



ANNUAL EVALUATION REPORT – TENURE-TRACK FACULTY

EVALUATION PERIOD JANUARY 1, 2022 THRU DECEMBER 31, 2022

Name: Sharon D. Ross Tenure Year: 1 PIN: _____
 Department: Educational Leadership FTE Percentage: 100
 Present Rank: Full Associate Assistant Department Head: FTE Percentage: _____
 Teaching Faculty Non-Teaching Faculty (Supplementary Review Attached)

This annual evaluation covers the previous calendar year. The evaluator's remarks must address any changes in performance in each area since the last annual evaluation. The remarks should address the individual's progress toward tenure and/or promotion to the next rank, where applicable.

1. Weighted Percentage: 50

TEACHING/POSITION EFFECTIVENESS (or performance of assigned duties for non-teaching faculty)

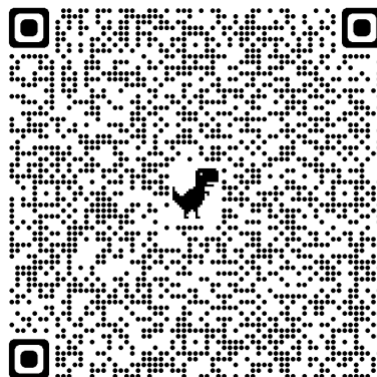
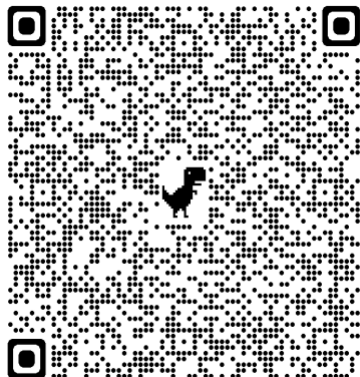
NOTE: For instructional faculty, evaluations "shall include an assessment of teaching evaluations completed by their students, but may not be limited to said student evaluations."

CHECK ONE: Outstanding (1) Good (2) Satisfactory (3) Needs Improvement (4) Unsatisfactory (5)

REMARKS REQUIRED: Student evaluation forms in folder. 1 email with student comments attached in folder.
 EDAD 561 Instructor/Course/QEP 5.0/4.64/5.0 All are above the university, school of education and human services, and department mean. Comment: I enjoyed this course. Dr. Ross has been an amazing professor, very approachable and helpful.
 EDAD 569 Instructor/Course/QEP 5.0/4.8/4.5 All are above the university, school of education and human services and department mean.

561 Cultural Leadership Student Eval's

569 Instructional Leadership Student Eval's



EDAD 510 Instructor/Course/QEP. No eval. Yearlong course.

Trainings: Conference Sessions, 47th Annual Research on Women in Education Conference, Dec. 1-3, 2022, Houston, Tx. (An AERA SIG)

Conference Sessions, 2022 CSOTTE Fall Conference, San Marcos, Tx. October, 2022.

D2L Integration, Zoom, Accessibility, and Gradebook Setup August 9-11, 2022

Professional Development, TAMUC, Commerce, October 5, 2022

Course Lead: EDAD 658 School Crisis Leadership

Redesign: The course is partially redesigned.

Evidence of Learning Outcomes Assessed Yes No (ATTACH EVIDENCE)

2. Weighted Percentage: 25

SCHOLARLY RESEARCH AND/OR CREATIVE ACTIVITY

CHECK ONE: Outstanding (1) Good (2) Satisfactory (3) Needs Improvement (4) Unsatisfactory (5)

EMPLOYEE'S INITIALS SR

EVALUATOR'S INITIALS DH

REMARKS REQUIRED:

1 publication submitted but rejected....letter is included in folder.

Presentations: Matters of the Heart: Supporting from the Office to the Classroom, CSOTTE Conference, Oct. 2022, Info in folder.
Research on Women in Education (RWE) Presentation: The Perceptions of Women in Educational Leadership and Work Satisfaction Reimagined During Critical Times, 47th Annual RWE Fall Conference, Dec. 1-3, 2022.

Guest Panelist: Center for School Governance, IDL Cohort, Austin, Tx. Contact Attorney Blake Powell. Nov. 30, 2022. Panelist was three superintendents sharing with district leaders aspiring to be superintendents.

3. Weighted Percentage: 25

SERVICE/COMMUNITY ENGAGEMENT (System, University, College/School, Department/Unit, Professional, Community)

CHECK ONE: Outstanding (1) Good (2) Satisfactory (3) Needs Improvement (4) Unsatisfactory (5)

REMARKS REQUIRED:

TAMUC Scholar Mentor Fall 2022

Texas Women in Higher Education, Institutional Representative for TAMUC

Graduate Faculty Representative, Dissertation Proposal Defense, Nov. 2022

Assisting Dr. Templeton with Dallas Lead groups (recruiting and information gathering...see folder attachment

NSPDK, Inc. Sorority Service projects: Dec. 2022 Daycare and Nursing Facility Gifts/Reading

NSPDK, Inc. Sorority Office: Publications Officer of Epsilon Beta, Tyler Chapter

NSPDK, Inc. Southwest Regional Office: Krinon Chair. (Journal chair)

TCWSE, Texas Council of Women School Executives Executive Board Member

TCWSE, Texas Council of Women School Executives JTWSE (Journal of Texas Women School Executives) Co-Editor

4. **EVALUATION OF PROGRESS TOWARD TENURE:** For tenure track faculty, the department chair shall meet with the tenured faculty and thereafter incorporate in the chair's annual evaluation the sense of the tenured faculty on the progress of the candidate towards tenure and promotion. A summary of the tenured faculty's comments, if any, should be included in this evaluation.

CHECK ONE: ~~Outstanding (1)~~ Good (2) Satisfactory (3) Needs Improvement (4) Unsatisfactory (5)

REMARKS REQUIRED:

Teaching: Continue to contribute to Superintendent, Principal, and Doc program.

Research: Dr. Ross has only been at TAMUC for one semester. She has 2 presentations and submitted one publication but it was rejected. That rejection letter is included in the folder but shows work toward tenure. Given her short time, I believe she is on track for tenure but she must average a couple of publications per year.

$$(4 \cdot .50) + (3 \cdot .25) + (4 \cdot .25) = 3.75$$

EMPLOYEE'S INITIALS SR

EVALUATOR'S INITIALS DA

5. LIST GOALS, OBJECTIVES, AND WEIGHTED PERCENTAGES TO BE COMPLETED IN THE NEXT YEAR.

REMARKS REQUIRED:	2023 Self Goals: Having been here since the Fall of 2022, my goals are as follows:
Teaching <u>50</u>	1. Goal: Increase Research. Objective: SR will document at least 2 research projects completed and published or submitted for publication.
RSCA <u>25</u>	2. Goal: Seek grants to explore participation in for ed leadership. Objective: SR will document at least one grant project submitted
Service <u>25</u>	3. Goal: Increase awareness of teacher evaluations. Objectives: SR will Increase the number of student participants in course evaluations by 25% by informing students of evaluations and sending frequent check points.

** If any section is rated "Unsatisfactory": "A proposed remedial course of action and a reasonable time limit must be added to the evaluation for mutual collegial benefit, and be undertaken during the period before the next evaluation."*

EVALUATOR: *I have prepared this "Annual Evaluation Report" and reviewed it with the employee:*

DeMarquis Hayes

Date: 01/30/2023

Evaluator's Signature

Type/Print Name: DeMarquis Hayes

Title: Interim Department Head

EMPLOYEE: *I have read and reviewed the foregoing evaluation. It is my understanding that I may attach comments, if there is a disagreement with the evaluation.*

Sharon D. Ross

Date: 01/22/23

Employee's Signature

DEAN:

- I concur with the Evaluator's assessment.
- I disagree with the Evaluator's assessment. *My reasons are attached.*
- N/A – The Dean is the Evaluator.

Raymond J. Green

Date: 2/2/2023

Dean's Signature

Type/Print Name: Raymond J. Green

PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS:

- I concur with the Dean's assessment.
- I disagree with the Dean's assessment. *My reasons are attached.*

Date: _____

Provost's Signature

Type/Print Name: _____



ROSS, SHARON D.

Assistant Professor

Manager: Demarquis Hayes

Evaluated By: Demarquis Hayes

Attachment Only Performance Review 2022

Organization: 21121055 Educational Leadership (Melissa Arrambide)

Location: Commerce ETAMU

01/01/2022 - 12/31/2022

Overall Rating

Manager Overall Evaluation

Rating: Exceeds Expectations

Comment:

Teaching: Continue to contribute to Superintendent, Principal, and Doc program.
Research: Dr. Ross has only been at TAMUC for one semester. She has 2 presentations and submitted one publication but it was rejected. That rejection letter is included in the folder but shows work toward tenure. Given her short time, I believe she is on track for tenure but she must average a couple of publications per year.

Acknowledgement

Manager

Entered by: Demarquis Hayes **Date:** 04/19/2023

Status: Option 1: I have reviewed the position restrictions for accuracy and updates ARE NOT REQUIRED. I acknowledge I have reviewed and discussed this performance evaluation with the Employee.

Comment:

Employee

Entered by: SHARON ROSS **Date:** 04/03/2023

Status: Option 1: I acknowledge I have reviewed the position restrictions for accuracy; I have reviewed and discussed this performance evaluation with my Manager and I AGREE with the evaluation.

Comment: I met with Dr. Hayes on January 12, 2023 to discuss the performance review