

HIRE TO RETIRE PATHWAY

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+
Teaching Excellence Innovation Learning, etc.... Center for Teaching and Learning Professional Learning	<input type="checkbox"/> Teaching at AC Certification <input type="checkbox"/> New Faculty Orientation <input type="checkbox"/> Blackboard Essentials <input type="checkbox"/> Teaching for Transformation <input type="checkbox"/> Mentor/mentee Observations <input type="checkbox"/> Ally training <input type="checkbox"/> Blackboard Analytics training <input type="checkbox"/> Attend ACES	<input type="checkbox"/> Online Training <input type="checkbox"/> Data-Informed Instruction <input type="checkbox"/> Rank and Tenure 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 training (year 4) <input type="checkbox"/> Travel for content	<input type="checkbox"/> Present at ACES <input type="checkbox"/> Mentor new faculty through TFT <input type="checkbox"/> LEARNing Design Institute <input type="checkbox"/> Professional Learning Cohort(s) facilitator training <input type="checkbox"/> Assist and/or lead Professional Learning Cohort series	<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	
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 FYS Course <input type="checkbox"/> Committee Work/Chair <input type="checkbox"/> Recruiting for College <input type="checkbox"/> Student Mentoring <input type="checkbox"/> Recruiting <input type="checkbox"/> Student Retention		

		<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