



ACHIEVEMENT

Achieved 100% =



CORE THEME

Sustainability

OBJECTIVE

S.3: Southwestern delivers viable quality instruction

INDICATOR

S.3.2: Success Indicator 41 – Quality Instruction

Measured by the annual percentage of full-time faculty being evaluated that earn a positive evaluation based on internal faculty evaluation schedule

Indicator Thresholds

Green: 95% or greater

Yellow: Between 85% and 94%

Red: Below 85%

Purpose and Meaning

Measures the delivery of instructional programs through the evaluation of faculty assessing the quality of the delivery and instruction.

WHAT WAS ACHIEVED AND WHAT IS PLANNED FOR THE FUTURE

There were 34 full-time faculty scheduled for evaluation during the 2013-14 academic year, including two tenure reviews. Thirty-two of the 34 were evaluated by June 2014 and all received a satisfactory evaluation. The faculty that were evaluated received overall excellent evaluations. The process includes a peer evaluation, a faculty portfolio, an administrative evaluation, a report of yearly service, as well as course evaluations by students. We are continuing to work on evaluating part-time faculty. All of the part-time faculty that started teaching at SWOCC in 2013-14 were evaluated. We are now working to evaluate part-time faculty that have been here longer.

Seven new full-time faculty were hired for the 2014-15 year. A new faculty mentoring process will be implemented to help those new faculty to be successful. We should always be looking at ways to improve the faculty evaluation process that can be discussed during faculty union negotiations.

FACTORS AFFECTING RESULTS/PROGRESS

Factors affecting these results include faculty development programs in place and consistently applying the evaluation process which encourages professional growth and improvement of weak areas. The only two full-time faculty that did not receive an evaluation in 2013-14 left the college at the end of the year. The Deans know that evaluating full-time faculty according to the schedule is a high priority, a necessary part of their job and this will be done each year.

Success Indicator Changes for 2014-15 supporting NWCCU accreditation standards: 1.B.2; 4.A.1; 4.B.1; 5.B.2

We will be reviewing and recommending other measures to use in measuring quality instruction.

Planned Projects

Strategic Objective 2 – Southwestern builds and maintains a sustainable infrastructure of human, technology, and facility resources

Projects – S2.12: Offer and support employee training and credentialing including professional development opportunities for faculty and staff along with a part-time Faculty support plan.

S2.16: Develop a plan to provide support, evaluation, compensation, and mentoring to part-time faculty to enhance their connection with the campus community and their contribution to the instructional programs.

S2.18: Determine the current culture present in instruction and student services and the culture that is desired and work to close the gap between the two.

S2.19: Work with faculty and staff to develop consistent, flexible, multi-tiered professional development options to support instructional excellence, maintain institutional vitality, promote professional/occupational scholarship and training, encourage individual education and personal growth, and improve morale and performance.

Strategic Objective3 – Southwestern delivers viable instruction

Project – S3.1: Improve quality control of academic offerings through effective course and program evaluation and faculty evaluation

Unit Planning

There was a large number of faculty to evaluate in 2013-14 and the process starts in October with the list of faculty to be evaluated to each dean/director along with the timeline (fall or winter/spring). For Full-time faculty, a peer team is put together following the contract by each dean, in consultation with the faculty member. This is done in the fall for all faculty being evaluated.

Budget Impact

The Deans Team will be working with faculty more closely through the Faculty Development Committee to identify ways to enhance and grow the professional development opportunities for all faculty, full and part time. This may involve adding additional funds to the faculty development fund.

Achievement Analysis

The first step is to ensure that all faculty on the list for an evaluation receives a thorough and complete evaluation following the negotiated process during that academic year. The evaluation process is detailed in the collective bargaining agreement between the faculty union and the college. It is a rigorous process that occurs each year prior to being tenured, then every three years after tenure is earned. The two academic deans are responsible for evaluating most of the full-time faculty. The Dean of Students evaluates the faculty counselors/advisors in student services, and the Executive Dean of the Curry Campus evaluates the one full-time faculty member assigned to that campus. The Executive Director of OCCI evaluates the full-time faculty chefs. The Director of Correctional Education evaluates the faculty member working there. This process will remain in place until at least the next negotiating session with the faculty union where this part of the contract is opened up for discussion and possible change.

DATA DOCUMENTATION

Documentation Posted:

Portal: Resource Center Core Themes – Objectives – Success Indicator Page:

https://mylakerlink.socc.edu/ICS/Resource_Center/Core_Themes_-_Objectives_-_Success_Indicators.jnz?portlet=Handouts_2014-09-17T12-15-51-67

Assessment Software: Success Indicator 41 Report – execute report for specified year

Data References:

Office of Instruction files: \\itt\institutionalresearch\institutionaleffectiveness\succcessindicators\SI_41_QualityInstruction

ABOUT THE DATA

The report and chart information was prepared and coordinated by Dr. Ross Tomlin, Vice President of Instruction and Student Services and Robin Bunnell, Institutional Researcher.

Contributions to the narrative were supplied by Dr. Ross Tomlin, Vice President of Instruction and Student Services.

DETERMINING MEASUREMENT AND SETTING THRESHOLD LEVELS

This means of measurement was selected to establish a target for positive faculty evaluations. The faculty evaluation process allows the quality of instruction for individual instructors on a cycle as determined by the faculty contract. The threshold was set to establish a target of no more than one negative faculty review in any given year.

Requirements

NWCCU Accreditation; Program Accreditation; Program Review.

For more detailed information, contact the Institutional Research office - ir@socc.edu