

HIRE TO RETIRE PATHWAY 2022-2023

The following table serves as a pathway to continue professional development growth from individual faculty members' hire date through their retirement date. The pathway is not exclusive but merely a tool to help guide the continuous development of faculty who are content and pedagogy experts.

Please note: items identified with a * indicate a leadership tract

| | Year 1 | Year 2-4 | Year 5-7 | Year 8-10 | Year 10+ |
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| Teaching Excellence Innovation Learning, etc.... Center for Teaching and Learning Professional Learning | <ul style="list-style-type: none"> <input type="checkbox"/> Teaching at AC Certification <input type="checkbox"/> Teaching for Transformation <ul style="list-style-type: none"> <input type="checkbox"/> Mentor/mentee Observations <input type="checkbox"/> New Faculty Orientation <input type="checkbox"/> Blackboard Essentials and /or Blackboard Ultra Course View Toolkit <input type="checkbox"/> Ally training <input type="checkbox"/> Attend ACES <ul style="list-style-type: none"> <input type="checkbox"/> Blackboard Data and Aviso | <ul style="list-style-type: none"> <input type="checkbox"/> Digital Learning Certificate <input type="checkbox"/> Rank and Tenure Pedagogy Courses (no stipend) <input type="checkbox"/> Professional Learning Cohort(s) <input type="checkbox"/> Facilitate/volunteer at ACES <input type="checkbox"/> LEARNing Design Institute <input type="checkbox"/> Mentor new faculty through TFT <input type="checkbox"/> Travel for content <input type="checkbox"/> Blackboard Data and Aviso | <ul style="list-style-type: none"> <input type="checkbox"/> Present at ACES <ul style="list-style-type: none"> <input type="checkbox"/> LEARNing Design Institute <input type="checkbox"/> Professional Learning Cohort(s) <ul style="list-style-type: none"> <input type="checkbox"/> Assist and/or lead Professional Learning Cohort series <input type="checkbox"/> Mentor new faculty through TFT <input type="checkbox"/> Rank and Tenure Pedagogy Courses (no stipend) <input type="checkbox"/> Travel for content | <ul style="list-style-type: none"> <input type="checkbox"/> Present at ACES <input type="checkbox"/> Participate or develop and lead Professional Learning Cohort(s) <input type="checkbox"/> *Leadership For Transformation (coordinator, chair, dean) <input type="checkbox"/> LEARNing Design Institute <input type="checkbox"/> Travel for content | |

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| Service to Students, Department, College | <input type="checkbox"/> AC Day of Caring <input type="checkbox"/> Crunch Time shift volunteer | <input type="checkbox"/> Success 360 <input type="checkbox"/> Student Club Sponsor <input type="checkbox"/> AC Day of Caring <input type="checkbox"/> Badger Beginnings/NSO <input type="checkbox"/> Teaching Community EDUC 11 Learning Frameworks <input type="checkbox"/> Committee Work/Chair <input type="checkbox"/> Recruiting for College <input type="checkbox"/> Student Mentoring <input type="checkbox"/> Student Retention |
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|--|--------------------------------|--|---|---|--|
| | | <input type="checkbox"/> *Presidential Leadership Committee Items completed on a rotating basis as needed. The faculty member should complete 3+/year. | | | |
| Service to Community beyond Amarillo College | N/A | <input type="checkbox"/> Board of Directors for local non-profit <input type="checkbox"/> Service to a religious community <input type="checkbox"/> Service to local community organizations <input type="checkbox"/> *Leadership Amarillo/Canyon | | | |
| Rank and Tenure Timeline <i>(Recommended)</i> | Attend Rank and Tenure Session | <u>Years 2 and 3:</u> <input type="checkbox"/> Begin preparing documents in a portfolio for Rank <input type="checkbox"/> Choose a Rank and Tenure Mentor (if applicable) <u>Year 4:</u> <input type="checkbox"/> Apply for the first step in Rank | <u>Years 5 and 6:</u> <input type="checkbox"/> Begin preparing documents in the portfolio for Rank and Tenure <u>Year 7:</u> <input type="checkbox"/> Apply for the second step in Rank <input type="checkbox"/> Apply for Tenure | <u>Years 8 and 9:</u> <input type="checkbox"/> Begin preparing documents in the portfolio for Rank <u>Year 10:</u> <input type="checkbox"/> Apply for the third step in Rank | <u>Years 11 and 12:</u> <input type="checkbox"/> Begin preparing documents in the portfolio for Rank <u>Year 13:</u> <input type="checkbox"/> Apply for the fourth and final step in Rank |

