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 Unclassified Staff Evaluation and Planning Form for its annual unclassified evaluation process as per LCTCS Policy #6.010 Performance Management.

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 webpage for more information.