

## Probationary Full-Time Faculty Evaluation & Development Process Overview

Probationary faculty at OCCC will participate in an annual evaluation cycle to support their continued growth and development over three (3) years. Probationary appointments faculty may be reappointed annually based on satisfactory performance. After three (3) years of successful performance at probationary appointment status, full-time faculty will be appointed to continuous appointment status.

An effective evaluation system helps the College to assure and improve the quality of its instruction and programs. It affords the opportunity for professional growth and improvement. Evaluation related to the improvement of instructional effectiveness is a requirement of the College's accreditation.

Evaluation of full-time faculty consists of two distinct components:

- The performance of assigned job duties and related responsibilities.
  - These duties and responsibilities encompass:
    - All aspects of teaching and student interface
    - Other professional responsibilities
  - These duties and responsibilities are documented in:
    - The faculty position description in which the probationary faculty was hired
    - The 10 faculty commitments for student success
    - The faculty hand book and elsewhere in college administrative procedures (catalog, Title IX, etc.)
    - Annual individual development plans developed as part of probationary evaluations
- Professional development activities to ensure continued excellence in teaching and keeping pace with changing technology and knowledge in the discipline.