:				
7. Begins class promptly and ends at time designated on schedule of classes				
Comments:				
8. Uses class time efficiently				
Comments:				
9. Maintains an appropriate pace during class session				
Comments:				
10. Provides students with a syllabus which includes a written explanation of the evaluation process, expectations and requirements, assignments, course content, relevant dates, and other information				
Comments:				

11. Teaches course content that is consistent with the official course outline of record				
Comments:				
12. Uses materials pertinent to the course content				
Comments:				
13. Teaches at a level that is appropriate to the course content				
Comments:				
14. Has appropriate command of the subject matter to be able to respond to students' needs				
Comments:				
15. Assesses students' progress regularly				
Comments:				
Additional comment:				

Knowledge, Skill and Ability as a Counseling Faculty Member	Satisfactory or Better	Needs Improvement	Unsatisfactory	Not Observed (NO) Not Applicable (NA)
1. Maintains a focused counseling session/presentation/group workshop				
Comments:				
2. Prioritizes student's concerns and establishes tasks to be covered				
Comments:				
3. Uses allotted session time appropriately				
Comments:				
4. Adheres to daily work schedule				
Comments:				
5. Communicates clearly and effectively with students				
Comments:				
6. Adapts style of communication to student's developmental level (language ability, awareness of educational processes, readiness to choose a major, etc)				
Comments:				
7. Demonstrates active listening skills				
Comments:				
8. Consults effectively with colleagues as necessary				
Comments:				
9. Assesses and defines student's current academic, personal and career needs to facilitate a productive counseling session				
Comments:				
10. Uses electronic counseling tools and resources effectively				
Comments:				

11. Demonstrates current knowledge of academic options and requirements				
Comments:				
12. Demonstrates current knowledge of policies and procedures affecting students				
Comments:				
13. Investigates answers to student inquiries and/or directs students to appropriate sources of information				
Comments:				
14. Sets boundaries with students as necessary				
Comments:				
15. Sets a welcoming tone when meeting students				
Comments:				
16. Creates a non-judgmental environment of trust, respect and sensitivity to all backgrounds				
Comments:				
17. Shows genuine interest in student's questions and concerns				
Comments:				
18. Validates/confirms student's understanding of issues addressed in session				
Comments:				
19. Concludes session by providing opportunity to follow-up as necessary				
Comments:				
Additional comment:				

Knowledge, Skill and Ability as a DSPS Faculty Member	Satisfactory or Better	Needs Improvement	Unsatisfactory	Not Observed (NO) Not Applicable (NA)
1. Demonstrates knowledge of discipline				
Comments:				
2. Demonstrates knowledge of current trends, laws, and regulations				
Comments:				
3. Demonstrates knowledge of current college policies and procedures affecting students				
Comments:				
4. Maintains assigned work schedule and is on time for appointments				
Comments:				
5. Manages time effectively				
Comments:				
6. Makes oneself available to confer with students				
Comments:				
7. Uses allotted session time effectively				
Comments:				
8. Provides appropriate accommodations in a timely manner				
Comments:				
9. Creates a non-judgmental environment of trust, sensitivity, and mutual respect (students & colleagues)				
Comments:				
10. Respects student confidences				
Comments:				



11. Displays timely and appropriate follow through				
Comments:				
12. Communicates clearly and effectively with students				
Comments:				
13. Sets boundaries with students as necessary				
Comments:				
14. Assists students in resolving issues involving faculty, administration, and/or community agencies				
Comments:				
15. Maintains accurate record keeping				
Comments:				
16. Consults with colleagues as necessary				
Comments:				
17. Contributes to a positive work environment				
Comments:				
18. Takes the initiative and responsibility to keep up with the current academic and electronic aspects of counseling				
Comments:				
19. Functions effectively with a minimum of supervision				
Comments:				
Additional comment:				

Knowledge, Skill and Ability as a Librarian	Satisfactory or Better	Needs Improvement	Unsatisfactory	Not Observed (NO) Not Applicable (NA)
1. Prioritizes library users' needs				
Comments:				
2. Completes assignments and projects in a timely manner				
Comments:				
3. Communicates clearly and effectively with colleagues, students, faculty and other library users				
Comments:				
4. Instructs library users in effective and independent use of library services and resources				
Comments:				
5. Demonstrates active listening skills				
Comments:				
6. Connects library users to appropriate resources for their information needs				
Comments:				
7. Selects and recommends appropriate resources for library collections and programs				
Comments:				
8. Uses appropriate print and/or electronic library tools and resources				
Comments:				
9. Catalogs materials in all formats according to national standards and adapts these standards for local practice when necessary				
Comments:				

10. Plans, develops, implements, integrates and supports all library computing resources and systems				
Comments:				
11. Sets a welcoming tone when interfacing with library users				
Comments:				
12. Creates an environment of respect for and sensitivity to library users from diverse backgrounds				
Comments:				
13. Follows up on requests for information or other library services				
Comments:				
Additional comment:				