

## **CITRUS COMMUNITY COLLEGE DISTRICT HUMAN RESOURCES**

### **BP 7203 Evaluation: Full-Time Faculty**

References: Education Code Sections 87610.1, 87663, and 87664

The evaluation process is designed to promote professionalism, enhance performance and be closely linked with staff development efforts. The evaluation process should be effective in yielding a genuinely useful and substantive assessment of performance. Among other things, this requires an articulation of clear, relevant criteria on which evaluations will be based.

The principal purposes of the evaluation process are to recognize and acknowledge good performance, to enhance satisfactory performance, to help employees who are performing satisfactorily further their own growth, to identify weak performance, to assist employees in achieving needed improvement and to document unsatisfactory performance.

Participants in the evaluation process must be sensitive to the diversity of California and the community served by the District.

A faculty member's students, administrators, and peers should all contribute to his or her evaluation, but the faculty should play a central role in the evaluation process and, together with appropriate administrators, assume principal responsibility for the effectiveness of the process.

Full-time faculty shall be evaluated in accordance with the applicable provisions of the collective bargaining agreement between the District and the Citrus College Faculty Association.

Board Approved	07/21/11
Desk Review	08/26/13
Desk Review	04/19/17
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Board Approved	02/04/20