



OZARKS TECHNICAL COMMUNITY COLLEGE

Instructor Name:

Supervisor Name:

Date:

Performance evaluation criteria were established from the essential job duties listed on the OTC position description: **Instructor – Arts, Sciences, and Business.**

TEACHING				
Does not meet expectations	Sometimes meets expectations	Meets expectations	Frequently exceeds expectations	Always exceeds expectations
Needs Improvement	Meets Expectations	Criteria from position description:		
		Provide quality instruction which is reflective of current discipline standards and is accurate, relevant, and engaging using college-approved curriculum and resources.		
		Incorporate pedagogical strategies such as active learning, authentic and problem-based activities, and other successful teaching strategies into classroom instruction.		
		Foster a positive classroom learning environment by presenting information in a way that is inclusive to all learners, including the assurance of Section 508 accessibility.		
		Demonstrate reflective practice, including assessment of student learning. This includes ongoing formative assessments, as well as official departmental assessment.		
		Present course content in an unbiased and civil manner, while demonstrating respect, helpfulness, and responsiveness toward students.		
Comments:				

CLASSROOM OBSERVATION		
Needs Improvement Attach copy of classroom observation worksheet to evaluation	Meets expectations	Not Applicable Academic year for next classroom observation:
Comments:		



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SERVICE				
Does not meet expectations	Sometimes meets expectations	Meets expectations	Frequently exceeds expectations	Always exceeds expectations
Needs Improvement	Meets Expectations	Criteria from position description:		
		Complies with the division requirements for availability to meet with students.		
		Actively participate in departmental and division meetings, events, and initiatives.		
		Mentor adjunct instructors in their academic department or program areas, as needed.		
		Assist in textbook and course material selection.		
		Responsive to student concerns about placement or course difficulties		
		Participate in curriculum development and work with advisory committees, as needed.		
Comments:				

PROFESSIONALISM				
Does not meet expectations	Sometimes meets expectations	Meets expectations	Frequently exceeds expectations	Always exceeds expectations
Needs Improvement	Meets Expectations	Criteria from position description:		
		Develop a course syllabus for each class taught using the approved course abstract and syllabus template.		
		Exhibit exemplary attendance and punctuality.		
		Comply with college policies and procedures.		
		Participate in required number of hours of professional development each year, ten of which must focus on fostering teaching improvement.		
		Perform other duties as assigned, including participating in commencement, attending college functions, serving on committees, and attending community events.		
Comments:				

Instructor Signature

Supervisor Signature

Date

I have reviewed this document and discussed the contents with my supervisor. My signature is an acknowledgment that I have received the evaluation and not necessarily an agreement of its contents.



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Annual Performance Review – Personal Reflection

Instructor name:

Academic year:

Briefly reflect on your teaching, service or professionalism over the last year. Consider the four pillars of Student-Centered, Data-Informed, Proactive and Holistic from our culture of [OTC Cares](#) as you write your response.

In the context of our culture of [OTC Cares](#), what accomplishment are you most proud of over the last academic year?

What will be your focus area for growth during the next academic year?

Describe your plan for making progress toward this focus area.

What can your supervisor, department chair/program director, or the college do to support you?

What strengths, challenges, or area for growth are inferred after reviewing your course retention rates?