



## **Overview of Job Expectations According to Years of Service**

- Year I      ***Focus on the Classroom***  
Evaluation for a faculty member in the first year of employment will be based primarily upon documentation that the faculty member has, with the help of a mentor, attended to the art of classroom instruction, materials preparation, and instructional management.
- Year II      ***Focus on the Classroom and the Community College***  
Evaluation for a faculty member in the second year of employment will be based primarily upon documentation that the faculty member has attended to the art of teaching and learning within the community college environment and to service to the College (especially at the departmental level) through committees and/or special assignments.
- Year III      ***Focus on the Classroom, College, and Discipline/Content***  
Evaluation for a faculty member in the third year of employment will be based primarily upon documentation that the faculty member has attended to the improvement of instruction, to service to the College, and to professional development either within the discipline or within the art of teaching.
- Year IV+      ***Experienced Faculty***  
Evaluation for an experienced faculty member (beyond the first three years) will be based primarily upon achievement of goals which are selected by the faculty in collaboration with the supervisor, congruent with the departmental/divisional/ institutional goals and objectives for the improvement of teaching and learning, service to the College, and professional development either within the discipline or within the art of teaching.