

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. The shapes are primarily triangles and polygons, creating a dynamic, layered effect. The overall composition is clean and modern, with the text centered in the white space.

Fleming's Proposed Revised Faculty Development Process

Fall 2019 Teaching & Learning Day

October 22nd, 2019

Agenda

- ▶ Introductions
- ▶ Background and Timeline
- ▶ Overview of Proposed Faculty Development Process
- ▶ Spring 2019 Pilot
- ▶ Next Steps

Background & Timeline

- ▶ **Prior to 2017: Faculty Evaluation Process and Faculty Evaluation Committee**
 - ▶ The Collective Agreement (CA) refers to progress reviews (probationary employees only), performance appraisals and professional development. CA is silent about a faculty development process.
- ▶ **February 2017: Terms of Reference established for Faculty Evaluation Working Group**
 - ▶ Mandate: To establish a sustainable and operationally feasible faculty evaluation process for non-probationary full-time faculty which focuses primarily on formative evaluation and contributes to the ongoing development of faculty competencies.
- ▶ **March 2017: Working Group established, based on call for volunteers:**
 - ▶ 5 full-time faculty members (including a Faculty Union representative); 1 Dean; 1 Academic Chair
 - ▶ 2 Co-Chairs (Teaching & Learning Specialist + HR Consultant)
- ▶ **March – June 2017: Working Group conducted research**
 - ▶ looked at practices at other institutions in Canada, supported by library staff, and drafted faculty survey
- ▶ **May 2017 – Survey of full-time, post-probation faculty members**
 - ▶ conducted by Institutional Research Office (IRO) to assess use of existing Faculty Evaluation process
- ▶ **September 2017 – May 2018: Working Group hiatus due to “exceptional circumstances”**
- ▶ **May 2018 – April 2019 – Working Group resumes**
 - ▶ May 2018 – Survey results sent to all full-time faculty members
 - ▶ New Faculty Development (**renamed**) process proposed and endorsed by Deans/Chairs, Executive Sponsors
 - ▶ Reflective Practice and Feedback tools drafted
- ▶ **May – June 2019 – Pilot**

Overview of Proposed Process

Principles

Fleming College's Faculty Development process is based on the following principles:

1. Fleming College has a responsibility to create opportunities for growth that enhance individual strengths and assist the organization in continuously improving the education and learning experience for students.
2. Faculty members are interested in, and motivated by, professional learning, growth, and improvement of their skills and knowledge.
3. Each faculty member is ultimately responsible and accountable for their own professional development and success.
4. The process will lead to the designing of individual professional development plans that can be translated into broader development plans for both the Academic School and the College.
5. The process must be meaningful and valuable to faculty members and based in options that best suit individual needs.

Overview of Proposed Process

Proposed Process

- ▶ Once every three (3) years, each full-time, post-probation faculty member will engage in a process of renewing their professional development plan.
- ▶ Faculty members will, in consultation with their supervisor, sign up to participate during a particular semester, and appropriate time to engage in this process will be allotted on their SWF.
- ▶ Faculty members will participate in a Reflective Practice Professional Learning Community (PLC), guided by a colleague from the Learning Design & Support Team.
 - ▶ PLC members will meet regularly throughout one (1) semester to share experiences with gathering feedback and engaging with the reflective practice tools provided.
 - ▶ PLC members will engage in reviewing materials provided in the Learning Management System (LMS) and completing a selection of activities designed to gather feedback and reflect on one's teaching practice.

Overview of Proposed Process

Proposed Outcomes

- ▶ The culmination of the Faculty Development process will be the creation of an individual Professional Development Plan with specific goals to enhance teaching practice.
- ▶ The faculty member will meet with their supervisor to present their individual Professional Development plan for feedback and support from their supervisor. The faculty member may choose to share selected components of the feedback and reflective practice they have engaged in during the Faculty Development process with their supervisor.
- ▶ Individual Professional Development goals will be *anonymously* stored with the Employee Success & Organizational Development team in Human Resources for the purposes of planning for college-wide professional development opportunities for faculty members and use in the College Quality Assurance Audit.

Spring 2019 Pilot

Pilot Group

- ▶ Consisted of 8 full-time, post-probation faculty members from various schools
 - ▶ Health & Wellness
 - ▶ Trades & Technology
 - ▶ General Arts & Science
 - ▶ School of Environmental & Natural Resource Sciences
- ▶ Met throughout front half of Spring 2019 semester to
 - ▶ Pilot the feedback and reflective practice tools that were developed by the Working Group, using D2L
 - ▶ Give verbal and written (anonymous) feedback on the process and tools

Feedback and Reflective Practice Tools

Introductory Materials

- ▶ Introduction to Fleming's Faculty Development Process
- ▶ Introduction to Reflective Practice

Tools for Reflective Practice

- ▶ Your Ideal Teaching Self
- ▶ The College's Strategic Directions - Does Your Work Align?
- ▶ Professional Competencies/Accreditation
- ▶ Diversity in Curriculum and Teaching Practice
- ▶ Is your Classroom Welcoming and Safe?
- ▶ Do you Integrate UDL in your Course Design?
- ▶ Technology Use in Your Courses
- ▶ Classroom Management
- ▶ How Careful are You?
- ▶ Testing & Teaching - Is it a Match?
- ▶ Reflections on Your Course

Gathering Feedback

- ▶ Call a Friend
- ▶ Did You Meet the Outcomes?
- ▶ Let's Make the Next 7 Weeks Even Better
- ▶ Team-Based Evaluation
- ▶ Communication - How Comfortable Are You?
- ▶ Call an Expert

Preparing Your PD Plan

- ▶ Preparing for Reflective Practice Meetings
- ▶ Professional Development Plan

Resources for Further Learning

- ▶ Resources for Further Learning
- ▶ Potential Professional Learning Opportunities
- ▶ References

Next Steps

Winter 2020 Beta Test:

- ▶ Chairs asked for volunteer faculty members to participate in Winter 2020 semester
 - ▶ There's still room in the beta test group if you're interested and have room on your SWF!
- ▶ Time commitment: 2 hours below the line on SWF
- ▶ Professional Learning Community
 - ▶ meetings throughout semester to share experiences with gathering feedback and engaging with the reflective practice tools provided
 - ▶ pre- and post-survey planned to assess new process
- ▶ Feedback will be gathered on process details and feedback/reflective practice tools for additional revision and continuous improvement