

MiraCosta College

Tenured Faculty Professional Growth and Evaluation Handbook



June 2014



Section One: Introduction

- e. Acting in accordance with the ethics of the profession and with a sense of personal integrity;
- f. Working in a spirit of timely cooperation to develop and maintain a collegial atmosphere;
- g. Demonstrating sensitivity to human and cultural diversity among colleagues.

MiraCosta College

Tenure Candidate Handbook

August 2015

Contact Information

If you have questions regarding the tenure process that concern deadlines or other technical issues, contact **Tim Alves at ext. 7876**.

Questions regarding issues requiring clarification or interpretation should be addressed to your Tenure Coordinator.

	<p>by end of Week 17</p> <ul style="list-style-type: none"> ▪ Faculty/Staff Survey of Non-Classroom Faculty results are uploaded to Candidate's ePortfolio by end of Week 17
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II. Criteria for Evaluation

1. Demonstrated skill in classroom teaching, non-classroom roles, and other responsibilities specifically listed in the employment job announcement. These may include:
 - a. Currency and depth of knowledge in the primary areas of responsibility;
 - b. Use of effective communication, written and oral;
 - c. Careful attention to effective organizational skill in the classroom and/or other worksite(s);
 - d. Commitment to program/discipline development and enrichment;
 - e. Creativity and innovation;
 - f. Leadership skills.
 - g. Commitment to cultural competence.
2. Respect for students' rights and needs by:
 - a. Demonstrating patience, fairness, and promptness in the evaluation and discussion of student work;
 - b. Sensitivity and responsiveness to the needs of individual students and their special circumstances, when appropriate;
 - c. Maintaining contractual obligation to teaching and worksite hours and, if appropriate, to regular and timely office hours;
 - d. Demonstrating sensitivity to human and cultural diversity;
 - e. Acknowledging and defending the free inquiry of students in the exchange of criticism and ideas;
 - f. Recognizing the opinions of others.
3. Respect for colleagues and the educational professions by:
 - a. Acknowledging and defending the free inquiry of colleagues in the exchange of criticism and ideas;
 - b. Recognizing the opinions of others;
 - c. Acknowledging sources, when appropriate;
 - d. Striving to be objective in their professional judgment of colleagues;

