



First-year Faculty Learning Goals

Onboarding begins at the interview/contract process through the first three teaching quarters.
[NOTE: items in brackets are particular to term faculty]

Goal 1: Teaching & Learning

Design and teach interdisciplinary curriculum that facilitates inclusive learning communities where students make progress towards the Six Expectations of an Evergreen Graduate through engagement with Evergreen's signature practices, including:

- [Team teaching] and collaborative learning
- [Seminar facilitation that engages diverse perspectives]
- Experiential learning opportunities
- Narrative evaluation and reflection practices that support student growth
- Community agreements that foster belonging and relational accountability

Goal 2: Student-Centered Advising & Support

Implement holistic, trauma-informed, and equity-minded approaches to student support that ensure students are prepared for continued learning and success, including:

- Connecting students with appropriate campus resources
- [Guiding students through academic statement development]
- [Providing academic advising that helps students integrate learning and prepare for post-graduate success]

Goal 3: Professional Roles & Responsibilities

Meet professional obligations (Article 6 of the CBA) by navigating institutional systems, collaborating with colleagues, and maintaining required documentation, including:

- Navigating essential institutional systems, processes, and deadlines, including curriculum planning timelines
- [Coordinating with colleagues in your curricular area to develop teaching plans]
- Engaging in collaborative curricular development with colleagues in the appropriate curricular area
- [Developing effective strategies for team teaching]
- Maintaining appropriate documentation for portfolio development and participating in faculty review processes

Goal 4: Campus Community

Make meaningful contributions to the campus community, including:

- Establishing reciprocal and collaborative relationships with peers (faculty and staff)
- Affiliating with appropriate curricular areas (Paths & CATs, Tacoma, NPP, or graduate programs)
- Actively engaging in governance structures
- Crafting a professional development plan that utilizes campus resources
- Fostering an inclusive and supportive academic community