

References: [Board Policies and System President's Procedures](#)

## PROCEDURE FOR EVALUATION OF FACULTY

### INTRODUCTION

It is the intent of the Colorado Community College System that students be provided with the highest quality of instruction. To this end, the State Board requires that regular faculty be evaluated annually on their job performance.

Pikes Peak Community College (PPCC) recognizes the fundamental relationship between quality of instruction and faculty job performance. Faculty are committed to ongoing performance assessment and improvement. The college is committed to making sure that (1) all faculty will be provided with the opportunity, the encouragement, and the support to be exemplary and (2) faculty who meet the expectations of their job description will not be financially harmed by the college's merit-based pay system.

### STATE AND BOARD POLICIES

PPCC procedures for evaluating faculty have been developed following State Board policies and related State System procedures. System guidelines for evaluation of faculty job performance are described in System President's Procedure (See SP 3-31 "Evaluation of Faculty Job Performance"). System guidelines for the distribution of annual salary adjustments are described in System President's Procedure (See SP 355 "Faculty Salary Plan").

### EVALUATION CRITERIA AND PROCESS

Evaluation criteria and process are described in detail in the Guide for Evaluation of Faculty (See EP 190 Supplement 1 Guide for Evaluation of Faculty).

### EVALUATION OF PROVISIONAL FACULTY

For their first three years of employment at PPCC, regular faculty are considered provisional. Since State Board policy (See SP 3-31) on faculty evaluation does not distinguish between provisional and nonprovisional regular faculty, the evaluation of provisional faculty will be conducted using the same general process and the same basic criteria as for non-provisional faculty. Provisional faculty are expected to participate in PPCC's three-year professional development plan as part of the requirements of moving to non-provisional status.