

Faculty Professional Growth Plan Academic Year: 2021-2022

# Purpose

"Management and the Union agree that individual professional development is extremely important to the continued professional growth of academic employees, the quality of educational programs and services, and the future of the College. To this end, academic employees are encouraged to participate in activities that will promote professional growth, maintain the quality of educational offerings, enhance the individual's contribution to the general welfare of the College, and to support and advance the College’s values and strategic goals. In keeping with high professional standing, each academic employee is required to engage in the Continuous Improvement process described in section 13.00, which includes a timeline for observations, self-reflection, and participation in the College’s Equity Institute. Goals for professional growth will be included in an academic employee’s self-reflection. Individual goals (1) relate to their present or future instructional assignment, maintenance of any required certifications, and professional interests, (2) support the College's values and strategic goals.” (pg 64)

- section 8.70, *Negotiated Agreement*, Tacoma Community College and TCC Federation of Teachers, 2021-24

The intent of the written plan is to focus an instructor’s thoughts on their professional growth and to be a basis for the annual self-reflection and for discussion with the Dean, in part so the Dean can be an informed advocate and support for the teacher’s development activities. If an unanticipated professional development opportunity arises during the academic year, meet with your Dean to discuss it.

# Procedure

Think about the classes you teach or will teach in the near future, the needs of your program or department, changes and initiatives at TCC, new approaches to engendering learning, and new developments in your discipline. Think about four broad areas of faculty work: teaching and learning, curriculum relevance, governance and service, and community involvement. What do you feel you need to learn, and how would you like to improve in the coming year to enhance your effectiveness as a member of the TCC faculty?

Keep this plan simple. In section I, cut and paste from the previous year’s plan. Summarize last year’s results in a paragraph. Describe your rationale for the new year in a paragraph or two. Limit your learning goals to a small, achievable number. Limit the means for each goal to a small number of realistic strategies.

**Full-time Faculty** : List a minimum of 3 relatively concrete and relevant-for-you improvement goals which you can reasonably achieve in the next twelve months.

**Part-time Faculty** : If you intend to request professional development dollars from the college for professional growth related to your TCC instruction, please develop a plan which reflects one or two relevant-for-you learning goals which you can reasonably achieve in the next twelve months.

**Professional-technical Faculty** : the state-required professional development plan for professional-technical certification covers three years (initial certification) or five years (standard certification); this TCC plan addresses activities for one year. Revisit your current professional-technical professional development plan - from it copy relevant activities for this new academic year and paste them into section II of this TCC plan.

Complete the following form (an expandable table in MS Word). Print a copy for yourself and e-mail the plan to your Instructional Administrator no later than Friday, OCTOBER 8th, 2021.

|  |
| --- |
| Name of Faculty Member |
| **Click here to enter text.** |

# Summary of your Professional Growth Plan for the previous year

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| List (copy and paste) your learning objectives for the previous year. |
| Click here to enter text. |
| *Briefly* summarize the professional learning activities you undertook during last year and the learning you gained. |
| Click here to enter text. |

1. **Professional Growth Plan for this current year**

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| --- |
| Rationale: Think about the four broad areas of faculty work: teaching and learning, curriculum relevance, governance and service, and community involvement. Why are you choosing to focus your growth this coming year on the topics and means you are planning? |
| Click here to enter text. |
| Improvement Goals: what skills/info would you like to learn, what skills would you like to develop? | What means and methods (strategies) will you employ to learn? What assistance do you need? If working collaboratively, identify the name of other participant(s). | Target completion date | List (retain) the faculty role area(s) appropriate for this goal (delete the others) |
| 1.Click here to enter text. | Click here to enter text. | Click here to enter text. | [ ] teaching & learning [ ] curriculum relevance[ ] governance & service[ ] community involvement |
| 2.Click here to enter text. | Click here to enter text. | Click here to enter text. | [ ] teaching & learning [ ] curriculum relevance[ ] governance & service[ ] community involvement |
| 3.Click here to enter text. | Click here to enter text. | Click here to enter text. | [ ] teaching & learning [ ] curriculum relevance[ ] governance & service[ ] community involvement |
| 4.Click here to enter text. | Click here to enter text. | Click here to enter text. | [ ] teaching & learning [ ] curriculum relevance[ ] governance & service[ ] community involvement |

Learning means or strategies could include reading journals or books; participating in a faculty reading/discussion group or a faculty learning community; enrolling in a class; participating in a workshop, seminar, webinar, conference, or summer institute; creating & conducting a presentation for a state or national conference; serving on a state or national task force; conducting a research or field project or an Instructional Innovation Grant; creating a product, such as writing a paper or book for publication; completing a sabbatical; being mentored; working as an intern or in a back-to-industry practicum; and a variety of other means.

The TCC Professional Development Coordinator maintains a rolling list of state, regional and national workshops & conferences.