



**EASTMAN  
COMMUNITY  
MUSIC SCHOOL**

EASTMAN SCHOOL OF MUSIC • UNIVERSITY OF ROCHESTER

## **Faculty Assessment Overview and Purpose**

*Updated June 2021*

The ECMS Faculty Assessment Program was developed in 2014 by the Senior Faculty, Department Chairs and the Associate Dean.

It is a priority of the Community School to administer a teacher assessment process that promotes job satisfaction, recognizes and rewards good performance, and clearly states the expectations we have of one another as professional artist-teachers.

The faculty assessment process serves as a tool to evaluate our teachers on an annual basis so as to ensure the quality of our teaching and the fullest realization of the school's mission. It facilitates the renewal of annual contracts, clarifies and tracks the qualities we seek in our teachers and, as such, stipulates the values we hold as a school.

Keeping a faculty assessment program streamlined enough to fully execute each year by very busy people, while at the same time achieving meaningful results is, needless to say, challenging.

We see this document as a work in progress, always subject to improvement and revision. The following quote serves to underline our challenge:

*Not everything important can be measured,  
and not everything that can be measured is important.*

-Albert Einstein