

Treasure Valley Community College

Code: **GCN/GDN**
Adopted: 06/30/98
Readopted: 10/14/09; 2/15/11
Orig. Code(s): AR 400-14; AR 700-3

Evaluations

Adjunct faculty will be evaluated the first three terms of their employment and once a year thereafter, unless the Dean of Instruction and/or Department Chair or Director of Correctional Education determines more frequent evaluation is necessary. The evaluation process will include a teaching observation, student evaluation and written evaluation.

Professional and classified staff will serve a six month “at will” probationary period and may then be evaluated. The employee will be evaluated at one year of the employee’s hire date. Thereafter, staff will be evaluated upon each anniversary year.

A decision to non-renew or terminate an employee shall not use the evaluation as a sole document to make such a decision; the evaluation should serve as a supplement to the decision. Evaluations may be performed on a more frequent basis at the discretion of the supervisor.

END OF POLICY

Legal Reference(s):

[ORS 341.290\(2\)](#)

[OAR 589-008-0100\(1\)\(h\)](#)