

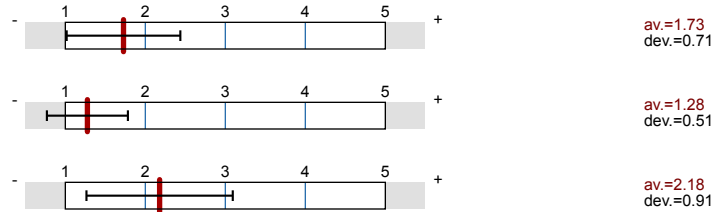


Overall indicators

Global Index

1. This information is confidential and your responses will be anonymous. ($\alpha = 0.91$)

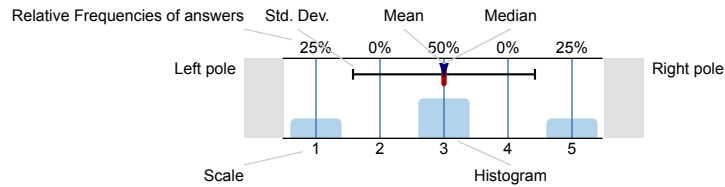
2. Compared to courses you have taken here, or at other colleges, rate the following items in this course with regard to: ($\alpha = 0.7$)



Survey Results

Legend

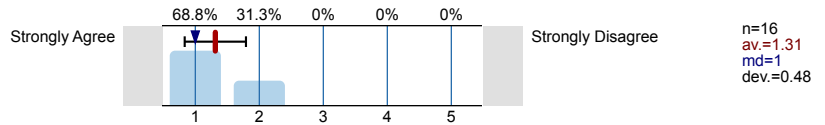
Question text



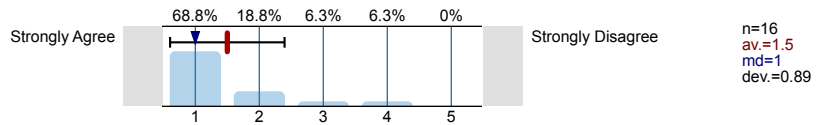
n=No. of responses
av.=Mean
md=Median
dev.=Std. Dev.
ab.=Abstention

1. This information is confidential and your responses will be anonymous.

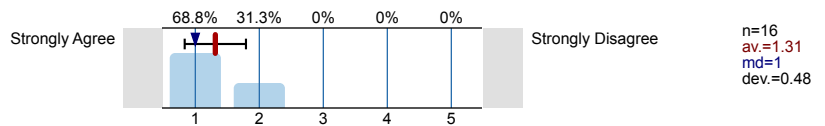
1.1) The instructor's syllabus explains course objectives and grading criteria.



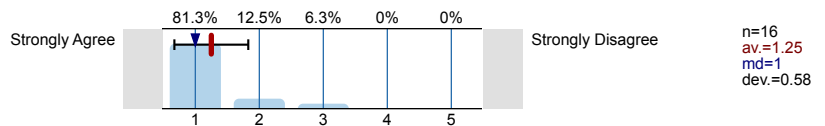
1.2) The instructor clearly states the course expectations and student responsibilities.



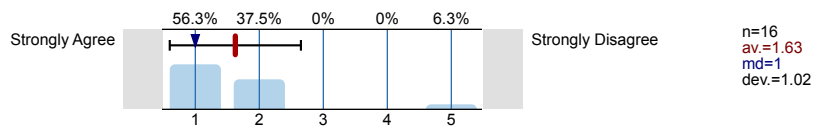
1.3) The instructor clearly communicates dates and directions for assignments and tests.



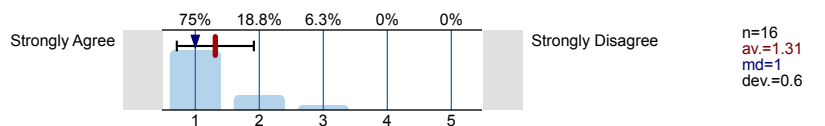
1.4) The instructor demonstrates knowledge of the subject.

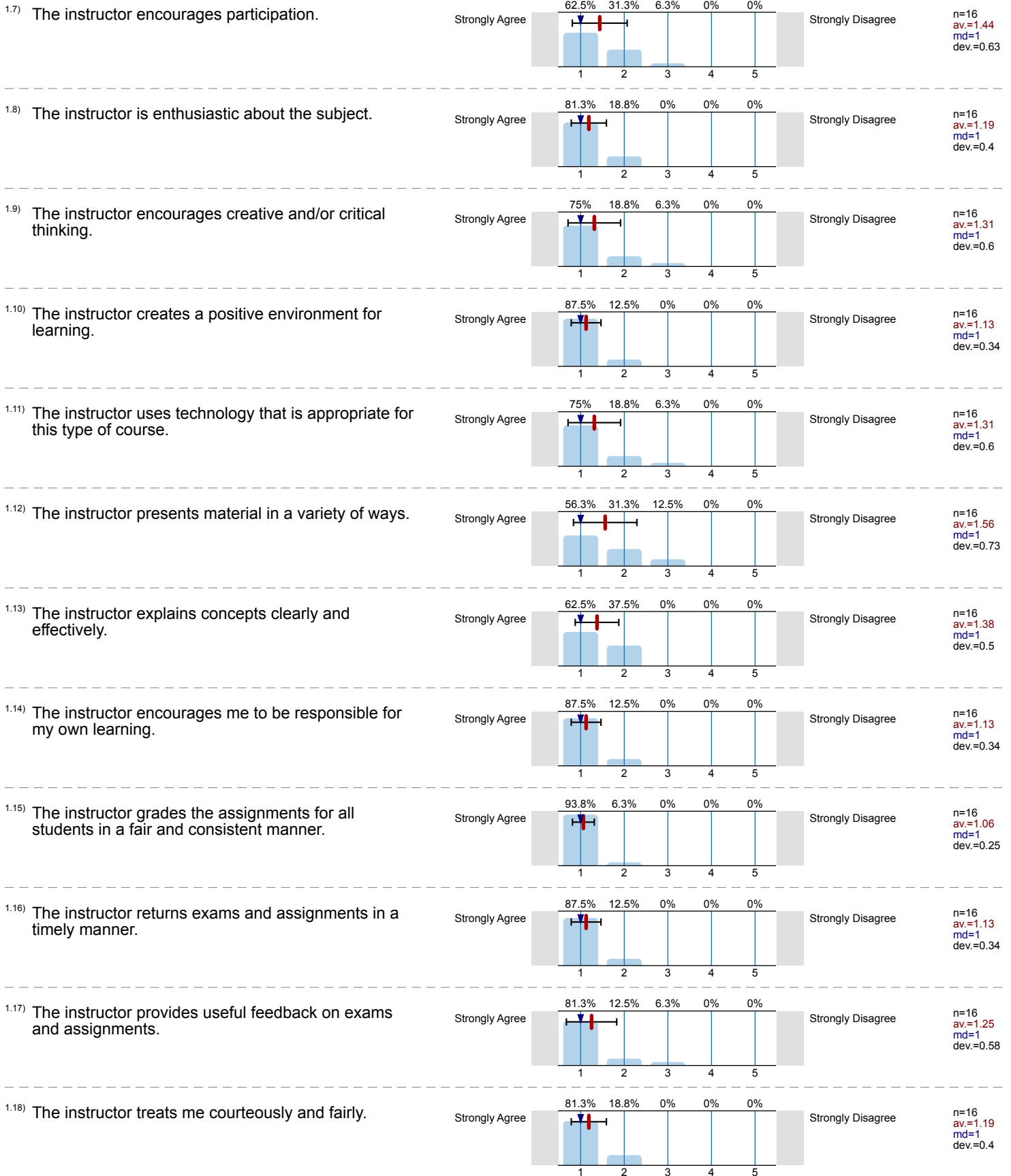


1.5) The instructor encourages questions.

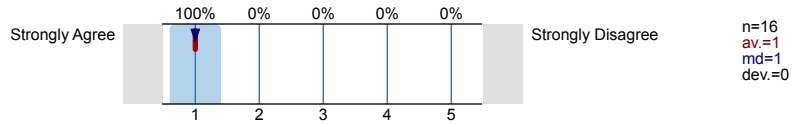


1.6) The instructor answers questions effectively.

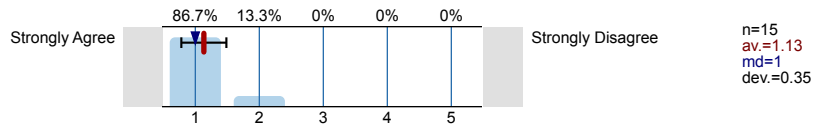




1.19) The instructor demonstrates respect for individuals, regardless of their cultural background, ethnicity, race, gender, religion, disability, age, sexual orientation, or socioeconomic status.

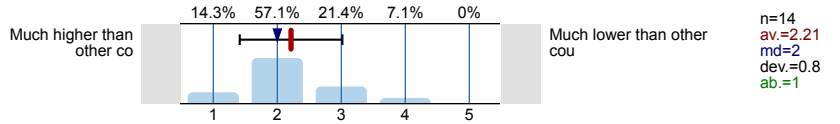


1.20) I would recommend this instructor to other students.

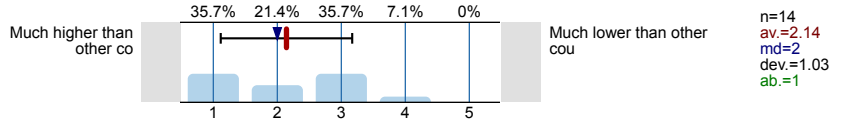


2. Compared to courses you have taken here, or at other colleges, rate the following items in this course with regard to:

2.1) Expectations for student work are:



2.2) Quality of instructor feedback is:



Profile

Subunit: CC - Adjunct Faculty

Name of the instructor: James Gude

Name of the course: BIOL C105 (70428)
(Name of the survey)

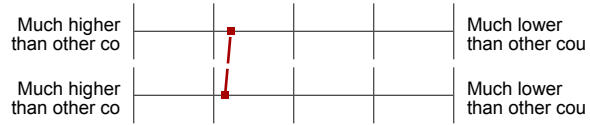
Values used in the profile line: Mean

1. This information is confidential and your responses will be anonymous.

| | | | | | |
|--|----------------|--|-------------------|------|----------------------------|
| 1.1) The instructor's syllabus explains course objectives and grading criteria. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.31 md=1.00 dev.=0.48 |
| 1.2) The instructor clearly states the course expectations and student responsibilities. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.50 md=1.00 dev.=0.89 |
| 1.3) The instructor clearly communicates dates and directions for assignments and tests. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.31 md=1.00 dev.=0.48 |
| 1.4) The instructor demonstrates knowledge of the subject. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.25 md=1.00 dev.=0.58 |
| 1.5) The instructor encourages questions. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.63 md=1.00 dev.=1.02 |
| 1.6) The instructor answers questions effectively. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.31 md=1.00 dev.=0.60 |
| 1.7) The instructor encourages participation. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.44 md=1.00 dev.=0.63 |
| 1.8) The instructor is enthusiastic about the subject. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.19 md=1.00 dev.=0.40 |
| 1.9) The instructor encourages creative and/or critical thinking. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.31 md=1.00 dev.=0.60 |
| 1.10) The instructor creates a positive environment for learning. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.13 md=1.00 dev.=0.34 |
| 1.11) The instructor uses technology that is appropriate for this type of course. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.31 md=1.00 dev.=0.60 |
| 1.12) The instructor presents material in a variety of ways. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.56 md=1.00 dev.=0.73 |
| 1.13) The instructor explains concepts clearly and effectively. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.38 md=1.00 dev.=0.50 |
| 1.14) The instructor encourages me to be responsible for my own learning. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.13 md=1.00 dev.=0.34 |
| 1.15) The instructor grades the assignments for all students in a fair and consistent manner. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.06 md=1.00 dev.=0.25 |
| 1.16) The instructor returns exams and assignments in a timely manner. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.13 md=1.00 dev.=0.34 |
| 1.17) The instructor provides useful feedback on exams and assignments. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.25 md=1.00 dev.=0.58 |
| 1.18) The instructor treats me courteously and fairly. | Strongly Agree | | Strongly Disagree | n=16 | av.=1.19 md=1.00 dev.=0.40 |
| 1.19) The instructor demonstrates respect for individuals, regardless of their cultural background, ethnicity, race, gender, religion, | Strongly Agree | | Strongly Disagree | n=16 | av.=1.00 md=1.00 dev.=0.00 |
| 1.20) I would recommend this instructor to other students. | Strongly Agree | | Strongly Disagree | n=15 | av.=1.13 md=1.00 dev.=0.35 |

2. Compared to courses you have taken here, or at other colleges, rate the following items in this course with regard to:

2.1) Expectations for student work are:



n=14 av.=2.21 md=2.00 dev.=0.80

2.2) Quality of instructor feedback is:

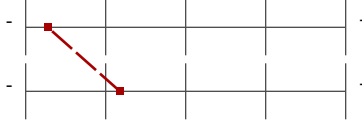


n=14 av.=2.14 md=2.00 dev.=1.03

Profile

Subunit: CC - Adjunct Faculty
Name of the instructor: James Gude
Name of the course: BIOL C105 (70428)
(Name of the survey)

1. This information is confidential and your responses will be anonymous.



av.=1.28 dev.=0.51

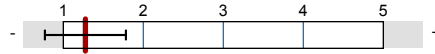
2. Compared to courses you have taken here, or at other colleges, rate the following items in this course with regard to:

av.=2.18 dev.=0.91

Presentation template

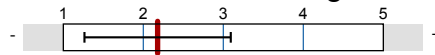
BIOL C105 (70428)
James Gude
No. of responses = 16

1. This information is confidential and your responses will be anonymous.



av.=1.28

2. Compared to courses you have taken here, or at other colleges, rate the



av.=2.18

Comments Report

3. Comments Section

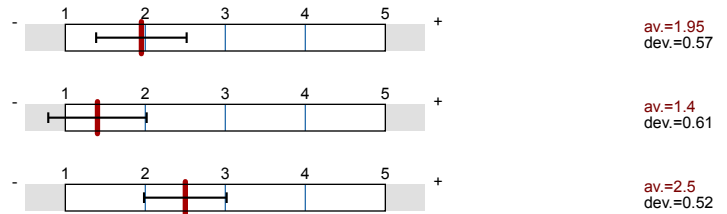


Overall indicators

Global Index

1. This information is confidential and your responses will be anonymous. ($\alpha = 0.97$)

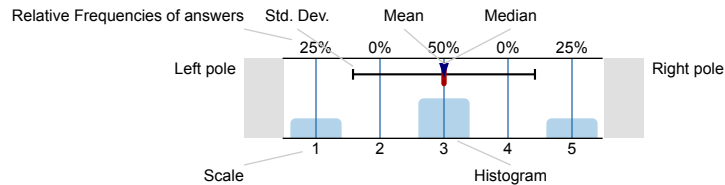
2. Compared to courses you have taken here, or at other colleges, rate the following items in this course with regard to: ($\alpha = 0.67$)



Survey Results

Legend

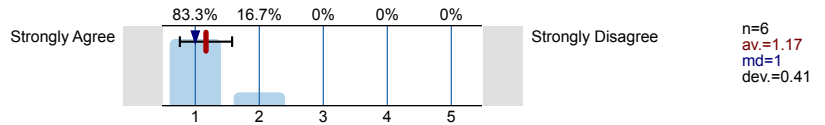
Question text



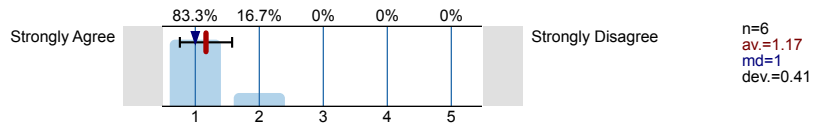
n=No. of responses
av.=Mean
md=Median
dev.=Std. Dev.
ab.=Abstention

1. This information is confidential and your responses will be anonymous.

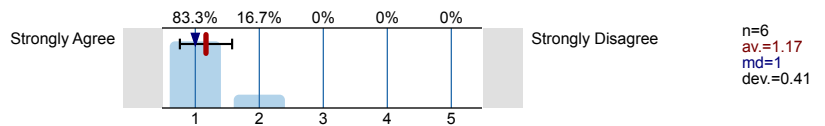
1.1) The instructor's syllabus explains course objectives and grading criteria.



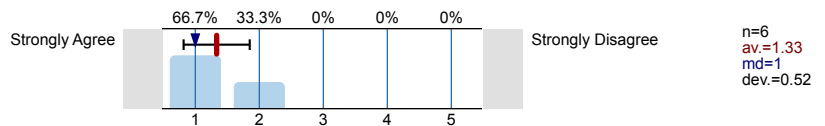
1.2) The instructor clearly states the course expectations and student responsibilities.



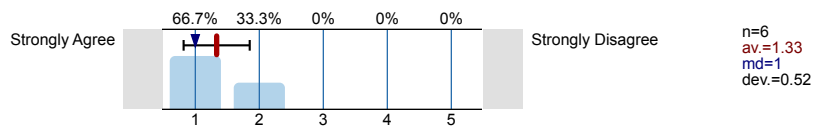
1.3) The instructor clearly communicates dates and directions for assignments and tests.



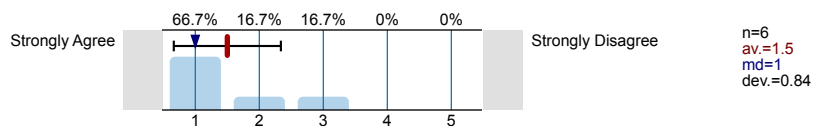
1.4) The instructor demonstrates knowledge of the subject.



1.5) The instructor encourages questions.

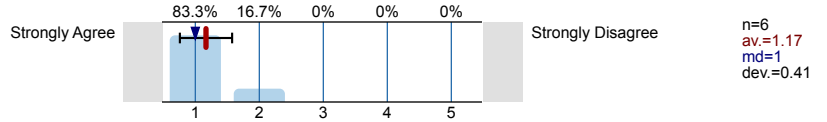


1.6) The instructor answers questions effectively.

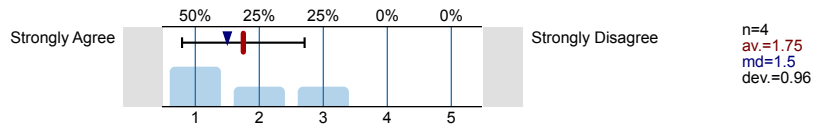




1.19) The instructor demonstrates respect for individuals, regardless of their cultural background, ethnicity, race, gender, religion, disability, age, sexual orientation, or socioeconomic status.

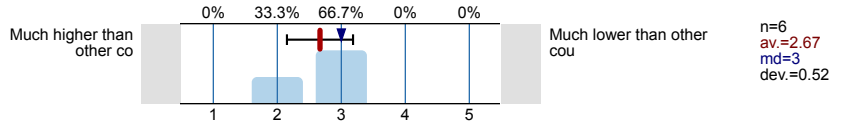


1.20) I would recommend this instructor to other students.

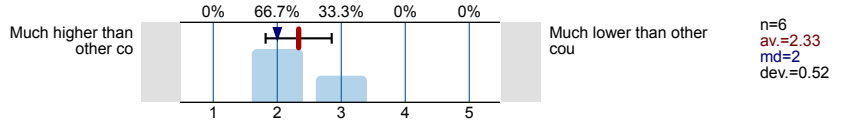


2. Compared to courses you have taken here, or at other colleges, rate the following items in this course with regard to:

2.1) Expectations for student work are:



2.2) Quality of instructor feedback is:



Profile

Subunit: CC - Adjunct Faculty
 Name of the instructor: Jeffrey Jessen
 Name of the course: MATH C055 (70662)
 (Name of the survey)

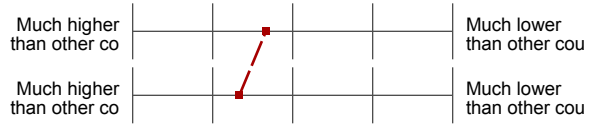
Values used in the profile line: Mean

1. This information is confidential and your responses will be anonymous.



2. Compared to courses you have taken here, or at other colleges, rate the following items in this course with regard to:

2.1) Expectations for student work are:



n=6 av.=2.67 md=3.00 dev.=0.52

2.2) Quality of instructor feedback is:

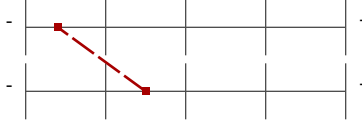


n=6 av.=2.33 md=2.00 dev.=0.52

Profile

Subunit: CC - Adjunct Faculty
Name of the instructor: Jeffrey Jessen
Name of the course: MATH C055 (70662)
(Name of the survey)

1. This information is confidential and your responses will be anonymous.



av.=1.40 dev.=0.61

2. Compared to courses you have taken here, or at other colleges, rate the following items in this course with regard to:

av.=2.50 dev.=0.52

Presentation template

MATH C055 (70662)

Jeffrey Jessen

No. of responses = 6

1. This information is confidential and your responses will be anonymous.



av.=1.4

2. Compared to courses you have taken here, or at other colleges, rate the



av.=2.5

Comments Report

3. Comments Section

Classified Personnel Performance Evaluation Report

Please use ink or typewriter for final markings

- Bakersfield College
- Cerro Coso College
- Porterville College
- District Office

| | |
|---|---|
| Employee's Name [REDACTED] | Social Security Number @00 [REDACTED] |
| Classification Department Assistant II | Due Date 12/23/2015 |

Type of Evaluation: First (Probationary) Final (Probationary) Annual Unscheduled

| A | B | C | D | E | Section A Factor Check List <i>(Immediate Supervisor must check each factor in the appropriate column)</i> | Section B--Record job strengths and superior performance incidents |
|---------------------------|----------------------|-----------------|-------------------|----------------|--|---|
| Not Satisfactory | Requires Improvement | Meets Standards | Exceeds Standards | Does Not Apply | | Kristie's strengths are in the areas of creativity, initiative and organization. Upon her arrival, Kristie stepped into a new role. Her creativity positively impacts the school atmosphere, and her initiative and organizational skills are seen daily. Kristie was instrumental in setting up the newly formed office in Tehachapi. |
| | | x | | | 1--Observation of work hours | Section C-- Record progress achieved in attaining previously set goals for improved work performance, for personal, or job qualifications. Kristie has achieved her 3-month goals. She completed the following: Strengthen Banner & SARS skills, assisted with the initial stages of building a relationship with the community of Tehachapi, and familiarized herself with CCCC's resources in order to assist students, faculty, and staff. Section D-- Record specific goals or improvement programs to be undertaken during next evaluation period Kristie, your goals during the next three months include to learn about the initial financial aid processes, and work with the Director of East Kern to generate ideas regarding community outreach. Additionally, secure prior approval from management for any unscheduled closing of the office/campus. Section E-- Record specific work performance deficiencies or job behavior requiring improvement or correction (Explain checks in column A) |
| | | x | | | 2--Attendance | |
| | | x | | | 3--Compliance with rules | |
| | | x | | | 4--Safety practices | |
| | | x | | | 5--Public contacts | |
| | | x | | | 6--Student contacts | |
| | | x | | | 7--Staff contacts | |
| | | x | | | 8--Knowledge of work | |
| | | x | | | 9--Work judgements | |
| | | x | | | 10--Planning and organizing | |
| | | x | | | 11--Job skill level | |
| | | x | | | 12--Quality of work | |
| | | x | | | 13--Volume of acceptable work | |
| | | x | | | 14--Work coordination | |
| | | x | | | 15--Meets deadlines | |
| | | x | | | 16--Accepts responsibility | |
| | | x | | | 17--Accepts direction | |
| | | x | | | 18--Accepts change | |
| | | x | | | 19--Effectiveness under stress | |
| | | | x | | 20--Initiative | |
| | | x | | | 21--Appearance of work station | |
| | | x | | | 22--Operation & care of equipment | |
| Additional Factors | | | | | | Summary Evaluation [Check (✓) overall performance] <input type="checkbox"/> Not Satisfactory <input type="checkbox"/> Requires Improvement <input checked="" type="checkbox"/> Effective Meeting Standards <input type="checkbox"/> Exceeds Standards Rater-- I certify that this report represents my best judgement. <input type="checkbox"/> I do <input type="checkbox"/> I do not recommend this employee be granted permanent status. (For final probationary reports only) |
| | | x | | | 23-- Creativity | |
| | | | | | 24-- | |
| | | | | | 25-- | |
| | | | | | 26-- | |
| | | | | | 27-- | |
| | | | | | 28-- | |
| | | | | | 29-- | |
| | | | | | Rater's Signature <i>Olisa Stephens</i> | Date 1/25/16 |
| | | | | | Title Director of East Kern | |

Reviewer (If none, so indicate)

Reviewer's Signature: *Loey Mamm* Date: 1/26/16

Title: Vice President, Academic Affairs

Reviewer's Signature: _____ Date: _____

Title: _____

Employee: I certify that this report has been discussed with me. I understand my signature does not necessarily indicate agreement. I understand that I have ten (10) working day to respond in writing to any derogatory material in this report and that my response will be attached to this report. (Please place comments on a separate sheet of paper and attach to this report.)

Employee's Signature: **[REDACTED]** Date: 1/25/16

DO 2-9-2011

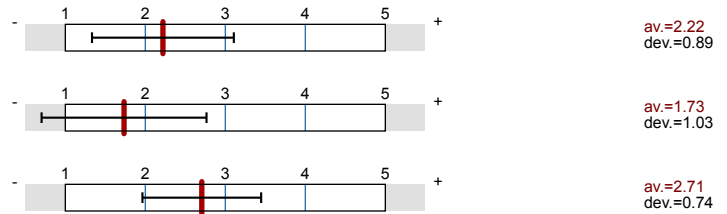


Overall indicators

Global Index

1. This information is confidential and your responses will be anonymous. ($\alpha = 0.96$)

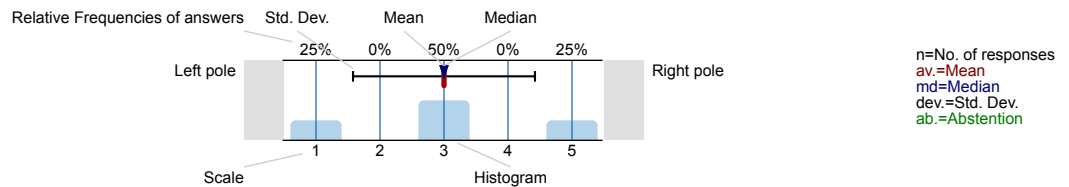
2. Compared to courses you have taken here, or at other colleges, rate the following items in this course with regard to: ($\alpha = -2.32$)



Survey Results

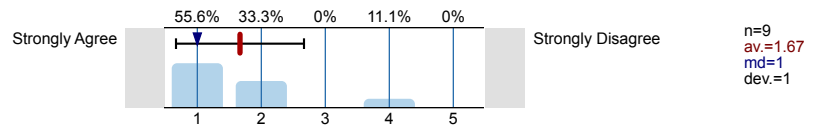
Legend

Question text

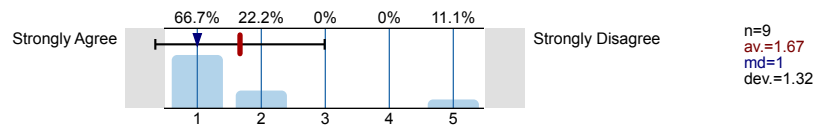


1. This information is confidential and your responses will be anonymous.

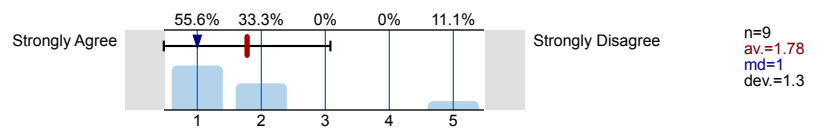
1.1) The instructor's syllabus explains course objectives and grading criteria.



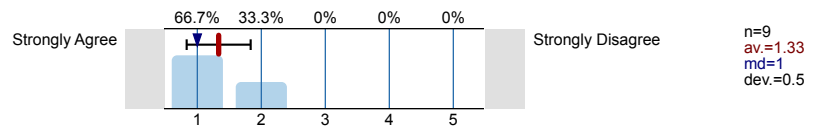
1.2) The instructor clearly states the course expectations and student responsibilities.



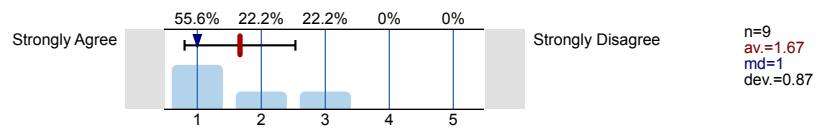
1.3) The instructor clearly communicates dates and directions for assignments and tests.



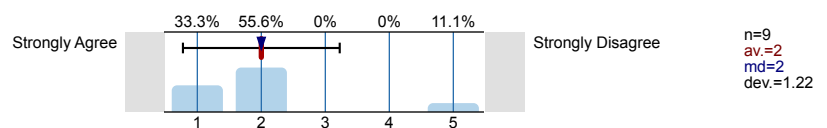
1.4) The instructor demonstrates knowledge of the subject.

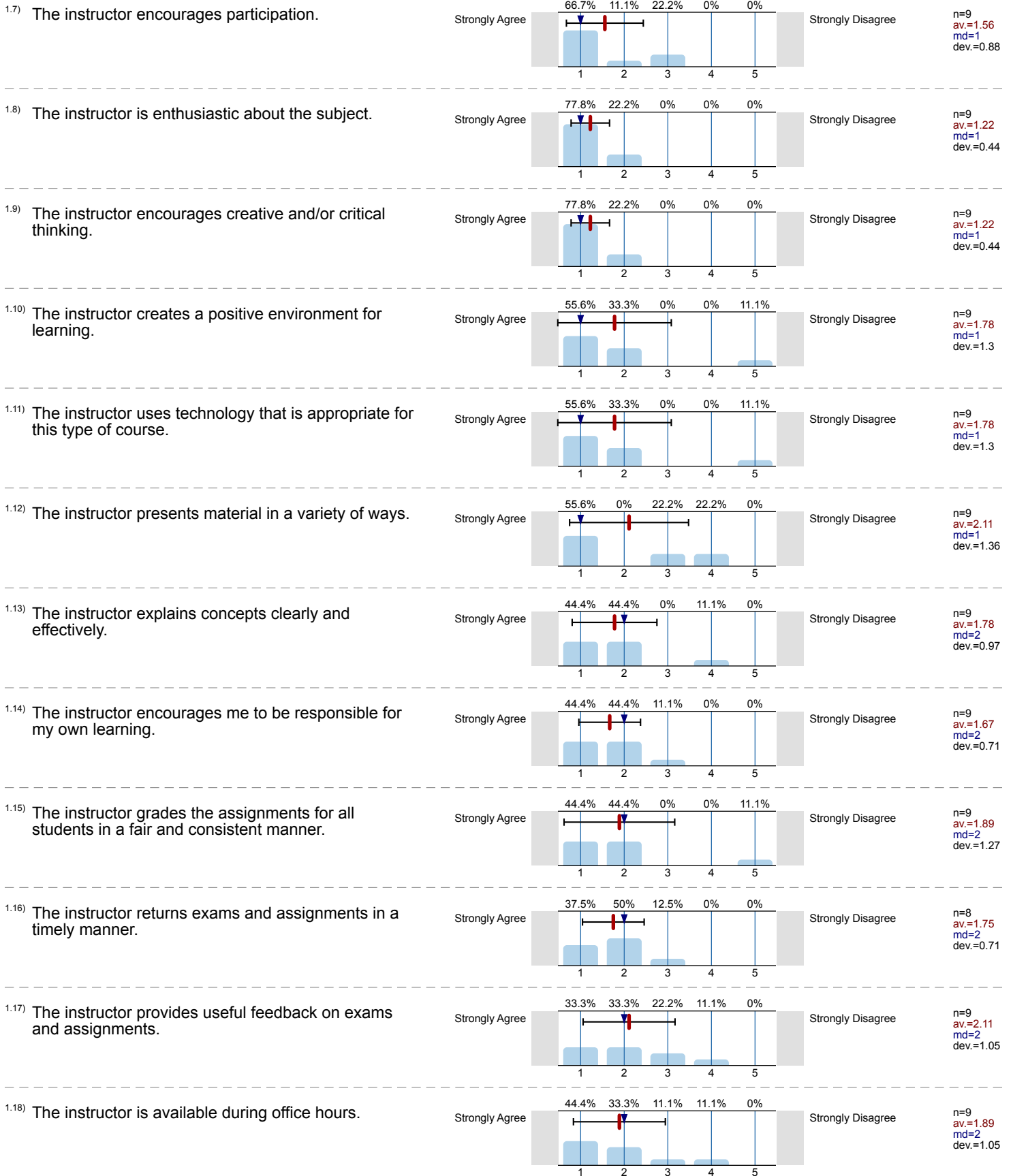


1.5) The instructor encourages questions.

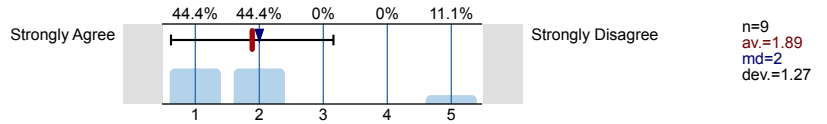


1.6) The instructor answers questions effectively.

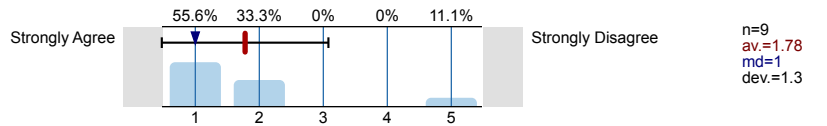




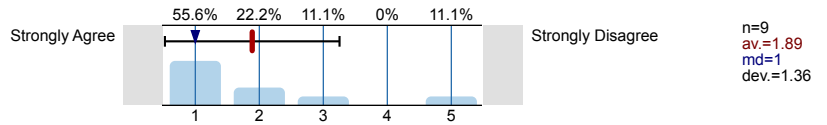
1.19) The instructor treats me courteously and fairly.



1.20) The instructor demonstrates respect for individuals, regardless of their cultural background, ethnicity, race, gender, religion, disability, age, sexual orientation, or socioeconomic status.

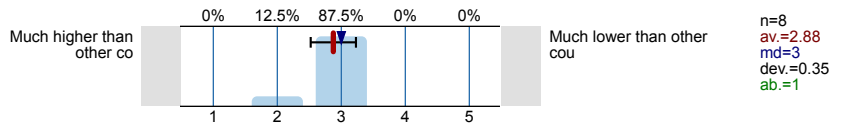


1.21) I would recommend this instructor to other students.

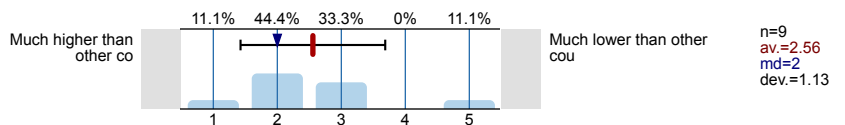


2. Compared to courses you have taken here, or at other colleges, rate the following items in this course with regard to:

2.1) Expectations for student work are:



2.2) Quality of instructor feedback is:



Profile

Subunit: CC - Faculty Evaluations

Name of the instructor: Nakysya Cummings

Name of the course: SOCI C101 (70759)
(Name of the survey)

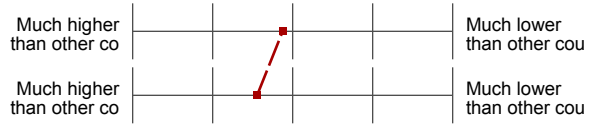
Values used in the profile line: Mean

1. This information is confidential and your responses will be anonymous.



2. Compared to courses you have taken here, or at other colleges, rate the following items in this course with regard to:

2.1) Expectations for student work are:



n=8 av.=2.88 md=3.00 dev.=0.35

2.2) Quality of instructor feedback is:



n=9 av.=2.56 md=2.00 dev.=1.13

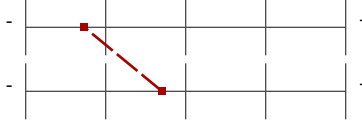
Profile

Subunit: CC - Faculty Evaluations

Name of the instructor: Nakysa Cummings

Name of the course: SOCI C101 (70759)
(Name of the survey)

1. This information is confidential and your responses will be anonymous.



av.=1.73 dev.=1.03

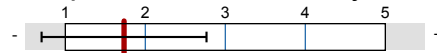
2. Compared to courses you have taken here, or at other colleges, rate the following items in this course with regard to:

av.=2.71 dev.=0.74

Presentation template

SOCI C101 (70759)
Nakysha Cummings
No. of responses = 9

1. This information is confidential and your responses will be anonymous.



av.=1.73

2. Compared to courses you have taken here, or at other colleges, rate the



av.=2.71

Comments Report

3. Comments Section