

★ Peer Evaluation Process

**(PEC)
Peer Evaluation
Committee**

2-chosen by faculty member,
1-chosen by Assoc. Dean

*At least 2 on the committee must be tenured

PEC Meeting

PEC meet to discuss collected
Observations from all members.
Results of student ratings provided.

Peer Evaluation

PEC Chair writes summary
of recommendations and provides to
Assoc. Dean.

Peer Review

PEC Chair/Assoc. Dean/Faculty meet
to discuss Peer Evaluation.

*If positive, Peer Evaluation
is complete*

*If negative
Peer Review*

Meeting with Assoc. Dean &
PEC to discuss finding

Meeting with Assoc. Dean, PEC
Chair and Faculty to discuss
any further action

Two possible actions:

Constructive
Intervention

Development
Plan

★ Administrative Evaluation Process

After Peer Evaluation is complete:

**Administrative
Evaluation Report**

Assoc. Dean writes Administrative
Report with recommendations
submitted to the
Vice President of Instruction.
Results of student ratings provided.

**Administrative Review
Committee**

VP of Instruction & Associate Dean
discuss the Admin Evaluation.

*If Admin Review is
positive or negative*

★ Student Evaluations

Office of Instruction conducts student ratings.
Results of ratings are shared with Peer Evaluation
Committee, Associate Dean and Faculty member.

Results sent for Peer Evaluation Process
Results sent for Administrative Evaluation Report

Review Meeting

Meeting held to review Peer Evaluation
and Admin Review with Assoc. Dean,
PEC Chair and VP of Instruction.

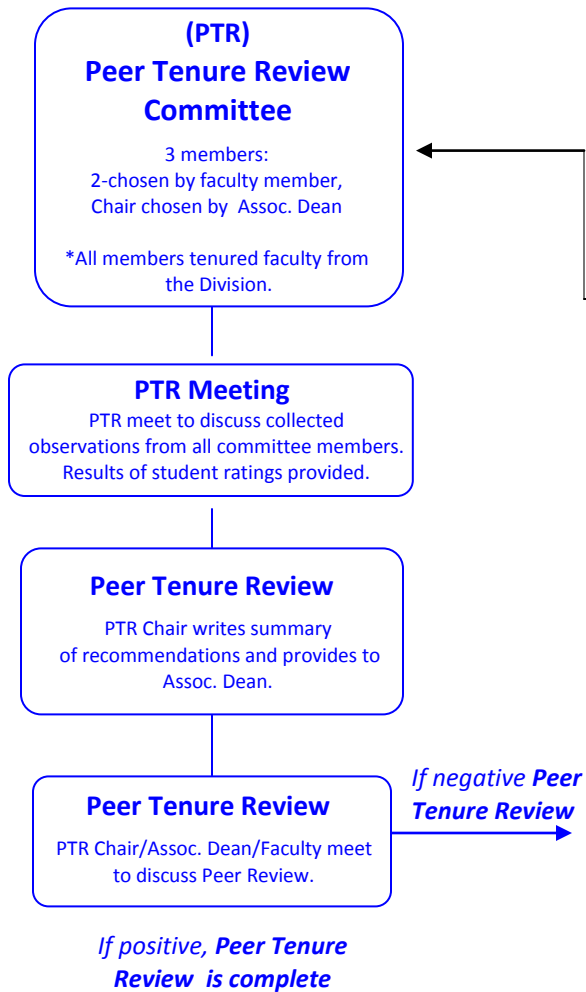
*Recommendation given to
President*

President

Board

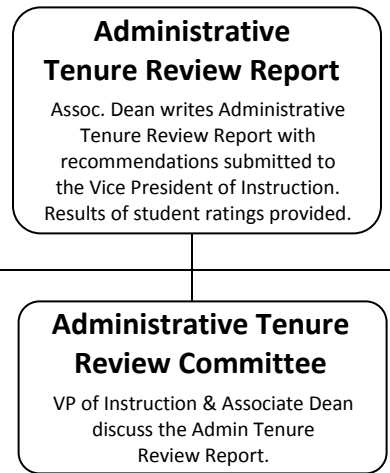
**Performance Evaluation
Process Flowchart**
Southwestern Oregon
Community College
2011-2012

★ **Peer Tenure Review Process**



★ **Administrative Tenure Review Process**

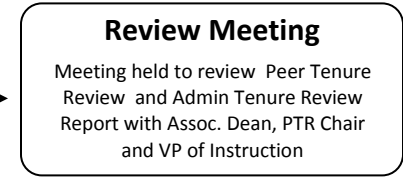
After Peer Tenure Review is completed:



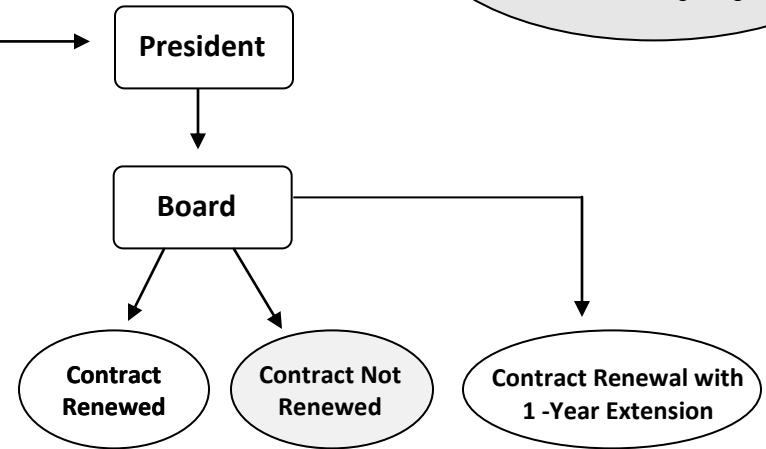
★ **Student Evaluations**

Office of Instruction conducts student ratings. Results of ratings are shared with Peer Tenure Review Committee, Associate Dean and Faculty member.

Results sent for Peer Tenure Review process
Results sent for Administrative Tenure Review Report



Recommendation given to President



Tenure Review Process Flowchart
Southwestern Oregon
Community College
2011-2012