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# IMPACT Project Faculty Evaluation

El Camino College IMPACT Fall 2022  
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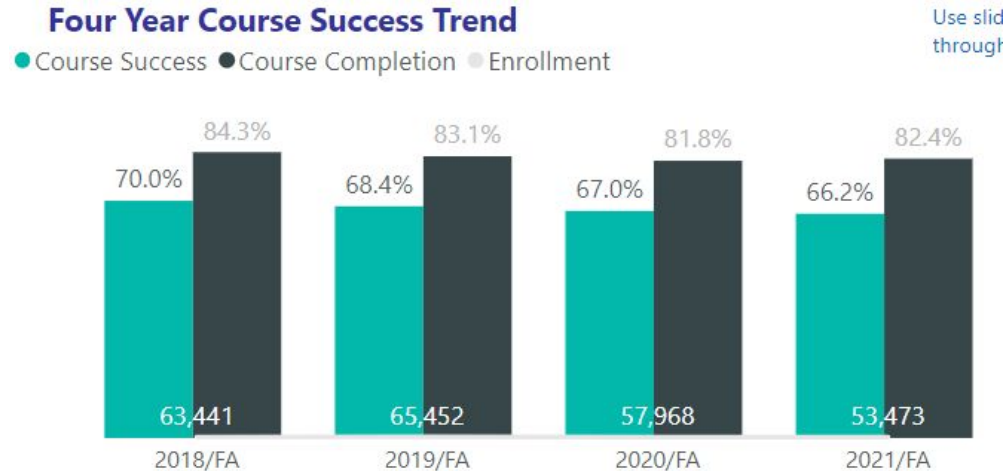
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**Welcome Chat! Turn to a neighbor and discuss: what is the purpose of a faculty evaluation?**

# Relevance

- USC Center for Urban Education (CUE) recommended using race-specific metrics
  - [Academic Senate Packet w/ CUE's slides](#)
- Chancellor's office moving towards including DEIA competencies in evaluations
  - [Notice of Proposed Rulemaking- Title V Regarding Evals & Tenure](#)
- Not meeting ECC Institutional Effectiveness Success Rate Goal: 74%



# Problem Statement

Currently the instructional faculty evaluation process does not:

- Address Diversity, Equity, and Inclusiveness competencies.
- Disrupt structural inequity. It allows faculty to ignore issues of equity and/or anti-racist pedagogy that may be present in their classroom.
- Help improve institutional effectiveness.

# ***Equity and Disproportionate Impact***

Data includes last four Fall terms.

Race/Ethnicity	Enrollment	Success Rate	Success Rate Gap
+ Asian	34,362	79.3%	8.8%
+ White	31,248	78.3%	7.3%
+ Two or More Races	9,847	72.9%	0.7%
+ Unknown or Decline	9,586	66.3%	-6.1%
+ American Indian	495	65.9%	-6.5%
+ Latino	122,156	64.5%	-10.9%
+ Hawaiian/Pacific Islander	1,256	58.8%	-13.6%
+ Black or African American	31,064	58.2%	-15.5%



**Disproportionate  
Impact  
(Equity Gaps)**

# ECC's Current Self Evaluation Prompts

1. Explain how objectives for the improvement of instruction and student learning outcomes from the last report were addressed. (Previous report is available in the division office).
2. Discuss objectives for the continued improvement of instruction.
3. Reflect on the Student Learning Outcomes assessment results as they relate to your teaching.
4. Analyze and discuss the results of your student surveys.
5. Examine ways in which you encourage student success and course completion.
6. Describe professional growth activities, including any flex activities, conferences, and workshops attended.
7. Discuss committees on which you are serving or have served since the last evaluation and other committees you may be interested in serving on in the near future.

# Proposal- Self Evaluation Prompts

1. Explain how the objectives for the improvement of instruction and Student Learning Outcomes from the last report were addressed. (Previous report is available in the division office).
2. Reflect on the Student Learning Outcomes assessment results as they relate to your teaching.
3. Analyze and discuss the results of your student surveys, **your course success rate, and your course completion rates disaggregated by race/ethnicity as appropriate.**
4. Examine ways in which you encourage student success and course completion.
5. **Discuss objectives for the continued improvement of instruction in order to address equity gaps based on your data including any professional growth activities such as flex activities, conferences and workshops attended.**
6. Discuss committees on which you are serving or have served since the last evaluation and other committees you may be interested in serving on in the near future.

# Conclusion

- Compels reflection, discussion, and planning based on disaggregated course outcome data while centering equity
- Ensures process is constructive and not punitive
  - Focuses on reaching ECC's institutional effectiveness goals and individual goals
  - Reflections are built into the self-evaluation section rather than the peer evaluator form
- Data is already available and easily accessible making implementation possible