



## **Section 6: PERFORMANCE EVALUATION**

See [Performance Evaluations](#) Webpage.

### **PERFORMANCE EVALUATION OF UNCLASSIFIED STAFF**

The evaluation process should provide a climate for encouraging each employee to reach his/her maximum potential. The goal of an evaluation is to ensure fairness and equity of performance appraisal through the establishment of mutual trust and open communication.

Implicit in evaluation is the idea that expectations are clearly defined, written, discussed and agreed upon the individual and the supervisor. The ultimate value of evaluation is overall improvement of the individual and the College. The College has adopted the [LCTCS Professional/Administrative Evaluation and Planning Form for Unclassified Employees Form](#) for its annual unclassified evaluation process.

### **PERFORMANCE EVALUATION OF FACULTY**

#### **Student Evaluation of Instruction**

All faculty members' (full-time and adjunct) classes are evaluated by the students in accordance with the timeline set forth in the College's [Faculty Evaluation and Improvement of Instruction](#) policy.

#### **Supervisor Evaluation of Instruction and/or Other Responsibilities**

Each faculty member is evaluated in accordance with the College's [Faculty Evaluation and Improvement of Instruction](#) policy.

### **PERFORMANCE EVALUATION OF CLASSIFIED STAFF (SERVICE RATINGS)**

Annual Service Ratings are conducted on all permanent classified employees as required by the State of Louisiana Civil Service Rules. See the [Classified Employees Performance Evaluation System \(PES\)](#) Webpage for more information.