

Director's Assessment

School of:

Annual Faculty Evaluation of:

Calendar Year:

Spring _____ Summer _____ Fall _____

	Rating*	% of Assignment	R X A =
Instruction**			
Scholarship			
Service			
Overall			

***Rating**

**Should include more than SPOT scores.

5 *Exceptional*
member

To achieve the rating of "Exceptional," the faculty must demonstrate truly extraordinary performance in the category under consideration during the review period. This rating should be reserved for recognition of achievements that *far* exceed expectations based on

the faculty member's assigned duties and that are demonstrably superior to those that would merit a rating of "Outstanding."

- 4** *Outstanding* To achieve the rating of "Outstanding," the faculty Member must demonstrate performance that exceeds expectations in the category under consideration during the review period. This rating should be reserved for recognition of substantive achievements that go above and beyond the faculty member's assigned duties and that are demonstrably superior to those that would merit a rating of "Good."

- 3** *Good* To achieve the rating of "Good," the faculty member must demonstrate meritorious performance in the category under consideration during the review period by fully attaining the high standards of performance expected of the faculty at Florida Atlantic University. This rating serves as a recognition that the faculty member's accomplishments have been commendable and that challenging objectives have been met.

- 2** *Needs Improvement* To achieve the rating of "Needs Improvement," the faculty member must demonstrate performance that does not meet expectations in one or more aspects of the category under consideration during the review period. The designation of "Needs Improvement" serves as an indication to the faculty member that future progress in this category is expected and that a performance improvement plan will be developed to clarify standards and set a timetable for remediation.

- 1** *Unsatisfactory* To achieve the rating of "Unsatisfactory," the faculty member must demonstrate performance that either egregiously fails to meet expectations in at least one

aspect of the category under consideration or generally fails to meet expectations in several aspects of the category under consideration during the review period. The designation of “Unsatisfactory” serves as a warning to the faculty member that significant improvement is urgently required, that a performance plan will be developed to clarify standards and set a timetable for remediation, and that sanctions may be imposed if these standards and/or timetable are not met.

Director’s Comments: (Explanation/justification of numerical rating is **required**).

Instruction:

Scholarship:

Service:

Overall:

Remediation Plan (All ratings below 3 Meets Expectations **require** a remediation plan.)

Date of Director/Faculty Member Meeting: _____

Director's Signature

Faculty Member Signature***

***** (Faculty member's signature only designates receipt of evaluation and meeting with director).**