

### 3.6.2. Areas for Evaluation

The IDP includes the following areas for evaluation: instruction; service to department/division, college, and district; and professional development. Evidence for each annual IDP shall only include activities from the one-year period of the IDP.

#### 3.6.2.1. Instruction or Primary Work Activity

To document instructional excellence, Probationary Faculty submit the following required elements:

- 3.6.2.1.1.** Instructional evaluation from VPAA or designee
- 3.6.2.1.2.** Instructional evaluation from Department/Division Chair
- 3.6.2.1.3.** Instructional observation and feedback from peer(s)
- 3.6.2.1.4.** Results from Student Evaluation Forms
- 3.6.2.1.5.** Narrative demonstrating a personal reflection on teaching effectiveness in light of the instructional evaluations, observations, and feedback

Probationary Faculty not engaged in instructional activities will submit comparable documents to those listed above with a focus on the observation/evaluation of the Probationary Faculty's **primary work activity**.

During Probationary Years 1 and 2, evaluations and observations will be completed once per semester. During Probationary Years 3 – 5, evaluations and observations will be completed once per year. (see [RFP 3.6.5.](#))

Patricia Finkenstadt 2/24/2017 6:58 AM

**Comment [1]:** Clarification that some faculty have non-instruction as primary work activity. Aligns to current language (highlighted below).

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