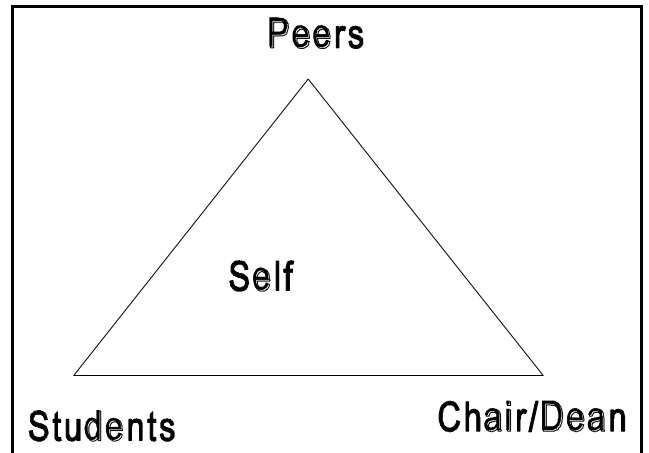


Teacher Evaluations Post-CFS Faculty

The post-CFS teacher evaluation process will occur for each faculty member every three years and will last two consecutive semesters. Generated reports will come from five principal groups: students, peers, department chair, college dean, and self. The guidelines below are for the different groups for each semester.



First Semester

- ⊆ **Students.** Student evaluations will be conducted in each of the teacher's classes.
- ⊆ **Peers.** A peer review will be organized. Three faculty members (ideally two from the department and one from the college) will make an unannounced visit to a class session. A simple observation strategy using the SII format (strengths, improvements, insights) could be used. The three visitors and faculty member will later meet for lunch to discuss the observations in an open and unthreatening atmosphere. None of these proceedings will be reported to department chair, college dean, or to the administration. The lunch will be paid by the college.
- ⊆ **Chair/Deans** An unannounced classroom visit will be made by the department chair and college dean, who will return a report of their impressions of the visit to the faculty member.

Second Semester

- ⊆ **Self.** Instructors will draft a *Faculty Stewardship Review*. They will also be invited to submit supporting materials of their choice to illustrate their service as a BYU-Idaho faculty member.
- ⊆ **Department Chair.** These review materials will be forwarded to the department chair by an agreed-upon deadline. The chair will then schedule a *department stewardship interview* with the faculty member. The objective of the interview is to receive an accounting of stewardship but also to provide an opportunity for reflection, goal-setting, and praise for things well-done. It's also a chance to see what all of us can do to help the faculty member to grow, improve, and develop professionally.
- ⊆ **College Dean.** The department chair will write a brief report and overall assessment of the faculty member's performance, and forward it (along with the Faculty Stewardship Review package) to the college dean. The dean will then schedule a *college stewardship interview* with the faculty member. A report of the dean's interview and overall performance assessment will be forwarded to the academic vice-president.