

TRITON COLLEGE BOARD POLICY

BOARD OF TRUSTEES, DISTRICT 504

ACADEMIC AFFAIRS

PROFESSIONAL REVIEW PROGRAM

POLICY 6240

ADOPTED: 06/25/91

The Triton College Board of Trustees believes that effective teaching is the professional responsibility of every faculty member and that periodic review is essential for maintaining a high level of teaching effectiveness. The review process must fulfill Triton College's responsibility to accrediting and/or approving agencies.

The professional review for full-time faculty members will consist of a comprehensive evaluation of the faculty member's total job performance. Specifically, it will include the following:

1. The faculty member's self-evaluation
2. Student evaluations
3. The department chairperson/coordinator's classroom evaluation
4. The department chairperson/coordinator's evaluation of related duties.
5. An administrative evaluation

The comprehensive nature of the program is based on the belief that several components used together are preferable to the use of a single component in evaluating a faculty member's total performance. Evaluation of adjunct faculty may include all of the above components or may be modified based upon departmental policy with the approval of the appropriate dean.

The data that are produced by the evaluation process will provide the basis for an individual professional development plan for each faculty member. The professional development plan will be designed jointly by the faculty member and the department chairperson/coordinator after reviewing the evaluation data; the plan must be approved by the appropriate dean.

The faculty member will be evaluated during the first year under contract; the professional development plan will be developed during the second year for implementation thereafter. A schedule of evaluative professional review for continuing faculty members will be determined by the President or his/her designee. This policy is not designed to supersede the faculty negotiated agreement.