# **TENURE REVIEW COMMITTEE REPORT**

**Tenure Candidate**: **Evaluation Cycle: 1**  **2**  **3**  **4**

Under the “TRC Decision” column, there are two options. If the TRC selects the first option, “meets or exceeds expectations,” continue to the next criterion. If the TRC selects the second option, “needs improvement,” it must then also choose one of the two sub-options and provide an explanation below.

|  |  |
| --- | --- |
| **Criteria** | **TRC Decision** |
| 1. Demonstrated skill in classroom teaching, non-instructional roles, and other responsibilities specifically listed in the employment job announcement. | Check appropriate box:  Candidate meets or exceeds expectations  - or-  Candidate needs improvement (check appropriate box)  Address through Tenure Plan  Address through Corrective Action Plan |
| 1. Respect for students’ rights and needs. | Check appropriate box:  Candidate meets or exceeds expectations  - or-  Candidate needs improvement (check appropriate box)  Address through Tenure Plan  Address through Corrective Action Plan |
| 1. Respect for colleagues and the educational professions. | Check appropriate box:  Candidate meets or exceeds expectations  - or-  Candidate needs improvement (check appropriate box)  Address through Tenure Plan  Address through Corrective Action Plan |
| 1. Continued professional growth. | Check appropriate box:  Candidate meets or exceeds expectations  - or-  Candidate needs improvement (check appropriate box)  Address through Tenure Plan  Address through Corrective Action Plan |
| 1. Participation in collegial governance. | Check appropriate box:  Candidate meets or exceeds expectations  - or-  Candidate needs improvement (check appropriate box)  Address through Tenure Plan  Address through Corrective Action Plan |

**Identification of Concern(s):** In the event the TRC has chosen to check “Candidate needs improvement” after any of the criteria above, identify the criterion and explain the concern below.

**Summary Statement (optional):**

|  |  |  |  |
| --- | --- | --- | --- |
| **Recommendations**: | | | |
| **1st Cycle Recommendation** | | **2nd Cycle Recommendation** | |
|  | Offer Second Contract (One Year) |  | Grant Tenure (Extraordinary Candidates Only)\* |
|  | Do Not Offer Contract |  | Offer Third Contract (Two Years) |
|  |  |  | Do Not Offer Contract |
|  |  |  |  |
|  |  |  |  |
| **3rd Cycle Recommendation** | | **4th Cycle Recommendation** | |
|  | Two-Year Contract Continues Into Second Year |  | Grant Tenure |
|  |  |  | Do Not Grant Tenure |

**TRC Members (List Names)**

**TRC Chair:**

**D/WG Peer:**

**Candidate Peer:**

**Dean:**

**Tenure Coordinator:**

My signature below reflects the collective recommendation of the Tenure Review Committee members identified above. The recommendation was made in accordance with the provisions of Article H: “TRC members shall make decisions by consensus, when possible. Where consensus is not possible, decisions shall be made by majority vote” (H.1.3).

**TRC Chair Signature: Date:**

**Tenure Candidate Participation in the Assessment of Student Learning Outcomes (SLO)**

By checking the box below, the candidate agrees to the following:

*I have participated in the assessment of student learning outcomes and have reflected on these*

*outcomes to improve teaching and learning.*

**Tenure Candidate’s Signature**

*I have read this report. My signature does not necessarily indicate my agreement.*

*I have chosen to attach a signed/dated statement by the appropriate deadline.*  Yes  No

**Signature**: **Date**:

\*See Early Tenure Option in “Article H: Evaluation and Tenure Review” of the *District/Faculty Assembly Agreement*.

**Notes**

1. Within two business days of TRC’s recommendation, Tenure Coordinator informs Candidate of TRC Report recommendation by phone or in person, and via email.
2. Within three business days of the Tenure Evaluation Meeting, TRC Chair submits TRC Report and Tenure Plan to Tenure Coordinator.

1. Within three business days thereafter, Tenure Coordinator reviews TRC Report and Tenure Plan. If no changes are required, Tenure Coordinator uploads Tenure Plan to ePortfolio and forwards TRC Report to HR (evalsupport@miracosta.edu), where the Candidate’s signature is collected.
2. HR uploads signed TRC Report to Candidate’s ePortfolio and forwards copy to appropriate vice president to review and forward to Superintendent/President.