

Faculty Evaluation Plan Changes – Annual Contract Faculty &
Continuing Contract Faculty Undergoing Comprehensive Review
for 2014-2015

1. Establish Learning Outcomes Goal (LOG) for the year.
2. Establish a process where faculty and Deans/Instructional Supervisors would receive student success data in late January for fall semester classes and previous 2 years. Also, each school would receive 3 year averages for each of its course designators for comparative purposes
3. Appropriate Dean will conduct at least one classroom observation (visit announced except in exceptional cases) in the fall using a standard instrument.
4. Faculty may request optional Department Chair and/or Peer classroom observation in the fall and permit Faculty Classroom Observation Report(s) to be part of Portfolio.
5. Supplement the Annual Activities Report with an additional section for LOG Results.
6. Amend current faculty self-evaluation form to include LOG Results.

Faculty Evaluation Plan Changes – Continuing
Contract Faculty Not Undergoing Comprehensive Review for 2014-2015

1. Establish Learning Outcomes Goal (LOG) for the year.
 2. Replace SIR II's with new SEI instrument (beginning Spring 2015 for this group). No SIR II's would be done for this group for Fall 2014.
 3. Establish a process where faculty and Deans/Instructional Supervisors would receive student success data in late January for Fall classes. Also, each school would receive averages for each of its course designators for comparative purposes.
 4. Supplement the Annual Activities Report with an additional section for LOG Results.
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New Faculty Award Program to Begin 2014-2015

1. Award categories beginning in 2014-2015 will be in two areas: (1) Teaching and Instruction and (2) Best LOG – Learning Outcome Goal Results.
2. Each of the five school Deans and the Assistant VP of Academic Affairs (College Success and Learning Resources) may nominate one eligible faculty member for the Teaching and Instruction Award and one eligible faculty member for the Best LOG Result by April 15th. Eligibility for the Teaching and Instruction Award is restricted to Continuing Contract faculty who have received a rating of at least 3.80 in the last two years on the Supervisor Performance Review Summary Sheet in the teaching role (total teaching) category. All full-time faculty are eligible for the Best LOG – Learning Outcomes Goal Results award.
3. A one to two page memo from the Dean/Assistant VP is required for nomination. Selection of the award winners will be done by an ad-hoc committee appointed by the Provost/VPAA. Award winner will receive travel funds (up to \$1500) to attend a professional conference or to travel to conduct professional research during the 2015-2016 academic year.
4. Award plaques will be presented at fall 2015 convocation.

6Hx6:3.05 - AWARD OF A CONTINUING CONTRACT AND EVALUATION OF CONTINUING CONTRACT AND OF CONTINUING CONTRACT TRACK FACULTY (selected sections)

4. In order to become eligible for the award of a continuing contract, a full-time faculty member must:

- a. Complete at least five (5) years of satisfactory service at FSW (~~Edison State College~~), based on the criteria established by the College, during a period not in excess of seven (7) years. In all cases, such service shall be continuous except for leave duly authorized and granted. After three full years of satisfactory service, a faculty member who had continuing contract in another regionally or nationally accredited institution of higher learning may petition for two years of credit through the annual evaluation process. If accepted, the faculty member may apply for continuing contract at that time.
- b. Receive the recommendation of the President and approval by the District Board of Trustees for a continuing contract based on successful performance of duties, demonstration of professional competence pursuant Edison State policies and procedures, and the needs of the College.

5. Continuing contract must be based on explicit judgment of qualifications and performance. In accordance with 6A-14.0411(3) FAC, the criteria shall include the following:

- a. Quantifiable measured effectiveness in the performance of faculty duties,
- b. Continuing professional development,
- c. Currency and scope of subject matter knowledge,
- d. Relevant feedback from students, faculty, and employers of students,
- e. Service to the department, college, and community; and
- f. Appropriate criteria measuring student success defined as retention, progression, completion, and matriculation or job placement.

6. In order to contribute to the continual growth and development of faculty, FSW (~~Edison State College~~) requires periodic post-award performance reviews for all faculty under continuing contract, which shall use, at a minimum, the criteria set forth in this policy.