ARTICLE XVII
EVALUATIONS

c. Second semester (see Item I, section B, subsection 1i above) a letter of
tenure or non-renewal sent no later than March 15th.

II. Tenured Faculty Evaluation
The tenured faculty evaluation process is designed to improve the teaching/learning process
and delivery of student services, to provide a basis for professional growth and development,
and to comply with California State Community College laws and regulations.

A. Two-Step Process

1. Student Evaluation

a. Student evaluations will be arranged through the appropriate Vice
President’s office, and be obtained in each class, or for those faculty
who engage in instruction outside of the traditional classroom, in the
equivalent of a class, per year during the time covered by this
evaluation period.

b. These student evaluations will be made available for the faculty
member to review.

c. The student evaluations are the property of the faculty member, and
will be returned to the faculty member at the end of the semester, and
the information contained therein will not be retained by the college or
the district, used by the administration in the completion of the formal
evaluation, or included in the faculty member’s personnel file.

2. Administration Review

a. The appropriate Vice President, Dean, or designee will make
scheduled classroom/worksite/electronic visits as described below,
complete a formal evaluation, and confer with the tenured faculty
member.

i. The faculty member and Vice President, Dean or designee will
mutually agree on the course(s) or equivalent in which the
scheduled evaluation(s) will take place, so that the faculty
member may be observed under optimum conditions
commensurate with his/her abilities.

ii. Each evaluation shall be based upon at least one (1)
observation, lasting at least fifty (50) minutes.

Agreement between the Faculty Association and the SOCCCD March 23, 2009