HIRE TO RETIRE PATHWAY 2023-2024

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 <u>not exclusive but merely a tool to help guide</u> the continuous development of faculty who are content and pedagogy experts. Each year builds off the year before—items completed the year(s) before can be repeated.

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	Teaching for Transformation (Day #1) New Faculty Orientation (Day #2) Teaching for Transformation monthly workshops Mentor/mentee Observations (through Teaching for Transformation) Blackboard Ultra Training Ally training Watermark (Student Engagement Portal) Attend ACES in January	Digital Learning Certificate Participate in Professional Learning Tracks Serve on Faculty Development Committee Present at ACES Mentor new faculty through TFT Travel for content; attend a content-related conference	Rank and Tenure Pedagogy Courses (no stipend) Lead a faculty book study (Related to pedagogy, content area, or higher education) *HR Leadership seminars and workshops (no CTL stipend) *Take a leadership role (Chair) on Faculty Development Committee *Attend Leadership track sessions at ACES	Develop and lead Professional Learning Cohort(s) Create departmental Lunch and Learns - contact Dean for more information *Leadership For Transformation (coordinator, chair, dean)	To Be Determined - let CTL know if you are looking for something specific

Service to Students, Department, College	Success 360 Springboards	Community-Specific Recruiting Events Badger Beginnings/NSO Teach EDUC 1100 Learning Frameworks Student Club Sponsor AC Day of Caring Committee Work/Chair Recruiting for College Student Mentoring Items are completed on a rotating basis as needed. The faculty member should complete 3+/year.			
Service to Community beyond Amarillo College	N/A	Board of Directors for local non-profit Service to a religious community Service to local community organizations *Leadership Amarillo/Canyon			
Rank and Tenure Timeline *(Recommended)*	Attend a Rank and Tenure Session during Teaching for Transformation monthly workshops Set up Rank and Tenure Google Drive folder	*Years 2 and 3:* Begin preparing documents in a portfolio for Rank Choose a Rank and Tenure Mentor (if applicable) *Year 4:* Apply for the first step in Rank	*Years 5 and 6:* Begin preparing documents in the portfolio for Rank and Tenure *Year 7:* Apply for the second step in Rank Apply for Tenure	*Years 8 and 9:* Begin preparing documents in the portfolio for Rank *Year 10:* Apply for the third step in Rank	*Years 11 and 12:* Begin preparing documents in the portfolio for Rank *Year 13:* Apply for the fourth and final step in Rank