Palomar College, Tenure & Evaluations

**STANDARDS OF PERFORMANCE FOR TEACHING FACULTY**

**(the elements included in the Review Report for Tenure and Peer Evaluation)**

1. The professor establishes a classroom or online environment that promotes the active role of students as learners, encouraging questions and other forms of participation.
2. The professor treats students with respect, demonstrating a willingness to work with a diverse student body.
3. The professor teaches a course that is appropriately organized, with clearly-stated objectives in keeping with the Course Outline of Record.
4. The professor demonstrates subject matter expertise.
5. The professor is proficient at integrating appropriate material and methods into the classroom or the online environment.
6. The professor communicates in a clear, informative, and professional manner.
7. The professor designs fair and clearly stated grading policies that promote high standards for student work.
8. The professor provides fair and reasonably prompt evaluation of student work.
9. The professor establishes the appropriate learning outcomes for each course and consistently assesses for student learning of those outcomes.
10. The professor fulfills the contractual requirements of the position.
11. The professor demonstrates continued professional growth by participation in professional development activities.
12. The professor demonstrates commitment to the college and to education by service to the college.