

DEVELOPMENT AND EVALUATION – TEACHING FACULTY

Policy Number: 419

Categorized: [Human Resources](#)

Responsible Office: Human Resources

Subject: Professional development and evaluation of teaching faculty

Related Policies:

Procedures: [Development and Evaluation Plan for Full-time Teaching Faculty](#)

Additional Information:

Effective Date: 10/2013

Last Reviewed Date: 04/21/2020

1. Scope

This applies to all teaching faculty.

2. Policy

Faculty are expected to pursue high standards, challenging goals, and teaching excellence. They can expect that their dean or supervisor will provide them with guidance, support, encouragement, due recognition, and a fair assessment of their contributions to the college's mission.

The Faculty Development and Evaluation Plan provides a mechanism for investing in the professional growth, development, and performance of each faculty member, in accord with the following guiding principles:

- a. Northern Virginia Community College (NOVA) intends to foster a culture of high performance in a shared commitment to the mission of the college.
- b. A commitment to excellence with a focus on student success should be evident in all that we do.
- c. Faculty efforts should encompass effective performance in teaching, service, scholarly and creative engagement, and institutional responsibility.
- d. Faculty should take ownership of their performance and professional development as an ongoing job responsibility and as a responsibility of a member of the college community.
- e. Professional Development, Evaluation, and Recognition should be purposefully mutually reinforcing of each other.
- f. Evidence should inform evaluation and professional development decisions.
- g. Achievement should be recognized.
- h. Exemplary performance should be rewarded.
- i. Peer involvement and collaboration should be encouraged.

- j. Stakeholders who use the Faculty Development and Evaluation process should be well-trained in its purpose and use.

3. Definitions

N/A

4. Procedures

See [Development and Evaluation Plan for Full-time Teaching Faculty](#).

5. Authority

VCCS Policy 3.6 Faculty Evaluations