**School of Education Faculty Evaluation Rubric 2019- REVISED DRAFT**

**1.Today’s Date**

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**2. Department Name**

* Curriculum & Instruction
* Counseling & Instructional Support
* Family & Consumer Science
* Secondary Education

**3. First Name**

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**4. Last Name**

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**5. Academic Rank**

* Full Professor
* Associate Professor
* Assistant Professor
* Instructor

**6. Evaluation Period**

2018-2019

2019-2020

2020-2021

2021-2022

2022-2023

2023-2024

**7. Course Preparation & Delivery A**

* Exceeds Expectations: Provides evidence of integration of professional standards \* in the course objectives, course assignments, and assessment portions of the syllabus in all courses. \* National, State, and/or Institutional Standards
* Meets Expectations: Provides evidence of integration of professional standards in both the course objectives and assessment portions of the syllabus in all courses.
* Below Expectations: Does not provide evidence of integration of professional standards in either the course objectives or assessment portions of the syllabus in one or more course.
* Not Applicable: Select this rating if a faculty member’s entire teaching load consists of courses that do not address standards.

**8. Course Preparation & Delivery B**

* Exceeds Expectations: Provides evidence of infusing and assessing students’ knowledge and skills related to three or more of the following: 1)collaboration, 2)communication 3)critical thinking or problem solving, and 4)creativity or innovation.
* Meets Expectations: Provides evidence of infusing and assessing students’ knowledge and skills related to two or more of the following: 1)collaboration, 2)communication 3)critical thinking or problem solving, and 4)creativity or innovation.
* Below Expectations: Provides evidence of infusing and assessing students’ knowledge and skills in less than two of the following: 1)collaboration, 2)communication 3)critical thinking or problem solving, and 4)creativity or innovation.

**9. Course Preparation & Delivery C**

* Exceeds Expectations: Provides evidence of three or more instructional strategies that are utilized in all courses. Instructional strategies include case studies, projects, simulations, and other best practices in the discipline.
* Meets Expectations: Provides evidence of two instructional strategies that are utilized in all courses.
* Below Expectations: Provides evidence of fewer than two instructional strategies that are utilized in all courses.

**10. Course Preparation & Delivery D**

* Exceeds Expectations: Provides evidence of three or more types of instructional technology that are utilized in all courses. Instructional technologies include excel spreadsheets, PowerPoint development, computer analyses, graphic design, website design, video and audio productions, software development, etc.
* Meets Expectations: Provides evidence of two types of instructional technology that are utilized in all courses.
* Below Expectations: Provides evidence of fewer than two types of instructional technology that are utilized in all courses.

**11. Course Preparation & Delivery E**

* Exceeds Expectations: Instructor implements and can articulate steps taken to improve teaching based on assessment data and documented observations. Assessment data: assessments of national, state, or institutional standards. Documented observations: student evaluation narratives, peer evaluations, and/or department head evaluations.
* Meets Expectations: Instructor implements and can articulate steps taken to improve teaching based on documented observation.
* Below Expectations: Instructor was unable to implement steps to improve teaching.

**12. Professional Development:**

* Exceeds Expectations: Provides evidence of participation in more than two workshops, seminars, etc. and provides an explanation of how this PD has helped to develop him or her professionally.
* Meets Expectations: Instructor has participated in two workshops, seminars, etc. and provides an explanation of how this PD has helped to develop him or her professionally.
* Below Expectations: Instructor was unable to participate in PD or participated but failed to explain how this PD helped to develop him or her professionally.

**13. Student Evaluations:**

* Exceeds Expectations: Student evaluation scores (average for all course taught) range from 4.5-5.0.
* Meets Expectations: Student evaluation scores (average for all courses taught) range from 3.75-4.49.
* Below Expectations: Student evaluation scores (average for all course taught) are 3.75 or below.

**14. Recent Professional Experience (Education Methods Faculty Only)**

* Exceeds Expectations: Faculty member had more than five (5) observations, consultations, visitations, class sessions, or other experiences in a public or private school.
* Meets Expectations: Faculty member had five (5) observations, consultations, visitations, class sessions, or other experiences in a public or private school.
* Below Expectations: Faculty member did not teach or have five (5) observations, consultations, visitations, class sessions, or other experiences in a public or private school.
* Not Applicable: Faculty member is not responsible for teacher education methods course content.

**15. Department Head’s Overall Assessment of Teaching Effectiveness**

* Exceeds Expectations (5 or 8 categories “Exceeds” with none “Below”)
* Meets Expectations (None “Below”)
* Below Expectations (One or more “Below”)

**16. Comments: Teaching Effectiveness**

**17. Advisement**

* Exceeds Expectations: Maintains complete\*and detailed\*\*records of student advisement \*Up to date check sheet and documentation of advisement session for each semester student is enrolled; \*\*Additional advisement pertaining to graduation requirements (e.g., documentation of advisement regarding Praxis II, ECE, etc.)
* Meets Expectations: Maintains complete\*records of student advisement \*Up to date check sheet and documentation of advisement session for each semester student is enrolled.
* Below Expectations: Student advisement records are inconsistently kept or multiple advisement errors documented.

**18. Advisement (Student Evaluation)**

* Exceeds Expectations
* Meets Expectations
* Below Expectations

**19. Department Head’s Overall Assessment of Advisement**

* Exceeds Expectations (Two of two “Exceeds”)
* Meets Expectations (None “Below”)
* Below Expectations (One or more “Below”)

**20. Comments: Advisement**

**21. Scholarly Activities**

* Exceeds Expectations: Provides evidence of at least two major scholarly activities that may include sustained inquiry in one’s discipline, scholarly productivity demonstrated by publication or, when appropriate, artistic works and performances, submission of significant proposals for research grants and projects, presentation of scholarly findings/creative work at professional meetings, submission of significant program/school/university-related documents (e.g., policies/procedures, annual reports, manuals/handbooks, new program proposals, curriculum development documents required to meet accreditation requirements, etc.), sharing expertise with the university community, use of research in developing new curricula, teaching methods, library services, or programs.
* Meets Expectations: Provides evidence of at least one major scholarly activity or may include satisfactory progress toward completion of a major scholarly activity.
* Below expectations: Provides no evidence of no major scholarly activities and/or no evidence of progress toward completion of a major scholarly activity.
* Not applicable for the evaluation period.

**22. University Service A**

* Exceeds Expectations: Evidence of a leadership role in assigned program, departmental, college, and/or university committee(s).
* Meets Expectations: Was an active member of assigned departmental, college, and/or university committee(s).
* Below Expectations: Was a non-active member of assigned departmental, college, and/or university committee(s).

**23. University Service B**

* Exceeds Expectations: Attended at least 90% of all scheduled committee meetings (program, departmental, college, or university committees).
* Meets Expectations: Attended at least 75% of all scheduled committee meetings.
* Below Expectations: Attends less than 75% of scheduled committee meetings.

**24. University Service C**

* Exceeds Expectations: Participated in additional university, college, department initiatives\*beyond those assigned. \*Go Orientation, Preview Day, Commencement, etc.
* Meets Expectations: Participated in assigned university, college, department initiatives, i.e. Commencement, etc.
* Below Expectations: Did not participate in assigned university, college, and/or department initiatives.

**25. Professional Organization Service**

* Exceeds Expectations: Served as an officer in a professional organization; served as a chairperson on a committee within a professional organization; and or served as a member of local, state, or national accreditation team, advisory board, or editorial board granted “professional membership” status.
* Meets Expectations: Active membership in at least one professional organization.
* Below Expectations: No professional memberships.

**26. Community Service**

* Exceeds Expectations: Provides evidence of at least two community involvement activities. Service to the community may include the following: Active member of a community board or committee and/or provided consultations, and/or provided leadership in workshops, seminars, program initiatives, lectures, or performances, and/or initiated service learning projects in a course and/or student organization,  and/or participated in public art installments and/or judging two field-related events to the community that was aligned with the faculty member's area of expertise related to degree or primary teaching field.
* Meets Expectations: Provides evidence of at least one community involvement activity or satisfactory progress toward completion of a community involvement activity. Service to the community may include the following: Member of a community board or committee and /or provided leadership in a workshop, seminar, program initiative, lecture or performance, and/or initiated service learning project in a course or student organization, and/or participated in a public art installment to the community, and/or judging a field-related event that was aligned with the faculty member's area of expertise related to degree or primary teaching field.
* Below Expectations: No evidence of professionally based community involvement.

**27. Department Head’s Overall Assessment of Service**

* Exceeds Expectations (Exceeds in 4 or 5 with none below)
* Meets Expectations (Meets 3 or 5 with none below)
* Below Expectations (1 or more below)

**28. Comments: Service**

**29. Exhibits professional behavior to colleagues-Comments:**

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**30.Exhibits professional behavior to students-Comments:**

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**31. Exhibits professional behavior to administration-Comments:**

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**32. Exhibits professional behavior in relation to required changes in responsibilities-Comments:**

**33. Follows required expectations of employment (e.g. meeting classes as scheduled, serving on committees, involved in scholarly activities, etc.) with positive attitude-Comments:**

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**34. Overall Annual Evaluation:**

* Exceeds Expectations
* Meets Expectations
* Falls Below Expectations

**35. Improvements & Recommendations: Teaching Effectiveness**

**36. Improvements & Recommendations: Advisement**

**37. Improvements & Recommendations: Scholarly Activity**

**38. Improvements & Recommendations: Service**

**39. Improvements & Recommendations: Professional Dispositions**

**40. Improvements & Recommendations: Other**

**41. I hereby acknowledge that I have participated in the Faculty Annual Assessment Conference. I am aware that I have (10) days to present a written response.**