

**BOARD POLICY  
San Mateo County Community College District**

**Subject:** 3.20 Evaluation of Faculty  
**Revision Date:** 11/10  
**Policy Reference:** Education Code Section 87663; Accreditation Standard III.A.1.b

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1. The objectives of the evaluation of members of the faculty are:
  - a. To improve instruction and other educational services.
  - b. To evaluate individual performance as a basis for judgments regarding retention and non-retention.
2. The employee shall be evaluated to determine whether:
  - a. The employee possesses such knowledge of a specialized field as is required for the satisfactory performance of assigned duties including knowledge of the subject matters dealt with in the courses the instructor is assigned to teach.
  - b. The employee possesses the ability to apply the knowledge of a specialized field in the execution of assigned duties including, for instructors, the ability to teach effectively.
  - c. The employee in fact performs the duties assigned to him/her satisfactorily.
3. The procedures for evaluation of faculty shall be specified in the collective bargaining agreement between the District and the American Federation of Teachers (AFT), Local 1493, as approved by the Board of Trustees.