

WWU'S PROPOSAL RE PROFESSIONAL DEVELOPMENT
3/25/24

Article 21: Professional Development

- 21.1. Professional Development.** The University regards student employment as a form of professional development. ESEs are encouraged to discuss with their supervisors their professional development goals and may submit requests to their supervisors for additional professional development opportunities.
- 21.2. Course Evaluations.**
- 21.2.1. **Conducting evaluations:** The University will send course evaluation forms to all ESEs in TA positions.
 - 21.2.2. **Evaluation results:** Results will be provided to ESEs within one (1) month of the University's receipt of the completed evaluations.
- 21.3. Performance Evaluations.** A Performance Evaluation is an assessment of the ESE's performance of job duties and responsibilities. The University will determine the format of performance evaluations, including any standardized forms. The ESE will be provided an opportunity to discuss the contents of the review with the supervisor prior to it being finalized.
- 21.3.1. Performance Evaluations should be completed at least once a year.
 - 21.3.2. ESEs shall be informed at least two (2) weeks in advance of performance evaluations.
- 21.4. Supervision.** ESEs and their supervisors are expected to communicate and/or meet as necessary to provide job direction.
- 21.5.** Nothing will preclude the University from enhancing the professional development and/or career counseling programs or the professional development lectures/workshops provided to ESEs.