

**CONTRACT INTERPRETATION**  
Clarification of the Meaning of  
“Participates in the Student Learning Outcomes Assessment Cycle”  
on the Faculty Evaluation Form

The Los Angeles Community College District (the “District”) and the American Federation of Teachers College Guild Local 1521 (the “AFT”) agree to the following clarification of the meaning of “Participates in the Student Learning Outcomes Assessment Cycle” on the faculty evaluation form, Appendix C of the 2008-11 Agreement.

Participating in the Student Learning Outcomes cycle (writing SLOs and establishing assessment tools/rubrics as a discipline or department) is the responsibility of full-time faculty. However, it is the responsibility of **all** faculty to incorporate approved SLOs in their teaching. In order for faculty to be evaluated on their participation the following shall occur:

1. The department chair shall, at the time a course is assigned, provide the instructor with a copy (electronic or hard copy) of the course outline and any officially approved SLOs. (It is the responsibility of each college to determine a process for officially approving SLOs—it is normally considered a joint process involving sign-off by both faculty of the discipline/department and the college’s Academic Senate.)
2. All instructors shall include the officially approved course SLOs on his or her course syllabi. If course SLOs have not yet been approved or provided by the chair, this shall have no negative effect on the instructor’s evaluation.
3. All instructors shall conduct SLO assessments in their assigned classes and use the results to make appropriate changes in instruction to improve student learning. Data and results of assessments and modifications serve as evidence of fulfilling this professional responsibility.
4. An adjunct instructor may participate in discipline or departmental activities to create SLOs and establish assessments but he or she is not required to do so and lack of participation should have no negative effect on his or her performance evaluation.
5. An adjunct instructor is not required to attend SLO assessment activities when they are conducted outside the classroom. If an adjunct instructor would like to participate in such SLO activities he or she may request compensation in advance under the provisions of Article 43 B 2, Ancillary Duties.

**Justification:**

This contract interpretation is provided to clarify the meaning of “Participates in the Student Learning Outcomes Assessment Cycle” on the faculty evaluation form and to distinguish the obligations of fulltime and adjunct faculty with respect to this item.

Dated: 5/13/2009

**For the District:**

Marshall E. Drummond  
Chancellor

**For the AFT:**

Carl Friedlander  
President