

To: Edmonds College Board of Trustees

From: Vernon Hawkins
Dean, School of Business, Entrepreneurship, & Professional Education

Date: February 15, 2026

Subject: Recommendation for Tenure for Anna Truss

As Dean, I am pleased to provide this appraisal of Anna Truss, a full-time, tenure-track probationer. Her performance this year continues to be exemplary and reflects strong progress toward meeting and exceeding Edmonds College's expectations for teaching excellence, student support, professional engagement, and emerging institutional leadership.

Teaching effectiveness and student support

Ms. Truss is an outstanding instructor who consistently receives exceptional student evaluations that praise her clarity, organization, and ability to make complex CS/IT concepts accessible and engaging. Students routinely note her responsiveness, high standards, and commitment to their learning and success. Her ARC committee has found her teaching to be exceptional and her support of students outstanding, citing well-structured courses, effective use of instructional technology, and intentional strategies to support diverse learners. She fosters an inclusive, welcoming classroom environment in which students feel supported, challenged, and encouraged to persist.

Professional responsibilities and program leadership

Ms. Truss has fully met her professional responsibilities as a probationary faculty member. She has completed all required compliance training and actively participated in the New Faculty Development course, thoughtfully integrating what she learned into her instructional practice and understanding of college processes. She continues to serve as the primary advisor and lead instructor for the Web Development and Application Development program, providing high-quality academic advising, monitoring student progress, and helping students navigate degree and certificate pathways. In this role, she has contributed to curriculum maintenance and improvement, ensuring courses remain current and aligned with industry needs.

Regional collaboration and pathway development

A major area of growth and impact this year has been Ms. Truss's regional work in CS/IT pathways. She joined the Northwest Regional CS/IT Community of Practice, a multi-institutional initiative that includes several community and technical colleges and K-12 partners focused on building robust, career-connected pathways in Computer Science and Information Technology across the NWESD region.

As part of this initiative, she has collaborated with faculty from regional colleges and high schools to review and align CS and IT learning outcomes across institutions, examine K-12 course frameworks and assessments, and make recommendations to strengthen alignment between secondary and post-secondary curricula. A central goal of this work is to expand dual credit opportunities and support smoother transitions from high school

to college-level CS and IT programs. Ms. Truss has contributed thoughtfully and constructively to these efforts.

She has also provided instructional and technical support for curriculum alignment and articulation work. In collaboration with K–12 curriculum experts, she has helped emphasize culturally relevant teaching practices and equitable access to CS and IT education for underrepresented student populations. Through this regional collaboration, she has helped facilitate a Community of Practice that brings together high school and college educators to support pathway alignment, professional development, and long-term workforce readiness in CS and IT.

Professional engagement and service to the field

Ms. Truss continues to demonstrate strong professional engagement, enhancing both her teaching and the college's reputation. She will be speaking this spring at the Techno Security Digital Forensics Conference, sharing her expertise and highlighting Edmonds College's strengths in digital forensics and cybersecurity. She also continues to volunteer her time teaching mobile forensics and applied scripting forensic techniques classes for IACIS (International Association for Computer Investigative Specialists), a non-profit international IT organization. This service keeps her practice current in a rapidly evolving field and brings cutting-edge knowledge and techniques back into her courses and program.

Future expectations and overall appraisal

Overall, Ms. Truss's performance remains well above expectations for a probationary, tenure-track faculty member at this stage. Her exceptional teaching, deep commitment to students, significant regional pathway work, and meaningful professional service indicate a colleague with substantial long-term promise. Therefore, please accept this letter as a rousing endorsement and overwhelming recommendation for Ms. Anna Truss as the next tenured faculty member at Edmonds College.

Sincerely,



Vernon L. Hawkins
Dean, Business, Entrepreneurship, and Professional Education
Edmonds College