

Sample Faculty Professional Development Plan

Name _____

Purpose

The purpose of this plan is to help enhance the faculty members' professional growth, development and vitality, and successfully fulfill the requirements of (his/her) position at Kentucky Wesleyan. It is not a contract but a guide for identifying and managing professional growth opportunities.

Timetable

The plan will begin (date) and continue for three years. It can be renegotiated and modified at six-month intervals with a new date of expiration assigned.

As noted in the Faculty By-Laws, faculty members are expected to develop their teaching expertise and maintain currency in their disciplines and pedagogical approaches, develop their professional scholarly and creative works, and contribute to the work of the program, college, profession, and community.

The plan's professional development activities will be used to establish priorities and expectations as the faculty member moves toward promotion and tenure and the outcomes of activities will be reported in the annual report. It is understood that some development activities will require more than one year and may be included in several annual reports until completion.

Development Activities (Ordered by Priority within Categories)

Instructional Activities (SAMPLES ONLY)

Goal 1: Improve Teaching effectiveness

Objective 1: Timely return of student papers and assignments.

Objective 2: Increase use of participation activities in class for students, such as, cooperative learning activities, active student-student interactions, pro/con debates or comparison/contrasts, analyzing materials, strategies, methods, etc.

Objective 3: Utilize Student-Faculty interactions and strategies that encourage student independence, self-efficacy, and self-reliance.

Goal 2: Attend workshops to improve classroom assessment techniques.

Goal 3: Develop a project-based course on "Hunger in Owensboro" for sociology 201.

Expected Outcomes:

A. Adhere to timelines, deadlines, and feedback to students provided in a timely manner.

B. Evidence of increased use of participatory activities for students in class.

C. Evidence of improved student self-reliance, independence, and self-efficacy.

D. Discuss Workshop outcomes with colleagues at a Brown Bag or CETL event and incorporate best practices into course-embedded assessments

E. Teach course and present course outcomes at a Brown Bag and CETL event

Scholarly Activities (SAMPLES ONLY)

1. Attend WKU classes on survey analysis and advanced statistics to increase knowledge in these areas..

2. Complete my class-based research project on “Hunger in Owensboro” and submit an abstract for presentation at XXX meeting in year 3 and begin work on a manuscript for submission to XXX Journal.
3. Attend CUR’s grant-writing institute to prepare a major grant proposal to fund additional research.

Service Activities (SAMPLES ONLY)

1. Increase interactions with music professionals and public schools in western Kentucky to improve student recruitment.
2. Work to improve advising within the program by creating paths to graduation for students in different emphases so they can complete degrees within 4 years.
3. Become a member of the state education advisory committee.
4. Develop plan to assist refugees become assimilated in the community and further their education.

Campus Commitments*

As part of this faculty development plan, the program and/or division chair and the institution will do the following (SAMPLES ONLY):

1. **Monitoring:**
 - Peer Faculty Observations of Teaching will be conducted at least once each semester during the improvement plan period and debriefings with faculty member will be held following each observation.
 - The Program Coordinator and/or Division Chair will meet with faculty member at least once each semester during the plan period.
 - The faculty member will have the opportunity to meet with the Faculty Status Committee yearly.
 - The VPPA will meet at least once a year with the faculty member to go over plan progress, needs, concerns, etc.
2. Travel funds for workshops to address pedagogical skills or travel to conferences, etc. will be provided on an annual basis.
3. Provide reassigned time, as appropriate, within the annual assignment of teaching at least once during the tenure period
4. Provide student labor for the processing of survey materials and compiling of data.
5. Assist with the procurement of software for computer-assisted instruction (CAI).

*All campus commitments are subject to the availability of funds and other designated resources.

This three-year faculty professional development plan has been developed by and mutually agreed upon by the faculty member, the Program Coordinator and/or Division Chair, and the VPAA.

(name of faculty member)	(date)
(name of program coordinator)	(date)
(name of division Chair)	(date)
(name of VPAA)	(date)