

**TEACHER EVALUATION POLICY**

Adopted: June 17, 2015

Effective: June 17, 2015

**1. BACKGROUND**

Dawson teachers will be evaluated periodically by the Teacher Evaluation Office(s) in accordance with Bylaw Number 4.

**2. PURPOSE**

The purpose of teacher evaluation is to improve the quality of teaching and learning through a triangulated process that involves students and teachers. It is intended to provide feedback on teaching performance and to help shape decisions that foster best teaching practices.

**3. PROTOCOL**

- a. Teachers are selected for evaluation based on prescribed criteria. In general, a teacher who has fewer than three years' cumulative seniority is evaluated annually; all other teachers are evaluated every two years. Teachers will be notified within a reasonable timeframe prior to their evaluation(s).
- b. In addition to the evaluations chosen by the process established in the Teacher Evaluation Office, special evaluations can also be requested either by the teacher or by the Dean.
- c. The results of the evaluation, which are confidential, may only be accessed by the College and the teacher being evaluated once it has been confirmed that the grades have been submitted. Support intended to respond to identified needs is available through the Office of Instructional Development and other services, as appropriate.