

June 17, 2004

**Resolution in Opposition to Student Test Scores in Faculty Evaluation
Files**

Whereas the President of LaGuardia Community College has informed the LaGuardia PSC that she requires ACT pass rate scores to be included in faculty personnel files for evaluation of “teaching effectiveness;” and

Whereas the President has insisted that it is her right to require “multiple quantitative measures of teaching effectiveness;” and

Whereas using the ACT test as an exit exam is not considered a valid measure of student performance or improvement; and

Whereas ACT test student pass rates vary widely and do not reflect teaching effectiveness of faculty; and

Whereas including such scores in evaluating “teaching effectiveness” encourages the practice of ‘teaching to the test’ rather than the well-rounded and carefully designed curriculum of a department and its faculty members; and

Whereas students are ill served by courses that are oriented toward tests instead of providing them with a wide range of college level skills; and

Whereas curriculum design and development is the professional responsibility of faculty, not outside test agencies or CUNY administration; and

Whereas faculty evaluation of teaching effectiveness is a matter faculty have traditionally taken seriously through peer observations, professional development seminars, student evaluations and annual evaluations; and

Whereas the PSC contract specifies that faculty be evaluated on the basis of material in their personnel file where the contents and evaluation instruments have been negotiated through past practice and College governance; therefore be it

Resolved, that the PSC Delegate Assembly support the LaGuardia chapter in this Resolution and forward a copy of it to Chancellor Goldstein; and be it further

Resolved, that student test scores, student grades, student averages, and retention rates, in whatever form or format, **not** be included in Faculty Personnel files at any CUNY campus; and be it further

Resolved, that Union representatives and governance representatives be consulted and negotiations take place to insure that the contents of files include only documents approved through College governance and union negotiation; and be it further

Resolved, that any such scores or student results be removed from any and all faculty files on any campus where they have been included.