

GCCCD Faculty Evaluations Task Force

Task Force Information

Members

From GC: Joyce Fries, Hadeel Yaqoub, Jessica Silva, Irene Palacios, Nadra Farina-Hess, Adelle Roe (DE), Garreth Daviesmorris (AFT)

From CC: Joan Rettinger (CE), Rachelle Panganiban (Counseling, AFT), Robert Anness (MSE, AFT), Rita Ghazala (Library), Bri Brown (AHSS, DE)

Facilitator(s): Karen Marrujo, Cuyamaca College Academic Senate President, and Perla Lopez, Grossmont College Academic Senate President

Resources

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| Evaluations Task Force Google Drive | Scroll to “Additional Links and Resources” | Karen Marrujo’s booking calendar |
| Origin, Purpose, and Composition of this Task Force | Summary of Current Progress (end of March 2025) [Spring 2025 Doc Tab] | |

Links to Meeting Agenda and Notes

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|---|---|--|---|--|
| <u>Spring 2025</u> (Doc Tab) | (1) Wed, Feb. 26, 2025 | (2) March 20, 2025 | (3) April - TBD | (4) May - TBD |
| <u>Fall 2024</u> (Doc Tab) | (1) Wed, Sept. 11, 2024 | (2) Mon, Oct. 21, 2024 | (3) Tues, Nov. 19, 2024 | (4) Mon, Dec. 16, 2024 |

Origin, Purpose, and Composition of this Task Force

This District-Wide Faculty Evaluations Task Force was created in partnership with both GCCCD Academic Senates and AFT as a way of establishing a clear, transparent, and organized process for AFT to consult with Academics Senates on the evaluation of faculty. More specifically, this Task Force was formed in order to propose revisions necessitated by CA regulation effective April 16, 2023 which requires community college districts to consider proficiency in Diversity, Equity, Inclusion and Accessibility (“DEIA”) competencies when conducting employee evaluations and tenure review ([§ 53602\(b\)](#)).

The partnership established through this Task Force is essential as Education Code and Title 5 Regulations clearly define the evaluation of faculty, including counselors and librarians, as a professional matter negotiated by local unions after consultation with local academic senates ([Education Code §87610.1](#)): “The faculty’s exclusive representative shall consult with the academic senate prior to engaging in collective bargaining on these procedures.”

The Task Force is composed of faculty representatives from across the areas (“divisions”) of both campuses appointed by their respective Academic Senates, and AFT representatives from each campus appointed by AFT. Meetings are organized and facilitated by the Academic Senate Presidents of both colleges.

Partnership with Distance Education (DE) Evaluations Workgroup

This District-Wide Faculty Evaluations Task Force is focused on revising in-person evaluations. Since Distance Education (DE) evaluations require specialized knowledge and experience, there is a separate workgroup focused on revising DE evaluations. Both groups work together to align the evaluations process while being mindful of differing needs between in-person and DE evaluations.

To ensure communication and collaboration, the Grossmont and Cuyamaca DE Coordinators facilitate the DE Evaluations Workgroup and are members of the District-Wide Faculty Evaluations Task Force. One of the District-Wide Faculty Evaluations Task Force facilitators is a member of the DE Evaluations Workgroup.

Additional Links and Resources

- [Evaluations Task Force Google Drive](#)
 - [March 18, 2024 Task Force Agenda/Notes](#)
- [The CCCCCO's Diversity, Equity, and Inclusion Competencies and Criteria Recommendations \(2021\)](#)
 - These recommendations include 6 competency themes (cultural competency, self-reflection, self-improvement, DEI pedagogy & curriculum, data, DEIA & mission) and
 - 7 criteria themes (service, self-assessment, DEI environment, pedagogy/curriculum, professional development, connected to mission, employee interactions).
- [Title 5 § 53602](#) requires districts to “ensure that evaluators have a consistent understanding of how to evaluate employees on DEIA competencies and criteria;” and “ensure professional development opportunities support employee development of DEIA competencies that contribute to an inclusive campus and classroom culture and equitable student outcomes;”
- **From CC Distance Education:** [Equity Affirmation Framework](#) which outlines 9 principles for equitizing online courses and making them anti-racist. This framework was endorsed by the Academic Senate in Spring 2023.
- [ASCCC PPT Presentation: “Promising Practices for Faculty Evaluations on DEIA” \(ASCCC Spring 2023 Plenary\)](#)
- [Integrating Expectations for Cultural Competence into Faculty Evaluations](#)
 - April 2021, Cheryl Aschenbach ASCCC Secretary
- [DEIA Competencies and Criteria: Defining Equity-Focused Practitioners in the California Community Colleges](#)
 - April 2022, Cheryl Aschenbach ASCCC Secretary
- [GCCCCD Peer/Manager Counselor Evaluation Form](#)

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- [GCCCD Peer/Manager Instructor Evaluation](#)
- [GCCCD Faculty Peer/Manager Evaluation - Librarian Form](#)
- [Southwestern Full-Time Instructional \(Academic\) Faculty Evaluation Canvas Page](#)