

Evaluation Guidebook for Tenured Librarians

Updated March 20, 2026

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This packet contains all of the policy and procedure language from Appendix X to the UF/CCCCD Contract related to the evaluation of Tenured Librarians. Tenured classroom faculty, counselors, learning disability specialists, faculty who teach on-line, part-time and probationary (tenure track) faculty should consult different guidebooks (available on-line, from the UF website or from any Division Dean's office). The forms included in this book are samples only. Please use the forms available in your Division Office. If you have questions about the evaluation process or about the forms, please contact the United Faculty or your Division Dean.

X4.3.1 CONTRA COSTA COMMUNITY COLLEGE DISTRICT IMPLEMENTATION OF FACULTY EVALUATION GUIDELINES

These revised faculty Evaluation Guidelines replace the faculty Evaluation Guidelines approved by the Governing Board on April 27, 1994 and shall be implemented beginning Fall 2010.

All faculty evaluations conducted after implementation of this agreement shall use the new forms and procedures, but no evaluation timelines will be altered nor any faculty member reevaluated as a result of this agreement.

X4.3.2 CONTRA COSTA COMMUNITY COLLEGE DISTRICT FACULTY EVALUATION GUIDELINES

Guidelines for faculty evaluation were developed by United Faculty, academic senate, and management representatives. The goals of evaluation are to promote professionalism and enhance performance among the faculty of the District and to allow assessment of performance based on clear and relevant criteria. The college president is responsible for the implementation of the evaluation process.

X4.3.3 COMPOSITION, FORMATION AND RESPONSIBILITIES OF THE PEER REVIEW COMMITTEE

- X4.3.3.1 The peer review process shall be conducted in adherence to the applicable Education Code (87663d).
- X4.3.3.2 The Peer Review Committee (PRC) is charged with the responsibility of conducting the evaluation and shall be composed of two members; one regular faculty member or educational manager chosen by the evaluatee; and one regular faculty member chosen by the department/sub-area or in the case of a one person department/subarea, one regular faculty member chosen by the division/area of which the evaluatee is a member or in the case of a two person department/subarea, one regular faculty member chosen by department/subarea or by the division/area of which the instructor is a member, if requested by the evaluatee. If the evaluatee declines to appoint a peer, the peer will be appointed by the academic senate president.
- X4.3.3.3 An evaluator may serve on a PRC if s/he has participated in an orientation to evaluation within the last three years.
- X4.3.3.4 Responsibilities of Members of the PRC:

- X4.3.3.4.1 The PRC shall elect its own chair whose responsibilities include the following:
- A) convening the PRC conferences at least two times each semester at mutually agreeable times: a pre-evaluation conference a post-evaluation conference after all evaluations have been completed;
 - B) coordinating student evaluations, classroom observations, and observations of counselors, librarians, learning disabilities specialists, and physical disabilities specialists;
 - C) adhering to the specified timetable for the evaluation process;
 - D) communicating evaluation results to the evaluatee;
 - E) completing the summary checklist and summary report;
 - F) ensuring that all evaluation materials have been placed in the portfolio of the evaluatee; and
 - G) ensuring that the committee determines whether other duties related to the evaluatee's teaching load ought to be addressed/evaluated.
- X4.3.3.4.2 If a member of the PRC must resign from the committee, he/she shall notify the chair in writing. A new member shall be designated using the method indicated in X4.3.3.2. The new member must have participated in the orientation to evaluation: additional orientations will be given, as needed.

X4.3.4 WORKPLACE OBSERVATION PROCEDURE FOR LIBRARIANS

- X4.3.4.1 Evaluation shall be conducted by the evaluator(s) in accordance with the timetables.
- X4.3.4.2 Observations shall be scheduled at least one week in advance with the mutual agreement of the faculty member to be evaluated.
- X4.3.4.3 In the pre-evaluation conference, the evaluator(s) shall obtain materials used in the course of job performance, such as written documentation developed by librarians in the course of their work.
- X4.3.4.4 The evaluator/observer shall observe librarians working with clients for at least one hour. When the librarian's primary responsibility does not involve working directly with students (for example, cataloging, acquisitions), said librarian will be observed, interviewed, and evaluated based on the assigned primary responsibilities. A similar workplace observation form will be developed.
- X4.3.4.5 The documentation used for workplace observation shall include narrative comments. (See the Workplace Observation Form for Librarians).
- X4.3.4.6 Within two weeks of the observation, each evaluator shall complete the observation form and meet with the evaluatee to discuss the visitation.

X4.3.5 STUDENT EVALUATION PROCEDURE FOR LIBRARIANS

- X4.3.5.1 Student evaluation forms shall be administered, completed, and returned by each student at the end of each reference session or interview or library orientation session conducted by the librarian between the start of the fifth week and the end of the eighth week of the semester. The student will receive the form from the librarian. The student shall submit the form in a sealed envelope to the circulation desk for collection by the chair of the evaluation committee. The disbursement and collection of student evaluations will cease when the number collected reaches fifty (50) for probationary faculty and thirty (30) for tenured, part-time and faculty emeritus employees. The chair of the evaluation committee will deliver the forms to the appropriate manager or designee.
- X4.3.5.2 In the case where a librarian is evaluated in a classroom setting, including a library workshop, during the same semester that he or she is evaluated during reference sessions, student evaluations will be administered during the workshop or class. In this case, the disbursement and collection of student evaluations during reference sessions or interview or library orientation sessions shall cease when the number collected reaches thirty (30) for probationary faculty and twenty (20) for tenured, part-time and faculty emeritus employees.
- X4.3.5.3 The manager shall ensure that the student evaluations are confidentially scored and transcribed. A summary sheet of the objective data shall be prepared for each reference session/interview in which student evaluations are administered. Written comments shall be transcribed for all faculty. The evaluation committee shall review the summary data sheet and the written comments. The chair shall summarize the written comments and the objective data in the summary report. The summary data sheet and transcriptions of written comments shall be attached to the summary report.
- X4.3.5.4 The original student evaluation forms shall be confidentially maintained. In the case of a tenured faculty member, the evaluations will be stored until the next evaluation cycle.
- X4.3.5.5 The form used for student evaluations shall be the Student Evaluation Form for Librarians. Library Workshops shall be evaluated using the Student Evaluation Form for Library Workshops.

X4.3.6 RIGHTS AND RESPONSIBILITIES OF EVALUATEES

X4.3.6.1 Rights

- X4.3.6.1.1. The evaluatee is entitled to be informed of the procedures of the evaluation process, including the appeal process.
- X4.3.6.1.2 The evaluatee has the right to be assessed only on those criteria related to the performance of the evaluatee's job.
- X4.3.6.1.3 The evaluatee shall have the right to have any job performance deemed to "needs improvement" specifically communicated to her/him in writing and based on the job-related criteria.
- X4.3.6.1.4 The evaluatee has the right to expect members of the PRC to adhere to guidelines stipulated in this article and to expect that they will strive to maintain objectivity and ensure that the evaluation process is in

agreement with principles of academic freedom.

X4.3.6.1.5 the evaluatee has the right to a confidential process.

X4.3.6.2 Responsibilities

X4.3.6.2.1 The evaluatee is required to attend scheduled meetings with the PRC.

X4.3.6.2.2 The evaluatee is required to cooperate with the PRC in creating and implementing an improvement plan if the evaluation is deemed “needs improvement.”

X4.3.6.2.3 The evaluatee is required to attend the orientation to evaluation unless s/he has attended an orientation in the previous three years.

X4.3.7 GUIDELINES FOR EVALUATORS

X4.3.7.1 Evaluators shall read all materials and follow guidelines and timetables.

X4.3.7.2 Evaluators shall be objective. Judgments shall not be based on hearsay or unsubstantiated information.

X4.3.7.3 Evaluators shall be constructive in their criticism, pointing out evaluation results and if necessary recommending a plan for improvement within a reasonable time frame.

X4.3.7.4 Evaluators shall evaluate the faculty member’s professional characteristics and ability to teach, counsel and perform librarian or learning disability functions based on job-related criteria. Evaluators shall not base the evaluation on personal characteristics, such as religious beliefs, sexual orientation and political affiliation.

X4.3.7.5 Evaluators shall recognize that the faculty member being evaluated may have a different, yet effective, philosophy of education and teaching style.

X4.3.7.6 Evaluators who believe they cannot objectively and fairly evaluate the faculty member shall disqualify themselves from participating in the evaluation.

X4.3.7.7 Evaluators shall respect the confidentiality of the process.

X4.3.7.8 Evaluators shall understand that non-classroom obligations are to be equitably distributed among all faculty members and that no individual is to be evaluated negatively either for failing to take on or for accepting more than a disproportionately large share of meetings and committees.

- X4.3.7.9 Evaluators shall treat the faculty member being evaluated with fairness, civility and respect.
- X4.3.7.10 Evaluators shall create a portfolio as follows:
- X4.3.7.10.1 This portfolio will serve as the basis for all evaluation, improvement of instruction and/or tenure decisions.
 - X4.3.7.10.2 The portfolio shall be confidential and shall be available only to the faculty member, the Due Process Panel or Appeals Committee, members of the evaluation committee, the appropriate dean, the college president, and the chancellor. The portfolio will be included in the official personnel file.
 - X4.3.7.10.3 The portfolio will contain, at the minimum:
 - a. student evaluation transcriptions, including percentages and typed comments;
 - b. completed workplace observation forms;
 - c. completed self evaluation report;
 - d. improvement plan, if needed;
 - e. summary report form;
 - f. other documentation mutually agreed upon by the evaluation committee and the faculty;
 - g. job announcement for probationary faculty members;
 - h. criteria-related material from the personnel file; and
 - i. criteria-related input from the department chair and/or dean (if submitted).
- X4.3.7.11 If an administrator chairs the PRC and a faculty member writes the Summary Report, the faculty member shall receive the same stipend as if he/she were the PRC chair.
- X4.3.7.12 If a member of the PRC must resign from the Committee, he/she shall notify the chair in writing. A new member shall be designated using the method indicated in X4.3.3.2. The new member must have participated in the orientation to evaluation; additional orientations will be given as needed.

X4.3.8 Summary Report

The member selected by the TRC shall complete the TRC's portion of the summary report on the results of the evaluation.

Categories of evaluation ratings are as follows:

- A) Consistently High Ratings
- B) Satisfactory
- C) Needs Improvement

D) Unsatisfactory Performance

Summary scores ("Consistently High Ratings"; "Satisfactory Performance"; "Needs Improvement"; "Unsatisfactory Performance") are determined by the evaluator or evaluation committee and are based on the evaluator or committee's overall assessment of classroom and student evaluation scores and comments. There is no specific score average that must be used in determining summary scores.

Where an evaluation committee has reached consensus (or in the case of a single evaluator, where the evaluator, has decided) on a summary score, that score is considered evaluation content and is therefore not subject to review or appeal (unless there is an allegation of bias or procedural violations). See Section X4.3.14.2.1.2.

X4.3.9 TIMETABLE AND ACTIVITIES

- X4.3.9.1 Each regular faculty member shall be evaluated every sixth semester. In the event that a faculty member is on leave or serving full-time in an administrative capacity during his/her regularly scheduled evaluation semester, the evaluatee shall be evaluated during the first year that the evaluatee returns to duties as an instructor, counselor, librarian, or learning disabilities specialist
- X4.3.9.2 A probationary faculty member who achieves tenure shall be evaluated as a regular faculty member in the third year after being granted tenure.
- X4.3.9.3 For a faculty member teaching in an "AC" contract assignment outside her/his "A" contract discipline(s), the "AC" department/subarea shall have the option to evaluate that faculty member independent of the faculty member's regular evaluation and not more often than specified in the part-time evaluation policy.
- X4.3.9.4 The following schedule shall serve as a guide in completing the evaluation process:
 - X4.3.9.4.1 August-September/January-February
Peer Evaluators are Selected. Orientation to evaluation for PRC and tenured faculty to be evaluated is conducted
 - X4.3.9.4.2 September/February
Peer Review Committee (PRC) will conduct a pre-evaluation conference to obtain materials and information from the evaluatee, to discuss evaluation criteria, and to develop a schedule for observations, student evaluations, and meetings. Timetables for classroom observations and administration of student evaluations shall be adjusted to accommodate classes that are less than a semester in length. Such adjustments shall be made with mutual agreement of the evaluatee and the chair of the evaluation committee.

In evaluations thereafter, the PRC may review the previous evaluation to ensure continuity of the process.
 - X4.3.9.4.3 September-November/February-April
 - X4.3.9.4.3.1 Classroom observations for teaching faculty and workplace observations of librarians, counselors, learning disabilities specialists, and physical disabilities specialists by PRC members occur.

- X4.3.9.4.3.2 Within two weeks after the observations, PRC members will complete the observation form(s) and conduct follow-up conference(s) with evaluatee to review the observation(s).
- X4.3.9.4.3.3 Student evaluations are conducted.
- X4.3.9.4.3.4 If requested by the evaluatee, the evaluator shall make a second workplace observation and complete an observation form on that second observation before the end of the ninth week. If the evaluatee desires, a third peer may be chosen to enter the process at this point. The third peer's observation and observation form must be completed before the end of the eleventh week of the semester. Information from all observations shall be included in the summary report.

X4.3.9.4.4 November/April

- X4.3.9.4.4.1 Evaluatee completes self evaluation and submits to PRC chair
- X4.3.9.4.4.2 Post-evaluation conferences

The PRC holds a post-evaluation conference to discuss all aspects of the evaluation and to assemble materials for the evaluation portfolio.
- X4.3.9.4.4.3 The PRC chair in conjunction with the PRC members completes the summary report, and, if necessary, discusses the development of an improvement plan.
- X4.3.9.4.4.4 The PRC holds a post-evaluation conference with the evaluatee to discuss all aspects of the evaluation, including the summary report and the development an improvement plan, if necessary. The summary report shall be signed and placed in the evaluation portfolio, which shall be finalized.
- X4.3.9.4.4.5 The evaluation portfolio shall be forwarded to the appropriate dean of instruction/dean of student services/area dean for sign off to acknowledge receipt and placement in the personnel file of the evaluatee.

X4.3.10 IMPROVEMENT PLAN

- X4.3.10.1 If the PRC determines that the faculty performance "needs improvement," a specific plan for performance improvement shall be developed by the PRC in consultation with the evaluatee.
- X4.3.10.2 The improvement plan shall include specific criteria-related recommendations and timetables for action. The timeline shall not exceed three semesters from the date of development of the plan for completion of activities.
- X4.3.10.3 The committee and the evaluatee shall agree upon available resources such as staff development, workshops such as instructional skills, conferences, or other classroom/job environment observations.
- X4.3.10.4 The committee shall monitor and record on the Improvement Plan Form that the Evaluatee completes each element of the plan within the agreed-upon timeline.

X4.3.10.5 The committee shall conduct another evaluation when the improvement plan has been completed.

Improvement Plan

Faculty Member: _____	Evaluation Period: _____
Date: _____	From: _____ To: _____

Performance Criteria Needing Strengthening	Cite Contract Article/Number for Each Criteria	Activities for Improvement

Measureable Outcome and Date	Date Progress Report Submitted (for full-time faculty only)

Signatures: Faculty member being evaluated: _____ Evaluation Committee Chair: _____ Dean: _____
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Comments:

Signature indicates receipt but not necessarily agreement. A copy will be sent to the Evaluatee after being signed by all parties, and the original will be placed in the Evaluatee's personnel folder. Upon completion of the Improvement Plan, the Evaluation Committee Chair or designee will note the completion dates on this form and send a final copy to the Evaluatee. For probationary faculty only, the TRC chair will notify the UF of the intent to give an improvement plan prior to completion.

X4.3.11 PROGRESS REPORT

- X4.3.11.1 For every full-time faculty member who receives an improvement plan, the Vice President or designee, in consultation with the evaluatee's Department Chair, shall monitor progress and submit a Progress Report to the College President at the appropriate time using the Improvement Plan Progress Report Form.
- X4.3.11.2 For tenured full-time faculty, this report should be completed at the conclusion of the Improvement Plan or the following corresponding semester (fall-fall or spring-spring), whichever comes soonest.
- X4.3.11.3 For any probationary faculty member who receives an improvement plan in their first, second or third regular semester evaluation, a Progress Report should be submitted before February 1 of the faculty member's fourth semester on tenure track. (This timeline assumes that faculty hired in the spring are evaluated in their first fall semester as their first regular semester evaluation on tenure track.) For any probationary faculty member who receives an improvement plan after the third semester, a Progress Report should be submitted before February 1 of the faculty member's eighth semester on tenure track.
- X4.3.11.4 No Progress Report shall be written for any faculty member who has not received an Improvement Plan.
- X4.3.11.5 A Progress Report shall be submitted to the college president no later than February 1 of the year in which it is written. A copy will also be sent to the evaluatee and the evaluatee's department chair prior to February 1.
- X4.3.11.6 The evaluatee shall have until February 10 of the year in which a Progress Report is received to write a response of any length to be attached to the report.
- X4.3.11.7 The content of Progress Reports shall not be grievable, but all grievance and appeal processes that apply to evaluations will also apply to progress reports.
- X4.3.11.8 The Progress Report shall be stored in the evaluatee's personnel file as part of the same evaluation that included the Improvement Plan.
- X4.3.11.9 The Progress Report shall include a summary of previous evaluations, a summary of concerns articulated in the Improvement Plan, a summary of progress made in responding to areas of concern, and a summary of how the evaluatee has met professional responsibilities.
- X4.3.11.10 For probationary faculty, the Progress Report is intended to help inform the President's decisions related to tenure and the probationary process, but the Progress Report shall not include a specific recommendation with regards to continuing in probationary status or with regards to tenure.

Improvement Plan Progress Report Form	
Faculty Member (Evaluatee): _____ Date of Improvement Plan: _____	
Date of Progress Report _____	
Manager (Vice President or Designee) Completing Progress Report _____	
Department Chair: _____	
Summary of Previous Evaluations	
Summary of Concerns Articulated in Improvement Plan	
Summary of Progress Made in Responding to Areas of Concern	
Summary of How the Evaluatee Has Met Professional Responsibilities	
Signatures:	
Manager (Vice President or Designee): _____	
Department Chair: _____	

The Progress Report should be sent to the College President no later than February 1 of the year in which it is written. A copy should also be sent to the evaluatee and the evaluatee's department chair. The Progress Report will be stored in the evaluatee's personnel file as part of the same evaluation that included the Improvement Plan.

X4.3.12 MANAGEMENT PARTICIPATION IN THE EVALUATION OF TENURED FACULTY

If management believes substantial evidence exists that a faculty member is in violation of Education code 87732, management, with the consent of the college president, may conduct an evaluation of the faculty member. Before a management evaluation is initiated, management must notify the faculty member to be evaluated and United Faculty in writing that an evaluation is to occur. Once the notification has been given, management must give the faculty member twenty-four hour notice of any classroom observation that is to occur.

X4.3.13 ORIENTATION TO EVALUATION

The District and the United Faculty agree to work together to develop an on-line training tutorial for training faculty in evaluation procedures. Once this training is available, we agree to reconsider the timetable and requirements for training. Until such time as we have developed the tutorial, current training will be updated and proceed according to the guidelines established below.

- X4.3.13.1 Each probationary and tenured faculty member being evaluated and faculty who are evaluating probationary, tenured, part-time, and faculty emeritus employees shall participate in a faculty orientation program at the assigned college. This orientation shall take place no later than one month into the semester during which the faculty member is being evaluated.
- X4.3.13.2 The college president, the academic senate president, UF vice president, equal employment opportunity officer or their designees shall be responsible for the planning and implementation of the orientation.
- X4.3.13.3 The orientation program shall include the purpose of evaluation activities, the procedures employed and the timetables required, information about the evaluation portfolio, how to conduct classroom observations and observations of counselors, librarians, and learning disabilities specialists.
- X4.3.13.4 The faculty member shall bring to the orientation the UF/CCCCD Agreement which contains the evaluation policies, procedures, and materials.
- X4.3.13.5 Every tenured faculty member must attend an orientation once every three years.

X4.3.14 DUE PROCESS PROCEDURE FOR PROBATIONARY AND REGULAR FACULTY

The following changes will go into effect July 1, 2026

- X4.3.14.1 Available Procedures
 - X4.3.14.1.1 Appeals Process

The appeals process is available to full-time faculty being evaluated and/or members of the TRC/PRC who believe there has been one or more procedural violations, bias based on criteria described below, and/or an inappropriate improvement plan during the evaluation process. This process can be used at any time during an evaluation period; however, complaints filed after a TRC/PRC summary report has been completed must be filed within ten days of receipt of the report by the faculty member being evaluated. The appeals process is not intended to replace the grievance procedure outlined in UF/CCCCD Agreement or

Board Policy 2002, both of which the faculty member being evaluated is entitled to use.

X4.3.14.1.2 UF/4CD Grievance Procedure

A faculty member has the right to file a grievance per Article 19 for violation of the evaluation process as described in Appendix X.

X4.3.14.1.3 Board Policy 2002

In the case where there is an allegation of unlawful discrimination or unlawful harassment, a faculty member should file a complaint per Board Policy 2002 and Human Resources Procedure 1040.07.

X4.3.14.2 Specifics of Appeals Process

X4.3.14.2.1 Limitations of the Appeals Process

X4.3.14.2.1.1 Allegations of bias

This procedure can be used only when alleging bias based on the following: age, religion, disability, sexual orientation, gender, race, ethnicity, philosophical beliefs, pedagogical differences, or discipline-related schools of thought. When alleging bias, the complainant must be able to provide evidence that the evaluator's bias prevents them from making an objective evaluation. Any allegation of bias that will result in an appeal of the content of the evaluation will not be allowed; however, the examination of the content of the evaluation may be used to substantiate alleged bias.

X4.3.14.2.1.2 Allegations of Procedural Violations

This procedure can be used to allege violations of the procedure outlined in Appendix X. The allegations may include failure to follow the established timetable and failure to use the criteria delineated in Appendix X. Any allegation of a procedural violation that will result in an appeal of the content of the evaluation will not be allowed; however, the examination of the content of the evaluation may be used to substantiate alleged bias.

X4.3.14.2.1.3 Allegations of an Inappropriate Improvement Plan

This procedure can be used to allege inappropriateness of activities of improvement.

X4.3.14.2.2 Steps in the Appeals Process

X4.3.14.2.2.1 To file an appeal, the complainant must complete the appeal form (X4.3.21) and submit it, along with documentation, to the Associate Vice Chancellor, Chief Human Resources Officer (AVC CHRO) within fifteen (15) working days after the post-evaluation conference with the evaluatee.

X4.3.14.2.2.2 Once the complaint is received, the AVC CHRO will notify the site-specific College President and UF Vice President. In

consultation with the College President and UF Vice President, the AVC CHRO will convene a Due Process Panel (DPP) that includes one UF Representative, the academic senate president or designee, and a manager chosen by the president. The committee shall be selected to ensure neutrality. No member of the DPP shall have served as an evaluator of the complainant.

- X4.3.14.2.2.3 The DPP chair may attempt to resolve the complaint informally. If the appeal is resolved informally, the DPP Chair shall notify the AVC CHRO, who shall inform the College President and UF Vice President. If the appeal is not resolved informally within five working days or the chairperson determines that an informal resolution is not possible, the panel shall proceed formally to investigate the appeal.
- X4.3.14.2.2.4 The panel shall review all supportive documentation provided by the complainant and may interview the employee who filed the appeal and/or members of the TRC/PRC as well as others who may attest to the validity of the complaint. The DPP chair shall provide TRC/PRC members who are named in the appeal an opportunity to respond to the complaint. The evaluatee shall be given the opportunity to comment on this response and/or findings.
- X4.3.14.2.2.5 The panel shall confer with the president before the panel renders findings and makes a final recommendation. The panel shall make every effort to render the findings and recommendation in writing within fifteen (15) working days of receipt of a written complaint. The findings and final recommendation must be delivered to the college president and AVC CHRO and must summarize the evidence considered and the reasoning involved in the recommendation, noting minority opinion, if any.
- X4.3.14.2.2.6 The DPP can render the complaint either to be groundless or to have merit. If the complaint is groundless, no remedial action shall be recommended. If it has merit, the panel can recommend to the President that one of the TRC/PRC members should be replaced, and/or that the procedures and/or timetable require modification, and/or, in extreme cases, that a new process be started no later than the beginning of the following semester. The president shall make the final determination and shall inform the DPP and AVC CHRO in writing within 5 working days and shall provide a written explanation for the decision. If the recommendation involves changes to committee membership, process modifications, or a new evaluation, the President shall ensure that any changes or actions are implemented. The AVC CHRO shall share a summary of the findings and the final determination with the employee who filed the appeal as well as with all affected parties and the UF.

X4.3.14.2.2.7 If a peer or manager chosen by the faculty member has to be replaced, the faculty member shall select the replacement; if chosen by the department/subarea, the department/subarea selects the replacement. If a manager chosen by the college president has to be replaced, the college president shall select the replacement.

X4.3.14.2.3 Effective Date of the Allegation

The day that a decision is rendered will be the effective date of the allegation for purposes of Article 19.14.1a.

X4.3.15 PERFORMANCE CRITERIA FOR TENURED LIBRARIANS

The District and United Faculty recognize that the professional responsibilities of counselors, librarians, learning disabilities specialists, and physical disabilities specialists are varied and complex and that individual counselors, librarians, learning disabilities specialists, or physical disabilities specialists may perform somewhat different functions in their work environments. However, the goal of the counselor, librarian, learning disabilities specialist, and physical disabilities specialist is to aid and support students as they learn and to support other faculty within their professional responsibility.

The following criteria will be used in the evaluation of tenured librarians.

X4.3.15.1 Demonstrate competence in performing library duties and other responsibilities.

X4.3.15.1.1 Display expertise in subject matter appropriate to assigned responsibilities, including cataloging and acquisitions, if applicable.

X4.3.15.1.2 Ask appropriate questions to clarify students' informational needs.

X4.3.15.1.3 Help maintain a library environment conducive to student learning.

X4.3.15.1.4 Adhere to the agreed-upon weekly schedule that meets the requirements of this contract, keep appropriate records and meet agreed-upon deadlines.

X4.3.15.1.5 Provide consultation on library and on-line resources with faculty, students, staff, managers and others requesting library services

X4.3.15.1.6 Treat colleagues fairly and politely as fellow professionals, and be considerate in dealings with other college staff.

X4.3.15.2 Recognize the rights of students.

X4.3.15.2.1 Do not discriminate based on age, gender, disability, nationality, race, religion or sexual orientation.

X4.3.15.2.2 Recognize the right of students to have points of view different from the instructor's.

X4.3.15.2.3 Treat students fairly and politely.

X4.3.15.2.4 Be attentive to student questions and comments, and be clear and precise in response.

X4.3.15.3 Participate in non-library professional responsibilities.

- X4.3.15.3.1 Attend required management-called meetings.
- X4.3.15.3.2 Serve on departmental/subarea/division/area, college, or district committee(s). (It is understood, however, that such obligations are to be equitably distributed among all faculty members. An individual should not receive a negative evaluation either for failing to take on or for accepting a disproportionately share of meetings or committees.)
- X4.3.15.3.3 Participate in the evaluation process in a professional and timely manner.
- X4.3.15.4 Participate in professional growth activities. These may include the following:
 - X4.3.15.4.1 participating in activities designed to enhance professional performance: independent research, learning and developing strategies for more effectively serving students and patrons of the library, advanced course work related to the discipline, creating and maintaining professional contacts and occupational training, developing new courses and/or curricula, and applying professional knowledge and/or skills to community and similar activities;
 - X4.3.15.4.2 serving on college, district, and/or statewide committees; and
 - X4.3.15.4.3 maintaining and expanding knowledge and skills in subject matter appropriate to professional responsibilities by staying current with new information systems and new technologies, and new resources in academic and vocational disciplines.
- X4.3.15.5 Adhere to criteria for teaching faculty (in addition to criteria for librarians) when leading a workshop or teaching a class.

Librarian Workplace Observation Form

Evaluatee _____	Time and Place of Observation _____	
Evaluator _____	# of Clients Served _____	Date _____

On a scale of 1 to 5, please indicate the extent to which the instructor meets the teaching criteria listed below. Please include comments in the column on the right. Attach additional comments as necessary.

5 4 3 2 1 NA
 Excellent Above Average Average Below Average Poor Not Applicable

	5	4	3	2	1	NA	Comments
1. Expertise: The librarian demonstrated expertise in subject matter appropriate to assigned responsibilities.							
2. Reference Interviews: The librarian asked appropriate questions to clarify students' information needs.							
3. Clarity: The librarian was attentive to questions and clear and precise in response.							
4. Respect: The librarian treated all students respectfully.							
5. Controversial Material: The librarian recognized the right of students to have points of view different from the librarian's.							
6. Providing Direction: The librarian demonstrated competence in providing direction and instruction for library and on-line resources.							
7. Atmosphere: The librarian demonstrated effective skills in maintaining a library environment conducive to student learning.							
8. Responsibility: The librarian keeps appropriate records, meets deadlines and accomplishes assigned responsibilities.							
9. Evaluation Process: The librarian participated in the evaluation process in a professional and timely manner.							

STUDENT EVALUATION FORM FOR REFERENCE LIBRARIANS

This student evaluation is part of the library's regular effort to maintain quality instruction. We use your responses to these questions to improve our service to students. We take your answers seriously, and we hope you will also take them seriously. Please write comments to explain your scores. If you have questions about this form or the evaluation procedure, please ask the person giving this evaluation.

Your answers are anonymous; all comments are typed before being shown to faculty. Completing this survey will in no way affect your course grade. Thank you for participating in this evaluation.

On a scale of 1 to 5, please evaluate your librarian:

5 Always/Excellent 4 Often/Above Average 3 Sometimes/Average 2 Rarely/Below Average 1 Never/Poor NA "Not Applicable" (I can't answer.)

The Librarian	5	4	3	2	1	NA	Comments
1. made me feel welcome in the library.							
2. treated me respectfully.							
3. clearly explained the library and on-line resources that were available to me.							
4. made me feel comfortable about asking questions.							
5. knew how to find the material and resources that I needed.							
6. listened to me and answered questions in a way that I could understand.							

STUDENT EVALUATION FORM FOR LIBRARY WORKSHOPS

This student evaluation is part of the library's regular effort to maintain quality instruction. We use your responses to these questions to improve our service to students. We take your answers seriously, and we hope you will also take them seriously. Please write comments to explain your scores. If you have questions about this form or the evaluation procedure, please ask the person giving this evaluation.

Your answers are anonymous; all comments are typed before being shown to faculty. Completing this survey will in no way affect your course grade. Thank you for participating in this evaluation.

On a scale of 1 to 5, please evaluate your professor:

5 Always/Excellent 4 Often/Above Average 3 Sometimes/Average 2 Rarely/Below Average 1 Never/Poor "Not Applicable" (I can't answer.) NA

The librarian leading the workshop	5	4	3	2	1	NA	Comments
1. told the class what we were going to do and what we were expected to learn.							
2. included material in the workshop that was relevant to my course.							
3. knew how to find material and resources connected to my course.							
4. was organized and presented information clearly.							
5. was well-prepared for class.							
6. checked during class to see if students understood the material							
7. encouraged students to ask questions and/or express their points of view.							
8. answered questions clearly.							
9. showed interest in the material that we were studying.							
11. explained the library resources that were available to me.							
12. encouraged me to think and explore new ideas.							
13. treated all students respectfully.							

Summary Evaluation Form for Faculty

Evaluatee:	Date of hire:	Evaluation Sem/Year:
Check Faculty Status: ☐ Tenured Full-time Faculty ☐ Probationary (Tenure Track) Faculty ☐ Part-time Faculty ☐ Check here if the Part-time Faculty Member currently has Staffing Preference (prior to this evaluation): Does this evaluation qualify evaluatee, if otherwise eligible, to earn or maintain Staffing Preference? ☐ Yes ☐ No		
Summary of previous evaluation (available in Division Office), if applicable:		
Summary of student evaluations—attach summary of scores and typed comment (provided by Division Office):		
Summary of classroom/workplace observations—attach observation forms and comments:		

Summary Evaluation Form for Faculty

Summary of self-evaluation—attach self evaluation report: _____ _____	
Criteria-related input from dept. chair and/or dean: _____ _____	
Evaluatee comments—attach a separate sheet if necessary: _____ _____	

Summary Evaluation Form for Faculty

Level of Performance (Check one) – To be completed by Chair of Evaluation Committee

- ☐ Consistently High Ratings—Excellent overall performance.
☐ Satisfactory Performance—Acceptable overall performance.
☐ Needs Improvement—Low scores in some areas necessitate an improvement plan. Evaluatee will be evaluated again next semester (if still employed by CCCCD)
☐ Unsatisfactory Performance—Unacceptable overall performance.

Signature of Evaluatee – (signature indicates receipt but not necessarily agreement) _____ Date _____

Signature of Evaluation Committee Members: (size of committee is determined by faculty status)

Chair/Evaluator	(print name)	(signature)	Date
Committee Member	(print name)	(signature)	Date
Committee Member	(print name)	(signature)	Date

This box only applies to probationary faculty.

Recommendation (To be completed by Chair of Evaluation Committee)

☐ Grant Tenure ☐ Continue in Probationary Status ☐ Termination of Service

Resolution (To be completed by college president)

☐ Grant Tenure ☐ Continue in Probationary Status ☐ Termination of Service

President: _____ Date: _____

Chancellor: _____ Date: _____

X4.3.20 SELF EVALUATION FOR LIBRARIANS

For your self-evaluation, you are asked to write a report discussing your work in the library, your handling of professional responsibilities, and your professional development.

- X4.3.20.1 This worksheet is meant to help you reflect on your experiences. You will turn in only your report. This worksheet will not be put in your personnel file.

Self Evaluation Worksheet: The statements and ratings below are to be used as a checklist; they are not meant to represent all of what you do, nor are they meant to represent required duties and responsibilities – part time faculty will mark “Not Applicable” more often than full time faculty. Use this worksheet as a guideline for your self-evaluation report in which you can include additional details and reflection. Each of us is on a continuing quest to improve our practice – this is your opportunity to reflect on that quest and articulate your goals and plans for the future. After completing this worksheet, you can determine which items you want to highlight in your self-evaluation report. The worksheet may also serve as a tool for engaging in dialog with your evaluator.

Performance of Library Duties

	Often/ Always	Sometimes	Rarely/ Never	Not Sure/ Not Applicable
I help maintain a library environment conducive to student learning.				
I use appropriate and varied tools for evaluating and assessing student learning outcomes.				
I ask appropriate questions to clarify students' informational needs.				
I am approachable and welcome student inquiries.				
I am considerate in my dealings with other college staff.				
I provide consultation on library and on-line resources with faculty, students, staff, managers and others requesting library services.				
I communicate ideas clearly, concisely, and effectively.				
I am sensitive to the learning styles/challenges of each student.				
I am sensitive to the needs of students with diverse backgrounds and experience.				
I adhere to the agreed-upon weekly schedule that meets contractual requirements.				
I use my time in the library efficiently.				
I maintain professional standards in completing assigned duties, including cataloging and acquisitions.				
I keep appropriate records and meet agreed-upon deadlines.				
I use antiracist practices (by seeking to acknowledge my own bias and privilege, by amplifying minoritized voices, by creating a community of belonging and inclusivity developing community partnerships, etc.).				

Professional Responsibilities

	Often/ Always	Sometimes	Rarely/ Never	Not Sure/ NA
I submit required reports/documents in a timely manner.				
I respond to communication from colleagues (including faculty, classified staff and management) in a timely and professional manner.				
I attend and participate in division, department, and other required meetings.				
I participate in department committees/tasks (i.e. SLO's; Program Review).				
I serve on college committees and/or task forces.				
I serve on peer evaluation and/or hiring committees.				
I mentor colleagues and share successful strategies.				
I provide student mentoring regarding matriculation, tutoring, or student services when appropriate.				
I make myself accessible to students and respond to students in a timely manner.				
I assist in outreach by promoting my college and by recruiting students and/or faculty and staff.				

Professional Development

	Often/ Always	Sometimes	Rarely/Never	Not Sure/ NA
I serve on District and/or statewide committees.				
I participate in activities designed to enhance professional performance and scholarship (i.e. research, advanced coursework, recording, publishing).				
I keep current in my field (i.e. by reading journals, attending exhibits, performances, conferences).				
I maintain professional contacts (i.e. through listservs, blogs, conferences).				
I present at conferences or professional meetings.				
I participate in community organizations.				
I seek out training in my field (i.e. by taking classes, working with a mentor).				
I am a member of a professional organization.				
I seek out training and data related to Diversity, Equity, Inclusion and Accessibility.				

X4.3.20.2 Self Evaluation Report

Using the categories and your ratings on the self-evaluation worksheet, write about your past job performance and plans for professional growth and development. Your report should have four sections:

1. Performance of Library Duties
2. Professional Responsibilities
3. Professional Development
4. Needs and Goals

Possible questions to consider include:

A) Performance of Library Duties

- What new effective practices or pedagogical approaches have you used recently?
- How have you addressed issues of diversity, equity, inclusion, and accessibility in your work?
- How do you plan to continue developing your practices and approaches in the future?
- How might you be willing to share successful strategies with colleagues?

B) Professional Responsibilities

- In what ways did you participate in campus/district/statewide/community activities? (may not be applicable for part-time and probationary faculty)
- What are your plans for participating in campus/district/statewide/community activities in the coming semesters? (may not be applicable for part-time faculty)

C) Professional Development

- What were your major professional challenges this semester?
- How do you plan on addressing these challenges in the future?
- What professional development activities do you anticipate pursuing in the near future?

D) Needs and Goals

- What support do you need from the college/department/division in order to accomplish your goals related to teaching and methodology, professional responsibilities and/or professional development?

X4.3.21

Contra Costa Community College District
Evaluation Appeal Form for Probationary and Regular Faculty

A complainant must complete and submit the Evaluation Appeal Form
in order to begin the appeal process.

Today's Date: _____

Last Name: _____ First Name: _____

College: _____

Department: _____

Role in the Evaluation Process: [] Evaluatee [] Evaluator [] Evaluation Committee Chair

Under which category or categories does this appeal apply? (Check all that apply)

☐ Allegation of Bias

Use only when alleging bias based on the following: age, religion, disability, sexual orientation, gender, race, ethnicity, philosophical beliefs, pedagogical differences, or discipline-related schools of thought. When alleging bias, the complainant must be able to provide evidence that the evaluator's bias prevents him/her/them from making an objective evaluation. Any allegation of bias that will result in an appeal of the content of an evaluation will not be allowed. The examination of the content of an evaluation may be used to substantiate alleged bias.

☐ Allegation of Procedural Violation

Use to allege violations of the procedure outlined in the Evaluation Guidebook (Appendix X). When alleging a procedural violation, the complainant must list the specific article(s) from Appendix X and provide a thorough description of how the article(s) was/were violated, and any supporting documentation (such as emails, meeting notes, text messages, etc.).

☐ Allegation of Inappropriate Improvement Plan

Use to allege inappropriateness of remedial activities. When alleging the inappropriateness of remedial activities, the complainant should be specific about which activities on the improvement plan are inappropriate and why.

Last Updated 11/2025