

A. TEACHES EFFECTIVELY

1. Uses a variety of strategies to promote student retention and successful course completion.
2. Provides timely and meaningful feedback to students on their progress throughout the course.
3. Provides a variety of methods to engage students in the learning process.
4. Uses a variety of teaching methods and expands teaching methodologies to address learning differences among students.
5. Uses student learning outcomes assessment to continually evaluate and inform effective teaching practices.
6. Maintains an inclusive and positive learning environment in the classroom.

B. WORKS RESPONSIBLY WITHIN THE PROGRAM/COLLEGE/COMMUNITY

1. Actively participates in Academic Senate, District or other standing or ad hoc committees to further support the success of the college.
2. Contributes to the department, program, and college level development and assessment of Student Learning Outcomes.
3. Creates both formal and informal collaborations with colleagues to promote student success.
4. Demonstrates understanding of college organization and procedures and promotes campus resources to support student success.
5. Engages and mentors others to engage in actions that promote institutional and departmental goals.
6. Actively works with advisory and accrediting groups specific to discipline (where appropriate).
7. Seeks participation in outside grants or programs to enhance student success.

C. DEVELOPS PROFESSIONALLY

1. Maintains connections to relevant organizations within their discipline.
2. Participates and ultimately takes leadership roles in continuing education activities within and across disciplines.
3. Stays current through reading and/or research and demonstrates leadership in activities to share knowledge with colleagues.
4. Participates in and ultimately organizes professional learning activities to promote an understanding of learning theory and pedagogy and cross-cultural awareness.
5. Attends conferences and workshops relevant to discipline and pedagogy.

D. SUPPORTS STUDENTS

1. Creates safe, supportive classrooms that focus on student learning and promote student persistence.
2. Actively educates themselves about available resources within the campus and community to support and encourage students.
3. Demonstrates willingness to work with students in and outside the classroom individually and in student groups.

4. Assists students in engaging in activities that will advance their knowledge, skills and opportunities.

Librarians teaching courses will be evaluated according to Appendix A, section A. Teaches Effectively, in addition to the following responsibilities.

A. LIBRARY RESPONSIBILITIES:

1. Reference:
 - a. Knowledgeable in both content and scope of reference collection.
 - b. Continually updates resource offerings in both print and electronic formats.
 - c. Prepares LibGuides on timely subjects, selecting quality print and online resources to support specific subject disciplines.
 - d. Creates library displays that relate to campus life and current topics.
 - e. Maintains and enhances library website.
 - f. Provides appropriate reference service and support to diverse populations.
2. Information Competency:
 - a. Acts as a resource for information literacy in a variety of settings.
 - b. Creates/maintains online information literacy tutorials for.

techniques.

5. Attends conferences and workshops relevant to discipline.

D. SUPPORTS STUDENTS

1. Maintains the library as a safe, supportive environment that focuses on student learning and promotes student success.
2. Actively educates themselves about available resources within the campus and community to support and encourage students.
3. Demonstrates willingness to work with students individually and in student groups.
4. Assists students in engaging in activities that will advance their knowledge, skills, and opportunities.
5. Advocates for students through professional contacts and assist other colleagues in becoming student advocates.

Counselors teaching courses will be evaluated according to Appendix A, section. A. Teaches Effectively, in addition to the following responsibilities.

A. COUNSELS EFFECTIVELY:

1. - Assists students in assessing, planning, and implementing their immediate and long-range academic goals,
2. - Assists students in assessing their skills, abilities, values and interests and advises them concerning current and future employment trends.
3. – Assists students with personal, family, or other social concerns, when that assistance is related to the students’ education,
4. Provides intervention directly or through cooperative arrangements with other resources on campus or in the community,
5. – Counsels students with a respect for their origins and cultural values.

B. WORKS RESPONSIBLY WITHIN THE PROGRAM/COLLEGE/COMMUNITY

1. Actively participates in collaborative efforts RESPONSIB RESPONSIB

