

NAPA VALLEY COLLEGE

Contract (Tenure-track) Faculty Evaluation Process

AS Approved:

Contents

Evaluation Process Mission 4

Evaluation Process Mission

At Napa Valley College, the tenure review period is designed to facilitate formation of a partnership of faculty, colleagues, students, and administration in which the perceptions of each inform the others. Given this partnership, peer professional judgment is paramount. Review Team performance rating determinations and recommendations for tenure will be given significant weight by the Vice President of Instruction, the Vice President of Student Support Services, the Superintendent/President and the Board of Trustees in decisions to offer contracts and award tenure.

I. Contract Evaluation Process Overview

Napa Valley College Contract Faculty Evaluation is a four-year process that follows a coaching model of collegial peer support in which the faculty members are expected to work together to support the contract faculty member's (evaluatee's) professional development as a member of the college community. Faculty members brought together for this purpose will form the evaluatee's review team.

Faculty review team members will conduct peer reviews and administer student evaluations. Teams will meet regularly throughout the year to discuss the degree to which the evaluatee is meeting expectations and to identify areas for growth.

The review team has the yearly responsibility of assessing the degree to which the contract faculty member is meeting the professional responsibilities as defined by the college by providing a performance rating. That rating will be forwarded to the district and considered in the decision to offer the next contract.

Additionally, for evaluatees on Contract III Year 2, the review team will make a recommendation on the award of tenure. The Second Vice President of the Academic Senate forwards recommendations for tenure status to the Vice President of Instruction, who subsequently consults with the Vice President of Student Services as appropriate, and makes recommendations to the Superintendent/President. The final decision regarding tenure is made by the Board of Trustees at its February meeting, after considering the recommendation of the Superintendent/President.

The tenure review process is confidential and must be treated as such by all persons involved. Furthermore, while the timelines are important to the overall process, they are not intended to hinder the evaluatee or review team members, or to be technicalities by which the entire process can be invalidated. Non-prejudicial procedural errors shall not serve to invalidate the recommendation of the review team.

III. Process Timeline and Components

Fall Semester

Orientation: Completed on flex day, or by the end of week 2 of the semester.

- All review teams will meet to set their meeting dates for the semester.
- Prior to this meeting, review team chairs will meet for an orientation including a review of the process and timeline specific to that academic year.

Meeting 1: Completed by end of week 4 of the semester.

- Go over the Contract Evaluation Process and the Administrative Evaluation process, if applicable.
- Sign confidentiality agreement
- Evaluatee syllabi according to the syllabus checklist
- Schedule two peer reviews
- Schedule two classes of student evaluations
- Identify one faculty member for the evaluatee to observe
- Discuss spring student evaluations (Contract II, III)

Semester Tasks

- 2 Peer reviews completed in weeks 5 - 8
- 2 Classes of student evaluations completed: In weeks 9 - 11
- 1 Fall observation completed: In weeks 5 – 12

Additional Contract I Task

- In lieu of an Academic Senate assignment, Contract I faculty will participate in the New Faculty Learning Community (NFLC)

Meeting 2: In Weeks 13 - 14

- Discuss Peer Evaluations, student evaluations and evaluatee observation
- Make Performance Rating Determination
- Make Recommendation for tenure (Contract III Year 2)
- Develop Work Plan if needed

December 10: The Academic Senate Second Vice President will forward all required materials to the Vice President of Instruction by this date.

Spring Semester: Not Required of Contract III Year 2 Evaluatees

Meeting 3: Completed by end of week 4 of the semester.

- Schedule one peer review
- Schedule one class of student evaluations
- Identify two faculty members the evaluatee will observe this semester

Semester Tasks

- 1 Peer Evaluation completed: In weeks 5 – 8
- 1 Class of Student Evaluations completed: in weeks 9 – 11
- 2 spring observations completed: in weeks 5 – 12
- Narrative reflection completed by week 12
- Administrative Evaluation: Completed by week 12, if performed

Meeting 4: In weeks 13 – 15

- Discuss Peer Evaluation, student evaluations, evaluatee observations and work plan, if developed.
- Discuss Administrative Evaluation, if performed
- Discuss Self Evaluation and Goals for next year (Contract I, II, III Year 1)

IV. Process Component Descriptions and Procedures

A. Review Teams (RT):

1. Composition: Each non-tenured faculty member is evaluated by a Review Team (RT) consisting of two tenured faculty members from within the division, and one tenured faculty member from outside the division, who is the RT chair. It is the responsibility of all RT members to participate fully in all components described in this process. The Academic Senate Second Vice President recommends membership of RTs to the Academic Senate for confirmation.
2. R t0 Tc 0 Tw

B. Meeting Forms

1. Objective: Meeting forms are the way in which we ensure and document that the process is completed in a meaningful and productive way. Forms should not only guide RTs through the process requirements and deadlines, but should encourage meaningful discussion about the degree to which the evaluatee is meeting their professional responsibilities, strategies for growth in all areas of professional responsibility, and the way in which assessment and implementing change indicated by Student Learning Outcomes is occurring on a regular basis. Professional responsibilities are listed in the Appendix of this document.

E. Peer Review

1. Objective: Peer reviews are based on the responsibilities identified in the position announcement and the professional responsibilities in the four areas of evaluation (A. Teaches/counsels effectively. B. Works responsibly within the program, college and community. C - Develops professionally and D. Supports students) appended to this document.
2. RT Involvement: Each RT member conducts one peer review according to the process timeline.
3. Special Circumstances: In the case of faculty who have significant duties outside the traditional classroom environment, such as counselors, librarians, or HEOC faculty in the clinical environment, every effort will be made to perform peer evaluations under as many varied circumstances as possible.
 - a. Online Peer Review: In the case of online classroom peer review, the evaluatee will be notified in advance of the exact day(s) the reviewer will have access to the online classroom.
 - b. One-on-One Instruction: For faculty who interact with students in a one-on-one environment, RTs will make every effort to perform at least one peer review in that environment, adhering to student confidentiality guidelines.
 - c. Off Campus: If a faculty member performs

completion, the meeting form copies will be returned to the Academic Senate Second Vice President.

F. Student Evaluations

1. Objective: Student evaluations will reflect as many facets of the way in which a particular faculty member interacts with students as is practically possible, and will be conducted in accordance with the process timeline.
2. Setting:
 - a. Groups/Classes: For evaluatees who teach or give presentations to groups of students in any way, evaluations will be collected from students in that group setting. These student evaluations will be administered and collected by RT members.
 - b. One-on-One: For evaluatees that interact with students in a one-on-one setting, the Academic Senate Second Vice President will coordinate with the appropriate instructional area to have student evaluations distributed and collected.
3. Quantity: Every effort is made to ensure that we receive at least 60 evaluations for each evaluatee. For instructors whose full load is in the classroom, student evaluations will be administered to at least three groups/classes, or the instructor's full load, whichever is smaller.
4. Confidentiality: The evaluatee may not remain in the same setting as the students while evaluations are completed and collected. Student responses are collected on Student Evaluation Forms, or by an online survey for online students. Written comments are typed and returned to the RT lead via a Summary Report before being shared with the evaluatee to protect student anonymity.
5. Summary Reports: The Academic Senate secretary processes the raw data from the student evaluations, maintains confidentiality, completes and returns a summary report to the RT chair. Only the evaluatee may keep the summary report, no other team members should retain any copies of the report.
6. Forwarding: The Academic Senate Second Vice President forwards original student evaluation forms along with the summary report to the Vice President of Instruction. Original student evaluation forms will be forwarded by the VPI to Human Resources to be kept on file until such time as tenure is awarded.
7. Destroying: Upon award of tenure original student evaluation forms will be destroyed by HR.

G. Observations

1. Objective: According to the process timeline, the evaluatee observes at least three other faculty or staff members in the performance of their duties (e.g., teaching, counseling) in order to gain additional exposure to a range of techniques and styles and to develop networks within the college.

2. Submission: The evaluatee keeps a record of each observation, including the date, person being observed and any noted insights or outcomes, for later discussion with the RT.

Superintendent/President and the Board of Trustees in decisions to offer contracts and award tenure.

2. Rating Definitions:

a. **Meets or Exceeds the Evaluation Performance Standards**

- The RT may note some areas for continued improvement and still choose this rating as long as the evaluatee's pattern of performance is satisfactory in the four areas of professional responsibility and in reference to the position announcement, and there are no areas of significant concern.

b. **Needs Improvement to Address Specific Area(s)**

- This rating either denotes a pattern of performance that does not adequately meet NVC professional responsibility standards or exhibits weakness in some area(s).
- In this case, the RT works with the evaluatee to develop a work plan for implementation the following semester that directly addresses the area(s) of concern.

c. **Does Not Meet the Performance Standards for NVC**

- The evaluatee has significantly failed to meet the professional responsibility standards outlined in one or more of the areas of responsibility appended to this document or the position announcement and/or has not made satisfactory progress in the areas outlined in a previous work plan.

3. Decisions: Optimally, all decisions of the RT with regard to the evaluatee's performance are reached by consensus. However, if consensus is not possible, then the Academic Senate Second Vice President may be consulted to assist with the decision-making process. In the event a decision regarding the evaluatee's performance cannot be reached by consensus, then decisions are made by majority vote of the RT members, and will be noted on the rating form. The evaluatee is not a voting member of the committee.

L. **Tenure**

1. Objective: While a faculty member is on Contract III Year 2, the RT will make a recommendation as to the award of tenure. This recommendation will have significant weight when considered by the Vice President of the appropriate area, the Superintendent/President and the Board of Trustees.

2. Tenure Recommendation Definitions:

a. **Grant Tenure**

- This choice indicates that the evaluatee has exhibited a satisfactory pattern of performance in the four areas of professional responsibility

and in reference to the position announcement, and there are no areas of significant concern.

b.

follow the process to completion, the work plan copies will be returned to the Academic Senate Second Vice President.

V. Timeline Changes

- A. Timeline Objectives:** Faculty RTs are encouraged to meet more frequently than the guidelines provide if they feel it is necessary or advisable. It is the intent that all teams adhere to the deadlines set forth each academic year by the Academic Senate Second Vice President, which reflect the timelines set forth in this document. However, non-prejudicial procedural errors shall not serve to invalidate the recommendation of the RT. Nonetheless, the RT must comply with legally mandated guidelines and deadlines, which means that all rating determination decisions must be completed and available for placement on the February meeting agenda of the Board of Trustees
- B. Timeline Extensions:** In extenuating circumstances, a RT may determine that it is necessary to deviate from the timelines outlined in these guidelines. In such cases, a written request from the RT is submitted to the Academic Senate Second Vice President, specifying the deviation which the RT requests and the reasons for the request. The Academic Senate Vice President shall determine whether to grant or deny the request within five instructional days of receipt.
- C. December 10 Deadline:** Any extension of timeline resulting in submitting materials to the district past the December 10 deadline must be mutually agreed-upon between the District, the Faculty Association, and the evaluatee.

VI. Negative Information Originating Outside of This Process

When any member of the college community receives material of potentially substantive impact from any individual regarding a contract faculty member, s/he must follow the standard campus complaint policy.

Student Complaints: All student complaints are addressed through the Student Complaints and Grievances Policy and Procedures, with the exception of complaints of unlawful discrimination. The latter are referred to the Office of Human Resources. At the conclusion of the complaint process and in the event there is merit to the complaint or grievance, the division chair, division dean, or Vice President forwards written information to the RT outlining the issue or problem for which the evaluatee needs training and/or performance improvement. This does not preclude the District from imposing any disciplinary action.

All Other Complaints: Negative information, concerns, or complaints from all other sources, including college employees and community members, are addressed through the chain of command (i.e.: division chair or dean, with referral to supervising administrator when necessary). At the conclusion of the complaint process and in the event there is merit to the complaint or grievance, the division chair, division dean, or Vice President forwards written information to the RT outlining the issue or problem for which the evaluatee needs training

and/or performance improvement. In the event the issue is substantive or represents a pattern of behavior that violates policies, procedures, laws, and/or the collective bargaining agreement, the matter is referred to the respective vice-president for inclusion in the Administrative Evaluation. This does not preclude the District from imposing any disciplinary action.

VII. Rights and Responsibilities

A. Evaluatee

1. Responsibilities: The evaluatee is expected to work collegially with the RT to complete all aspects of the process as outlined in this document in accordance with the process timeline.
2. Information: The evaluatee shall be informed of the degree to which he/she is meeting NVC's standards of performance through attending RT meetings, peer evaluations, student evaluations, self-evaluation discussion, and any other evaluation feedback by the RT or Administration.
3. Representation: The evaluatee may contact the Faculty Association President to request that a Faculty Association representative monitor the process. The appointed Association representative may attend RT meetings as an observer.
4. Appeal: The evaluation findings of the RT may not be appealed; however, the process is subject to appeal via the Grievance Process in the collective bargaining agreement. All procedures and timelines in the grievance article of the labor agreement shall apply.

B. Academic Senate Second Vice President

The Academic Senate Second Vice President oversees and monitors the evaluation process as follows, in accordance with process components and timeline given in this document:

1. Verify accuracy of Contract faculty to be evaluated.
2. Work with Academic Senate President to assign RT chairs/Faculty Coach Committee members.
3. Assign remaining RT members and forward the teams to the Academic Senate for approval.
4. Prepare annual calendar of activities and due dates.
5. Prepare and distribute meeting and peer evaluation forms. Oversee collection of all required forms and documents.
6. Meet with RT chairs, RT, and evaluatee as needed.
7. Submit timely reports and materials to the Vice President of Instruction.

8. Verify that the guidelines have been followed and so state in the report to the appropriate Vice President.
9. Forward all documents as described.
10. Chair the Faculty Coach Committee.
11. Work with colleagues and appropriate departments/committees/personnel across campus on professional development activities.

C. District

Nothing in this article shall be construed to limit in any way the District's right to evaluate contract faculty at times other than specified in these guidelines or to investigate allegations against unit members when authorized or required by law or to initiate discipline procedures as authorized by applicable provisions of Education Code.

1. Responsibilities of the Vice President of Instruction (VPI)

- a. Receive Documents: The VPI receives original meeting forms, signed confidentiality agreements, original student evaluation forms, summary of raw data, all typed student comments, peer observation reports, self-

- e. NFLC: The VPI coordinates the NFLC. Each spring the VPI will develop a schedule to be mutually agreed upon with the Academic Senate Second Vice President.

D. Human Resources

1. Disseminate Information:
 - a. Notify Academic Senate Second Vice President of newly hired faculty, leaves of absence or faculty work restrictions (i.e. reduced or restricted load)
2. Accept Documents: Accept documents from the Vice President of Instruction.
3. Retain Documents: Retains and destroys documents in accordance with current Educational Code.
4. Destroy Documents: Destroy original student evaluation forms after faculty member receives tenure.

Appendix A: Instructors

A. TEACHES EFFECTIVELY – This list of professional teaching responsibilities shall apply to all contract-faculty members teaching a course.

1. Uses a variety of strategies to promote student retention and successful course completion.
2. Provides timely and meaningful feedback to students on their progress throughout the course.
3. Provides a variety of methods to engage students in the learning process.
4. Uses a variety of teaching methods and expands teaching methodologies to address learning differences among students.
5. Uses student learning outcomes assessment to continually evaluate and inform effective teaching practices.
6. Maintains an inclusive and positive learning environment in the classroom.

B. WORKS RESPONSIBLY WITHIN THE PROGRAM/COLLEGE/COMMUNITY

1. Actively participates in Academic Senate, District or other standing or ad hoc committees in order to further support the success of the college.
2. Contributes to the department, program, and college level development and assessment of Student Learning Outcomes.
3. Creates both formal and informal collaborations with colleagues to promote student success.
4. Demonstrates understanding of college organization and procedures, and promotes

Appendix C: Counselors

Counselors teaching courses will be evaluated according to Appendix A, section A. Teaches Effectively, in addition to the following responsibilities

A. COUNSELS EFFECTIVELY:

1. **Academic counseling** - Assists students in assessing, planning and implementing their immediate and long-range academic goals,
2. **Career counseling** - Assists students in assessing their skills, abilities, values and interests and advises them concerning current and future employment trends
3. **Personal counseling** – Assists students with personal, family or other social concerns, when that assistance is related to the students' education,
4. **Crisis intervention** – Provides intervention directly or through cooperative arrangements with other resources on campus or in the community,
5. **Multicultural counseling** – Counsels students with a respect for their origins and cultural values.

B. WORKS RESPONSIBLY WITHIN THE PROGRAM/COLLEGE/COMMUNITY

6. Actively participates in collaborative efforts for program coordination.
7. Contributes to the department, program, and college level development and assessment of Student Learning Outcomes.
8. Creates both formal and informal collaborations with colleagues to promote student success.
9. Demonstrates understanding of college organization and procedures, and promotes campus resources to support student success.
10. Engages in outreach activities to students and community, to encourage potential students to avail themselves of services that will maximize their potential to benefit from the academic experience.
11. Actively participates in articulation policies and efforts.
12. Actively participates in Academic Senate, District or other standing or ad hoc committees in order to further support the success of the college.
13. Acts as a liaison to programs, divisions, and community agencies.
14. Consults with the college at large, including governance process, in an effort to make the environment for students as beneficial as possible to their intellectual, emotional and physical development.

C. PROFESSIONAL DEVELOPMENT

1. Attends conferences and workshops relevant to discipline and pedagogy.
2. Maintains connections to relevant organizations within discipline.
3. Participates in continuing education activities within and across disciplines.
4. Stays current within discipline through reading and/or research and shares knowledge with colleagues.
5. Participates in and/or organizes professional development activities to promote an understanding of counseling theory and pedagogy cross-cultural awareness.

D. SUPPORTS STUDENTS

1. Creates safe, supportive environments that focus on student learning and promote student persistence.
2. Actively educates themselves about available resources within the campus and community to support and encourage students
3. Demonstrates willingness to work with students individually and in student groups.
4. Assists students in engaging in activities that will advance their knowledge, skills and opportunities.
5. Advises students regarding discipline-specific issues and related opportunities.
6. Advocates for students through professional contacts and assist other colleagues in becoming student advocates.