

**State Board of Education Rule Revision:
Rule 6A-14.0411, Issuance of Continuing Contracts**

Briefing for the District Board of Trustees of Valencia College
April 16, 2013

Key Rule Provisions	Current Tenure Rule	Proposed Tenure Rule
Time Period for Process	Three years of service at college during a period not in excess of five years (continuous, except authorized leave)	Five years of service at college during a period not in excess of seven years (continuous, except authorized leave) Board may also provide for including satisfactory service in other institutions of higher learning.
Criteria to Earn Tenure	Required: Successful performance of duties and demonstration of professional competence. Discretionary: Educational qualifications, efficiency, compatibility, character and capacity to meet the educational needs of the community, and the length of time the duties and responsibilities of this position are expected to be needed.	Required: Successful performance of duties and demonstration of professional competence, pursuant to criteria including: 1. Quantifiable measurable effectiveness in the particular area of practice. 2. Continuing professional development; 3. Currency and scope of subject matter knowledge, 4. Student and faculty feedback and feedback from employers of students; and 5. Service to department, college and community.

Current Tenure Rule

Proposed Tenure Rule

Criteria to Earn Tenure

6. As appropriate, criteria must also include evidence of student success, as appropriate for individual faculty member:

- (i) Demonstrated or documented learning gains, (ii) course completion rates, (iii) graduation and/or certification rates, (iv) continued success in subsequent and additional courses or educational pursuits and (v) job placements in the appropriate field.

Discretionary:

1. Educational qualifications, efficiency, compatibility, learning outcomes, character;
2. Capacity to meet the educational needs of the community;
3. The length of time the duties and responsibility of this position are expected to be needed; and
4. Such other criteria as shall be included by the board.

Approval Process

Recommendation by the President and approval by the Board.

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Termination of Continuing Contract (Or Return to Annual Contract)

Recommendation by the President and approval by the Board
Cause determined by College or upon consolidation, reduction, or elimination of a college program or

Recommendation by the President and approval by the Board.
Cause determined by College (including failure to meet post-award performance criteria), or upon

Current Tenure Rule

Proposed Tenure Rule

<p>Termination of Continuing Contract (Or Return to Annual Contract)</p>	<p>restriction of the required duties of a position by the board.</p> <p>Employee has the right to a hearing in accordance with the policies and procedures of the college, or may elect to request an administrative hearing in accordance with the guidelines of Chapter 120, Florida Statutes.</p>	<p>consolidation, reduction, or elimination of a college program, insufficient teaching load or restriction of the required duties of a position by the board.</p> <p>Employee has the right to a hearing in accordance with the policies and procedures of the college, or may elect to request an administrative hearing in accordance with the guidelines of Chapter 120, Florida Statutes.</p>
<p>Administrative Leave from Continuing Contract</p>	<p>Any employee holding a continuing contract who accepts an offer of annual employment in a capacity other than that in which the continuing contract was awarded may be granted an administrative leave of absence.</p>	<p>Any full time faculty member holding a continuing contract who accepts an offer of annual employment in a capacity other than that in which the continuing contract was awarded may be granted an administrative leave of absence.</p>
<p>Post-Award Evaluation</p>	<p>N/A</p>	<p>Establishment of post-award performance criteria for faculty under continuing contract is required and periodic review must occur at least every three years.</p> <p>Evaluation criteria must include evidence of:</p> <ol style="list-style-type: none">1. Quantifiable measurable effectiveness in the particular area of practice;

Current Tenure Rule**Proposed Tenure Rule**

Post-Award Evaluation	N/A	<p>2. Continuing professional development;</p> <p>3. Currency and scope of subject matter knowledge;</p> <p>4. Student and faculty feedback and feedback from employers of students;</p> <p>5. Service to the department, college, and community.</p> <p>Evaluation criteria must also include evidence of student success, as appropriate for individual faculty member:</p> <p>(i) Demonstrated or documented learning gains, (ii) course completion rates, (iii) graduation and/or certification rates, (iv) continued success in subsequent and additional courses or educational pursuits and (v) job placements in the appropriate field.</p>
Faculty Contracts Options	No faculty contract may exceed one year in length, with allowance for continuing contracts, which do not require annual Board action to renew.	In addition to continuing contracts, each Board may award multiple year contracts (up to three years in length), annual contracts or contracts less than one year to full-time faculty.
Transition to New Rule	N/A	Exemption from new time requirements for faculty being considered for an award of a continuing contract during the 2012-13, 2013-14 and the 2014-15 fiscal years.

Next Steps

Valencia College

The Rule has been approved by the State Board. Valencia will:

- Amend its policies and implementing procedures, and consider options in light of the changes, using its local authority and prerogatives as appropriate.
- Revise the evaluation process for tenured faculty and the timing and content of its induction process for tenure-track faculty, which currently has two components that run concurrently:

- The candidate's Individualized Learning Plan (which is primarily formative and developmental, and the successful completion of which is a prerequisite to be eligible for consideration for tenure at later stages) and
- The assessment of the candidate's ongoing professional practice as supervised by the candidate's dean.
- When warranted by successful completion of the ILP and responsible professional performance, both components culminate in the evaluation of the candidate's completed pre-tenure work by the Tenure Review Committee, followed by appropriate recommendations from the dean to the Campus President/VP, from the Campus President/VP to the President, and from the President to the District Board of Trustees.

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Proposed Tenure Rule

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