



## Pay for Performance Faculty Evaluation

**Instructor:** \_\_\_\_\_  
**Dept./Div.:** \_\_\_\_\_  
**Dept./Div. Chair:** \_\_\_\_\_

**1-Unacceptable 2-Improvement Needed 3-Satisfactory 4-Highly Satisfactory 5-Outstanding**  
**\*Please remember to document all one and five scores.\***

**Performance Area - Teaching** **Weighted Percentage: 80%** **Score 1 - 5**

- |  |       |  |
|--|-------|--|
| 1. Demonstrates appropriate preparation for classroom instruction        | _____ |  |
| 2. Implements a variety of effective teaching methods                    | _____ |  |
| 3. Provides opportunities for individual differences                     | _____ |  |
| 4. Maintains a classroom climate conducive to learning                   | _____ |  |
| 5. Demonstrates a knowledge of subject matter                            | _____ |  |
| 6. Manages student behavior in a constructive manner                     | _____ |  |
| 7. Uses instructional time effectively                                   | _____ |  |
| 8. Demonstrates ability to motivate students                             | _____ |  |
| 9. Demonstrates ability to communicate effectively with students         | _____ |  |
| 10. Evaluates student progress effectively                               | _____ |  |
| 11. Demonstrates ability to advise students effectively                  | _____ |  |
| 12. Demonstrates effective assessment of student learning                | _____ |  |
| 13. Implements instructional objectives effectively                      | _____ |  |
| 14. Uses a variety of teaching materials                                 | _____ |  |
| 15. Organizes classroom/lab environment to promote learning              | _____ |  |
| 16. Demonstrates positive interpersonal relationships with students      | _____ |  |
| 17. Demonstrates positive interpersonal relations with educational staff | _____ |  |
| 18. Demonstrates a commitment to professional growth                     | _____ |  |
| 19. Follows the policies and procedures of STC                           | _____ |  |
| 20. Assumes responsibilities outside the classroom as they relate to STC | _____ |  |
| 21. Demonstrates a sense of professional responsibility                  | _____ |  |

	Total Score	0
	Average Score (Total Score Divided by Number of Criteria)	#DIV/0!
<b>TEACHING SCORE (Average Multiplied by Weighted Percentage)</b>	<b>80%</b>	<b>#DIV/0!</b>

**Performance Area - College Service** **Weighted Percentage: 10%** **Score 1 - 5**

- |   |       |  |
|---|-------|--|
| 1. College Committees   | _____ |  |
| 2. Student Campus Activities/Organizations  | _____ |  |
| 3. State or National Career & Technical Student Conferences/Contests (SkillsUSA or PAS) | _____ |  |
| 4. Accreditation Activities   | _____ |  |

	Total Score	0
	Average Score (Total Score Divided by Number of Criteria)	#DIV/0!
<b>COLLEGE SERVICE SCORE (Average Multiplied by Weighted Percentage)</b>	<b>10%</b>	<b>#DIV/0!</b>

**Performance Area - Industry/Professional Relations** **Weighted Percentage: 10%** **Score 1 - 5**

- |                                    |       |  |
|------------------------------------|-------|--|
| 1. Advisory Council                | _____ |  |
| 2. Industry/Professional Relations | _____ |  |

	Total Score	0
	Average Score (Total Score Divided by Number of Criteria)	#DIV/0!
<b>INDUSTRY RELATIONS SCORE (Average Multiplied by Weighted Percentage)</b>	<b>10%</b>	<b>#DIV/0!</b>

<b>Overall Composite Score</b>	<b>#DIV/0!</b>
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Source: Adapted for STC from Jerry W. Valentine, Principles and Practices for Effective Teacher Evaluation, Allyn and Bacon, 1991.

**Instructor:** \_\_\_\_\_

**Supervisor's Comments:**

**Instructor's Comments:**

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**Instructor Signature** **Date**

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**Department/Division Chair Signature** **Date**

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**Dean/Associate Dean Signature and Title** **Date**