

FACULTY PERFORMANCE & DEVELOPMENT

This document is the parent policy for any College procedures. Questions regarding this policy are to be directed to the identified Policy Owner.

Category	G. People & Culture ▾
Policy Number	G08
Approval Date	September 29, 2026
Effective Date	September 29 2026
Policy Owner	Vice President, Academic & Student Experience Chief People & Culture Officer

Objective	Olds College of Agriculture & Technology (the "College") is committed to excellence in educational programs achieved through quality instruction. By emphasizing faculty professional growth and development and outlining the evaluation of faculty performance, this policy aims to cultivate a culture of continuous improvement in teaching and learning, enhancing the learning experience for all students at Olds College.	
Policy	1.	General Principles
	1.1	Faculty development at Olds College is grounded in self-reflection, continuous improvement and professional growth. Faculty engage in annual goal-setting and reflection through Professional Growth Plans, identifying areas for development and strategies for improvement.
	1.2	Faculty have access to ongoing support, mentorship and professional development opportunities throughout all career stages to ensure quality instruction that supports student success.
	1.3	Performance evaluation processes consider evidence of faculty performance holistically, recognizing that a faculty member's role is multifaceted. Evaluation data may include feedback from students, faculty artifacts, self-reflection and performance observations.
	2.	Faculty Professional Responsibilities Faculty professional responsibilities encompass five core areas and may vary across program areas:
	2.1	Teaching: Faculty combine discipline expertise with evidence-based teaching practices to facilitate effective and varied learning experiences that support student success. This includes activities related to instruction, evaluation of student achievement, and the development of programs and curricula.

	2.2	Learning-Centred Environment: Faculty create engaging, supportive, and inclusive learning environments that align with the College's <i>Quality Teaching Framework</i> .
	2.3	Service: Faculty contribute expertise, ideas, and time to Program, School, and College communities, and may contribute to external discipline-specific communities.
	2.4	Professional Development: Faculty pursue targeted knowledge and skills to remain current in their discipline and teaching practice, selecting development opportunities that align with their professional goals.
	2.5	Research and Scholarly Activity: Faculty are encouraged to pursue research and scholarly activities that advance knowledge in their fields, develop their knowledge and understanding as educators, and enrich the learning experience of all students
3. Rights and Responsibilities		
	3.1	Faculty Rights and Responsibilities Rights: • Regular, constructive feedback with the opportunity to improve performance through an actionable professional growth plan. • Access to mentorship, professional development resources, and institutional support. • Fair and transparent formative evaluation processes. Responsibilities: • Faculty members assume primary responsibility for their professional growth with collaborative support from peers, Associate Deans, Deans, and the Teaching and Learning Centre of Innovation. • Actively seek and respond constructively to feedback from various sources to support professional growth. • Provide documentation, evidence, and reflections to support performance evaluation and professional growth.
	3.2	Dean Rights and Responsibilities Rights: • Consult a variety of documentation, evidence, and reflections from faculty to inform formative feedback and performance evaluations. Responsibilities: • Evaluate and support faculty performance and development by providing feedback that is formative and constructive. • Assist faculty with access to resources and professional development opportunities. • Recognize and celebrate faculty achievements both formally and informally.
Definitions		Faculty: An academic staff member employed by the College in accordance with the provisions of the Collective Agreement between Olds College and the Olds College Faculty Association.

	Performance Evaluation: The formal process of assessing performance and effectiveness to align with individual and organizational goals, undertaken in conjunction with the member's Dean for the purpose of completion of probation, increment attainment, promotion, or regular review.
	Professional Growth Plan: An outline of professional learning objectives or goals, with specific strategies and actions for continual improvement.
Related Information	OCFA Collective Agreement G18 Progressive Discipline Quality Teaching Framework Faculty Professional Development (OCFA) Policy
Related Procedures	G08 Faculty Evaluation Procedure G08 Student Feedback Procedure
Review Period	3 years
Revision History	New: September 2003 Revised: March 2007 Revised: February 2014 Revised: November 2021 Revised: September 2026