

Treasure Valley Community College

Code: GCN/GDN
Adopted: 06/30/98
Readopted: 10/14/09; 2/15/11; 7/20/21
Orig. Code: AR 400-14; AR 700-3

Adjunct Faculty and Staff Evaluations

Adjunct faculty will be evaluated the first three terms of their employment and once a year thereafter, unless the Vice President of Academic Affairs, Dean of CTE 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 at any time during that period. The employee will, at a minimum, be evaluated at the one year anniversary of the employee’s hire date. Thereafter, staff will be evaluated at least annually.

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\(1\)\(h\)](#)