Continuing Lecturer
Evaluation Type:
Name: Heather Torrie
Position Title: Continuing Lecturer
Supervisor Name: Mohammed Errihani

Org Unit:
Evaluation Period: 2014

INSTRUCTION

Percent of Effort:	OUTSTANDING PERFORMANCE (5)	EXCELLENT PERFORMANCE (4)	PERFORMANCE MEETS EXPECTATIONS (3)	PERFORMANCE NEEDS IMPROVEMENT (2)	UNACCEPTABLE PERFORMANCE(1)	RATING
75%	Implements new pedagogical methods and technologies in the classroom. Student evaluations of instruction are consistently and significantly higher than the college/national average for comparable courses. Peer/supervisor evaluations of teaching reflect excellence.	Implements proven instructional strategies in courses. Successfully participates in campus-wide digital learning initiatives and faculty development activies related to teaching. Recognized locally for contributions to his/her academic field. Student evaluations of instruction are above the college/national average for comparable courses. Peer/supervisor evaluations of teaching are above the department/college average.	Meets the expectations of instruction to update courses annually. Provides a positive learning environment conducive to student learning. Student evaluations of instruction are near college/national average for comparable courses. Peer/supervisor evaluations of teaching are near average ratings for department/college.	Extensive guidance is needed to meet the requirements of position and related work. No evidence of student evaluation of teaching provided or student evaluations of instruction are below college/national average for comparable courses. Feedback from peer/supervisor evaluation of teaching are below average ratings for department/college.	Does not successfully perform teaching duties and related work. Fails to follow established course syllabus and/or meet the minimum teaching expectations. Student evaluations of instruction are consistently below the department/college average. Formal complaints received from students or others about teaching content or performance are substantiated.	4

Examples/Justification to support ratings: End-of-semester course evaluations; Development of a new course, University Lecture Series elective (Spring and Fall 2014); Engaging and solid pedagogy (see attached). I have definitely enjoyed seeing you grow as a professional in the field of teaching. You have become one of the pillars of this program, not just in terms of teaching, but also in terms of engaging in other program activities that directly benefit the program and the university as a whole. Your students' evaluations have always been strong, and they are again in 2014, and your colleagues look up to you as someone with experience and expertise that they can turn to for assistance and guidance. You are an asset to this program, and I hope you will continue to be for a long time.

SERVICE, PROFESSIONAL DEVELOPMENT AND GOVERNANCE

Percent of Effort:	OUTSTANDING PERFORMANCE (5)	EXCELLENT PERFORMANCE (4)	PERFORMANCE MEETS EXPECTATIONS (3)	PERFORMANCE NEEDS IMPROVEMENT (2)	UNACCEPTABLE PERFORMANCE (1)	RATING
25%	Engages in significant number of service activities.	Engages in multiple professional development activities, committee memberships and community involvement initiatives.	Participates in a professional development activity. Effectively serves on one or more active department/college committees. Provides community service judged as significant by peers and chair.	Participates in a professional development activity.	No evidence of professional development or service.	4.5

Examples/Justification to support ratings: Presentations include Illinois TESOL-BE, Indiana TESOL, ELP Inservice; Article written for IEPIS Newsletter; Listening test format research completed (nearly finished writing up the article to submit for publication); Editor, ITBE Link; ELP Service include duties as CEA Self-Study Coordinator and Testing Coordinator (implemented a more comprehensive system of test analysis, coordinated piloting of new placement test). This is an area where you have definitely shown leadership and dedication. Your work on CEA has been exemplary, and your involvement in the profession through presentations and scholarship can set a good example for novice teachers Well done.

OTHER UNIVERSITY DUTIES

Percent of Effort:	OUTSTANDING PERFORMANCE (5)	EXCELLENT PERFORMANCE (4)	PERFORMANCE MEETS EXPECTATIONS (3)	PERFORMANCE NEEDS IMPROVEMENT (2)	UNACCEPTABLE PERFORMANCE (1)	RATING
0%						

Examples/Justification to support ratings:

*Administrator may adjust percent of work effort assigned to each category based on outside funding or administrative assignment. No category outside of "other university duties" can be assigned an effort of "0".

	Values	Weight	Overall
Instruction	4	75%	3
Service	4.5	25%	1.125
Other	0	0%	0
OVERALL ASSESSMENT		**100%**	**4.125**

Supervisor comments specific to evaluation period: *It has definitely been a pleasure to work with you. You definitely respond well to pressure and work very well with other colleagues. Your teaching is strong, your scholarship is becoming consistent, and your service to the program and the university in general shows leadership and commitment to the success of ELP. You have made all sorts of contributions to this program that are impossible to list here, but I think everyone in this program recognizes the work that you do, and I would like to sincerely thank you for everything you have done so far.*

Employee comments (attach supporting documentation as necessary):

Goals for next academic year

Indicate % weight	Goal
	1) Successfully finish the CEA accreditation process; 2) Develop formalized test specification documents for our midterm/final exams; 3) Make more time to read up on current testing research/literature to share with the program

Signature acknowledges discussion and receipt of performance evaluation and does not necessarily imply agreement.

Employee Signature: Hart L. Date: 2/18/15

Supervisor Signature: Date: 2/18/15