RIVERSIDE COMMUNITY COLLEGE DISTRICT

IMPROVEMENT OF INSTRUCTION AND TENURE REVIEW

**COMMITTEE REPORT**

Faculty Member: <<Name>> Semester/Year: <<List>>

Department/Program: <<List>>

**TENURE TRACK**

 ** 1st Year  2nd Year  3rd Year  4th Year**

In accordance with Article XI, Improvement of Instruction and Tenure Review, of the Agreement between the Riverside Community College District and the Riverside Community College Chapter CCA/CTA/NEA, the committee members reviewed written administrative and peer reviews from classroom visitations, student surveys of all classes, including distance education when applicable (or alternative instruments for non-teaching faculty), syllabi, evidence of subject-matter proficiency, established tentative professional growth goals, adherence to course outline of record; fulfillment of flex-time obligations, fulfillment of institutional service, and fulfillment of faculty expectations listed in Article XI.B.1, and the self-reflective narrative of institutional service. The outcome is as follows:

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|  | Recommendation: |
| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_<<Academic Administrator’s Name>>Chair/Administrator |  Satisfactory Need For Improvement  Non-renewal of Contract  |
| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_<<Name>>Member |  Satisfactory Need For Improvement  Non-renewal of Contract |
| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_<<Name>>Member\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_<<Name>>Member |  Satisfactory Need For Improvement  Non-renewal of Contract Satisfactory Need For Improvement  Non-renewal of Contract |
| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_<<Name>>Department Chair or designee |   Satisfactory Need For Improvement  Non-renewal of Contract |

In the event that a majority of the committee determines that there is a “need for improvement,” the committee will write within 10 working days a plan for improvement with specific and measurable goals that they deem attainable in the time period set for improvement. Faculty members with a “Need for Improvement” are not considered in good standing. Upon agreement by the review committee and faculty member under review, a regular full-time faculty member will be assigned as a faculty mentor who will provide overall support and guidance in the remediation process as outlined in the measurable goals. Based on the areas needing improvement, the faculty mentor may be a member of the review committee, the discipline, or a faculty member on a professional development committee. The faculty mentor will provide to the review committee an overall written assessment and evaluation of the success of the faculty under review in attaining the needed improvement. This “need for improvement plan” shall begin in the Spring semester following the semester in which the “need for improvement” rating is received, and the plan shall become part of the tenure review and evaluation record. The committee shall meet in the spring semester following the semester in which the “Need for Improvement” is received to discuss if improvement was achieved based on the remediation plan provided to the faculty member under review.

 Improvement plan attached

I have received a copy of this evaluation, and I understand that I have the right to respond in writing to any documents placed in the tenure review and evaluation record.

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 Faculty Member