

Resolution Title: Dual Enrollment Evaluation Process

Whereas, Evaluation of faculty is part of Academic Senate's "10+1" purview, as codified in Title 5 §53200 (b) that gives Academic Senate the authority to make recommendations regarding "policies for faculty development activities" as well as Education Code §87660-87663¹.

Whereas, the most significant purpose of faculty evaluations is to promote professional development, and "policies for faculty professional development activities" is established as one of the 10+1 "academic and professional matters" of which Academic Senate has authority to make recommendations on, as outlined in Title 5 Section 53200 (b).

Whereas, The purpose of the evaluation process includes a number of essential goals, including to assist faculty in "developing skills and acquiring the experience to participate successfully in the educational process," and to "assure that students have access to the most knowledgeable, talented, creative, and student-oriented faculty available," and to "assure the quality of work performance and professional growth/development by providing a useful assessment of performance"²; and

Whereas, San Mateo County Community College District's College Access Pathways (CCAP) agreements with their respective partner high school districts require high school faculty performance, in relation to courses offered under CCAP agreements, must be evaluated by the San Mateo County Community College District using the adopted evaluation process and standards for adjunct faculty, which is outlined in the American Federation of Teachers (AFT) 1493 Contract [Appendix G: Evaluation Procedures](#); and

Whereas, The evaluation procedures for adjunct faculty are implemented with the understanding that many adjunct faculty teach at multiple colleges, community college districts, high schools, or work in other types of occupations and, as a result, are evaluated while having multiple work demands and even when they have been evaluated as a teacher at other schools; and

Whereas, Each college has a Evaluation Guidance Committee, consisting of the appropriate Vice President, District Academic Senate President, and AFT President or their designees whose responsibility is "to guide the evaluation process of the College and to resolve issues that arise during the evaluation process" and ensure that the evaluation process is "consistent from campus to campus"³.

¹ ASCCC Spring 2013 adopted paper: [Sound Principles for Faculty Evaluation](#) (pp. 1-2)

² [San Mateo County Community College District \(SMCCCD\) Faculty Evaluation Procedures](#) (p. 3).

³ [SMCCCD Faculty Evaluation Procedures](#) (p. 6).

Whereas, Any permanent changes to evaluations procedures are reflected in a revised Appendix G: Evaluation Procedures, which includes the input of a joint workgroup between District Academic Senate and AFT 1493.

Resolved, The Academic Senate of San Mateo County Community College District maintain that any faculty for a course that has credit on behalf of Cañada College, College of San Mateo, or Skyline College, including all dual enrollment teachers, should be evaluated in the first semester of their teaching according to the [Appendix G: Evaluation Procedures](#); and

Resolved, The Academic Senate of San Mateo County Community College District recommends that the AFT1493 contract explicitly state that any faculty for a course that has credit on behalf of Cañada College, College of San Mateo, or Skyline College, including all dual enrollment teachers, should be evaluated according to a process stated in Appendix G: Evaluation Procedures; and

Resolved, The Academic Senate of San Mateo County Community College District affirm that it would be unreasonable to evaluate high school partner teachers any differently from how adjunct instructors are evaluated in their dual enrollment courses; and

Resolved, The Academic Senate of San Mateo County Community College District will work with each college's Evaluation Guidance Committee to ensure the consistency of evaluations across the District, including helping each other find evaluators when there is a shortage discipline faculty by finding related-discipline faculty and/or faculty from the other SMCCCD colleges; and

Resolved, The Academic Senate of San Mateo County Community College District affirms that any exceptions to the standard evaluation procedures should be limited and agreed upon by the respective college's Evaluation Guidance Committee, while any substantial permanent changes to the Evaluation Process should follow the normal process for revising Appendix G: Evaluation Procedures, including the opportunity for District Academic Senate and/or AFT 1493 to request a joint workgroup to propose substantive changes to the evaluation procedures; and

Resolved, The Academic Senate of San Mateo County Community College District reaffirms its commitment to continuously monitor our evaluation procedures and to revise the procedures when such changes would better support the teaching and learning environments of faculty and students of SMCCCD.