




Joint Communication re Reference to SLOs in Faculty Evaluations

This memorandum provides information for use in the development of a District response to the ACCJC Recommendation #1:

Background: Subsection c of the ACCJC Standard III.A.1 states that "Faculty and others directly responsible for student progress toward achieving stated student learning outcomes [must] have, as a component of their evaluation, effectiveness in producing those learning outcomes".

Discussion: The CFE and District have been engaged in negotiations for the successor collective bargaining agreement since the Fall of 2012. Recognizing and agreeing on the need to include the use of SLOs as a component to Faculty evaluations, both parties conceptually agreed to new contract language to address this on August 6, 2012 (see attached). Both parties conceptually agreed that this new language would be a component of evaluations for all categories of Faculty represented by the CFE.

Interim Solution: Until the successor agreement negotiations can be finalized and a new contract ratified, the District has directed administrators who evaluate Full Time Faculty to address the use of SLOs in the current Coast Community College District Administrator Evaluation of Faculty form (found at Appendix B - page 94) of the now expired Collective Bargaining Agreement. Specifically administrators have been directed to comment on faculty use of SLOs under subparagraph D of the form which is entitled "Participates in Department/Division Activities." For Part Time Faculty represented by CFE, Administrators have been directed to ensure the use of SLOs is addressed in the section entitled, "Additional Comments by evaluator(s)" in the Faculty Evaluation Report contained on pages 88-91 of Appendix B of the contract.


Date: 11/13/13
Dean Mancina, President
Coast Federation of Educators
CFE/AFT Local 1911

Date: 11/13/13


Date: 11/13/13
Deborah Hirsh, Vice Chancellor
Coast Community College District

Date: 11/13/13