

3.20 Evaluation of Faculty

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 nonretention.
2. The employee shall be evaluated to determine whether:
 - a. ~~In the case of an instructor, the~~ The employee possesses such knowledge of a specialized field as is required for the satisfactory performance of assigned duties including a 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 ~~teachers~~ **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 ~~exclusive representative for faculty~~ **American Federation of Teachers (AFT)**, as approved by the Board of Trustees.

(Revised ~~7/90~~ xx/10)