

Exceeds Standards
Meets Standards
Needs Improvement

Professor: _____ PID _____

Evaluation Year _____

INSTRUCTIONAL RESPONSIBILITIES

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DESIGN: The planning that organizes the course into instructional units and those units into daily activities based on specified objectives and standards.

1. The professor meets the course objectives from the BCI.
2. The professor should have a plan for the term that organizes each course into objectives.
3. The professor should have a syllabus that organizes course objectives into instructional units and clarifies course expectations.

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DELIVERY: The presentation of the material that meshes the professor's teaching strategies and skills with the students' learning styles to meet course objectives.

1. The professor should demonstrate genuine interest in the students, the educational process, and the subject matter and should encourage students to participate in the learning process when appropriate.
2. The professor should demonstrate knowledge of subject matter.
3. The professor should demonstrate effective communication and presentation skills as demonstrated by clarifying daily objectives and making efficient use of class time.
4. The professor should attempt to motivate students to commit to the learning process.

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MANAGEMENT: Those tasks involved in efficiently operating, evaluating, and maintaining a course.

1. The professor should keep and communicate accurate records.
2. The professor should process work in a timely manner.
3. The professor should measure student progress toward unit objectives.
4. The professor should modify course design and/or delivery based on various evaluative criteria.
5. The professor should participate in discipline specific assessment activities.

COMPATIBILITY WITH INSTITUTION

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Those relationships that show respect, fairness, and responsiveness to students, staff, and the college community.

1. The professor should demonstrate genuine concern for and interest in the function of the division and the institution, and work collaboratively to achieve division and institution goals.
2. The professor should treat students fairly with interest, dignity and respect.
3. The professor should treat all Polk State College employees respectfully and professionally.
4. The professor should observe college policies and procedures

EVALUATOR'S COMMENTS**SUMMATIVE EVALUATION**

<input type="checkbox"/>	Overall performance exceeds standards.
<input type="checkbox"/>	Overall performance meets standards. Performance is satisfactory.
<input type="checkbox"/>	Overall performance does not meet standards. Performance needs improvement.

Professor Signature_____
Date_____
Program Director Signature_____
Date_____
Dean Signature_____
Date**PROFESSOR'S COMMENTS**_____
Professor's Signature (Please sign here if comment box used)_____
Date

A drug-free Campus Awareness Program brochure accompanies this annual performance review form. I understand that if I have any questions or do not understand any part of that material, I may contact the Human Resources Office for assistance.