

## **Faculty Development Plan** *(Faculty Name Here)*

### Purpose

The purpose of this plan is to help enhance (faculty name here) professional growth, development and vitality and successfully fulfill the requirements of her/his position at Angelo State University. The faculty member and the department recognize the following is a guide for identifying and managing professional growth opportunities.

### Timetable

The plan will begin January 2010 and continue for one year. It should be reviewed at set intervals throughout the time identified.

### Use in Development and Annual Statement of Responsibilities

It is expected that the plan's development activities will be used to establish priorities and expectations for the faculty member. Some development activities may require more than one year. Both faculty members and department heads should review the development plan to ensure accordance with the University, College, and Departmental Tenure and Promotion requirements.

### Development Activities

#### **Teaching:**

Goal: Student IDEA reports will show significant improvement by end of Fall 2010.

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-Teacher interactions and strategies that encourage student independence, self-efficacy, and self-reliance.

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. Significant improvement indicated on IDEA evaluations by students during improvement period.

Campus Commitments

As part of this faculty development plan, the department, the College of Education and the university will do the following:

**Monitoring:**

1. Peer Faculty Observations of Teaching will be conducted at least twice each semester during the improvement plan period and debriefings with faculty member held following each observation.
2. Department Head will meet with faculty member at least once each semester during the improvement plan period.
3. Provide Travel funds for workshops if needed to develop skills in student participatory activities, time management techniques, or other professional development as recommended for (faculty name here) by Faculty Peers resulting from recommendations from class observations visits.

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(faculty)

\_\_\_\_\_  
(date)

\_\_\_\_\_  
(department head)

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(date)