



Vargas, Ricardo S

**2026 - Broward College Contract
Eligible Faculty and Librarian Self-
Assessment Form**

Assistant Professor, Information Technology

Organization: Online STEM IT (McBee, Mitch
(1001152))

Manager: McBee, Mitch (1001152)

Location: Broward College Online

Evaluated By:

01/01/2026 - 12/31/2026

FACULTY AND FACULTY LIBRARIANS CRITERIA - I. Teaching - A. Content Knowledge is the formally-recognized knowledge and skills faculty members possess in a chosen field. A professor's professional expertise ensures that content is taught in adequate depth..

1. Present content in adequate depth to appropriately address the learning outcomes of the course.

Employee Evaluation

Rating:

Response:

FACULTY AND FACULTY LIBRARIANS CRITERIA - I. Teaching - B. Instructional Delivery represents those interactive skills that promote or facilitate the achievement of learning outcomes.

2. Communicate effectively as applicable to class format and delivery method.

Employee Evaluation

Rating:

Response:

3. Facilitate effective communication as applicable with and among students.

Employee Evaluation

Rating:

Response:

4. Present content to stimulate student interest and intellectual curiosity.

Employee Evaluation

Rating:

Response:

5. Encourage student input.

Employee Evaluation

Rating:

Response:

6. Refer students to use additional learning and library resources when deemed necessary by the professor.

Employee Evaluation

Rating:

Response:

FACULTY CRITERIA ONLY - I. Teaching - C. Instructional Management includes those organizational and operational tasks involved in maintaining and operating a class or employing strategies, resources, and/or library activities that support learning outcomes.

7. Publish required elements of the current course syllabus to the Syllabus Library by the 60-day deadline and release the complete syllabus in the college's learning management system one day prior to the start of class.

Employee Evaluation

Rating:

Response:

8. Review the current course syllabus during the first week of class.

Employee Evaluation

Rating:

Response:

9. Employ instructional materials, that support the learning outcomes.

Employee Evaluation

Rating:

Response:

10. Utilize instructional strategies and activities appropriate to the academic discipline that enable students to achieve the learning outcomes.

Employee Evaluation

Rating:

Response:

11. Review constructive and relevant feedback from Student Opinion of Instruction to inform instructional practice.

Employee Evaluation

Rating:

Response:

12. Prepare and organize material prior to class meetings.

Employee Evaluation

Rating:

Response:

13. Maintain and retain accurate grade records of student performance.

Employee Evaluation

Rating:

Response:

14. Use assessments and assignments that align with course learning outcomes.

Employee Evaluation

Rating:

Response:

15. Provide timely constructive feedback on assessments (e.g., exams, assignments, papers).

Employee Evaluation

Rating:

Response:

16. Treat all students with fairness, equity, and respect.

Employee Evaluation

Rating:

Response:

FACULTY LIBRARIAN CRITERIA ONLY - I. Teaching - C. Instructional Management includes those organizational and operational tasks involved in maintaining and operating a class or employing strategies, resources, and/or library activities that support learning outcomes.

17. Employ strategies, resources, and/or library activities that support the learning outcomes.

Employee Evaluation

Rating:

Response:

18. Review constructive and relevant feedback from library assessments (e.g. student surveys) to inform instructional practice.

Employee Evaluation

Rating:

Response:

19. Prepare and organize materials and resources prior to class meetings.

Employee Evaluation

Rating:

Response:

20. Treat all students with fairness, equity, and respect.

Employee Evaluation

Rating:

Response:

21. Utilize appropriate instructional strategies and activities that enable students to achieve the learning outcomes.

Employee Evaluation

Rating:

Response:

FACULTY AND FACULTY LIBRARIANS CRITERIA - I. Teaching - D. Service to Students comprises work done to benefit students outside of holding class or responding to student work.

16. (Faculty Only) - Faculty maintain established student office hours.

(Librarians Only) - Faculty Librarians maintain office hours in varied modalities (SRAs, chat, etc.)

Employee Evaluation

Rating:

Response:

17. Encourage students to explore the relationship between curricula and potential careers.

Employee Evaluation

Rating:

Response:

18. Encourage applicable student participation in, assist in planning of, and/or facilitate co-curricular activities (e.g., field trips, guest speakers, etc.).

Employee Evaluation

Rating:

Response:

FACULTY AND FACULTY LIBRARIANS CRITERIA - II. Service to the College: List any college-related activities other than teaching and professional development that support the College (e.g., committee work, campus/Pathway/departmental governance, Faculty Senate or UFF-BC participation). See Article 7.20 for types of activities that are considered as service to the College.

19. Respond in a timely manner to requests for information from appropriate college personnel.

Employee Evaluation

Rating:

Response:

20. Participate in shared governance through professional obligations pursuant to CBA Article 7.20. (E.G. Faculty Senate, college standing committees, departmental committees, etc.).

Employee Evaluation

Rating:

Response:

21. Participate in the graduation ceremony according to the Collective Bargaining Agreement pursuant to CBA Article 7.60.

Employee Evaluation

Rating:

Response:

III. PROFESSIONAL DEVELOPMENT

A. List how you satisfied the professional development requirements during the relevant evaluation period pursuant to Article 7.40. Professional development may include activities in the following categories: fostering a supportive learning environment, assessment and reflection, continued learning in area of discipline, continued learning of evidence-based best practices, and technology to enhance instruction.

Employee Evaluation

Response:

B. Please describe how you plan to satisfy the professional development requirements during the next evaluation period pursuant to Article 7.40. Professional development plans may include activities in the following categories: fostering a supportive learning environment, assessment and reflection, continued learning in area of discipline, continued learning of evidence-based best practices, and technology to enhance instruction.

Employee Evaluation

Response:

IV. Optional Activities or Achievements:

List any optional community service activities in which you engaged during the evaluation period. (Explain your role and time spent)

Employee Evaluation

Response:

List any honors, professional achievements (e.g., certifications), or awards received during the evaluation period.

Employee Evaluation

Response: