

# Executive Faculty Council

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## Faculty Development Recommendations

# BOTI Resolution

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The Alamo Colleges Leadership is to ensure the full implementation of the already established district-wide Board charge and the PVC approved (10/17/16) Faculty Development organization that focuses on the systematic development of Essential Competencies for all faculty and that it further enhances faculty members' capabilities to achieve the AlamoINSTITUTES' strategic success. Representatives from each college will help design the Essential Competencies and ensure they are implemented per the Board-approved single model; *presented 4/11/2017, approved 4/18/2017 (Appendix II)*

# Charge to PVC

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This universal approach will focus faculty development programming and content in areas relevant to all educators, including: pedagogy; competencies defined in faculty job description; the meta-profession that is represented in the faculty performance evaluation instrument (R. Arreola); and, preparation for faculty roles in district-wide programs and initiatives such as the Institutes, Advising, Pathways and student development skills/mentoring. Faculty members' leadership development should be included in order to prepare them for proactive participatory leadership roles and to support the development of the leadership competence of every student. 4/19/2017 (*Appendix III*)

# Charge of the EFC

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Identify/recommend faculty development program:

- strategic priorities
- plan and timeline
- best use of available resources
- communication plan ( & change management)
- strategy for evaluating program success & cycle of improvement
- strategy for conducting yearly evaluation of Fellows

# Ad Hoc Process

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- Established a Strategic Plan at the Faculty Development Advisory Board Retreat
- Conducted surveys to determine what Faculty Development offerings were currently in place at the five colleges
- Valencia College site visit to explore their faculty development program structure and approach
- Identified expected outcomes and timeline, incorporated change management principles and communication plans

# EFC Approved Recommendations

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- Determine Essential Educator Competencies using an active participation approach
- Take the best Faculty Development offerings of each College to scale for all faculty in 2017/2018
- Continue and further develop Key Development Programs
- Faculty Development Advisory Board continue its work

# Faculty Development Key Course Offerings

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- Cooperative Learning (NVC)
- Problem-Based Learning (PAC)
- Applying the Quality Matters Rubric (SAC)
- Institutes & Pathways Topics (5 VPAS and VCAS)
- Advising Topics
  - Early Alert System, At-risk Behaviors, Faculty Mentoring

# Faculty Development Key Programs

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- Master Teacher Certification (SPC)
- Faculty Leadership Institute
- Adjunct Faculty Certification Program

# Faculty Development Events

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- Pedagogy Conference (NLC)
- New Faculty Orientation Program

# Faculty Development Program Design Milestones

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- January 5, 2017 Faculty Development Advisory Board Strategic Planning Retreat
- Jan 18, 2017 Onboard 1st Faculty Development Fellow (NLC)
- Jan 23, 2017 Onboard 2nd Faculty Development Fellow (PAC)
- June 1, 2017 Onboard 3rd Faculty Development Fellow (NVC)
- June 13, 2017 FDAB/EFC Ad Hoc Committee Recommendations to EFC
- July 10, 2017 FDAB/EFC Ad Hoc Committee Recommendations to PVC
- Summer 2017 Onboard 4th Faculty Development Fellow (SAC)
- Aug 14, 2017 Onboard 5th Faculty Development Fellow (SPC)
- Sep 8-Oct 6, 2017 Faculty Focus Groups on Essential Competencies
- October 28, 2017 Board of Trustees Retreat on Faculty Development

# Master Calendar and Schedule of Offerings for 2017/2018

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- June 5 – July 20 , 2017 Faculty Leadership Institute
- Aug 17-18, 2017 New Faculty Orientation Kickoff
- Aug 21, 2017 Alamo Colleges District Convocation
- Sept 8-Oct 6, 2017 Faculty Focus Groups on Essential Competencies
- Sept XX, 2017 Adjunct Faculty Certification Program Kickoff
- Fall 2017 Master Teacher Certification Program Kickoff
- Fall 2017 Cooperative Learning Kickoff
- Fall 2017 Problem-Based Learning Kickoff
- Fall 2017 Quality Matters Kickoff
- Oct 27, 2017 Faculty Development Day
- Spring 2018 Pedagogy Conference
- May 2018 Faculty Leadership Institute Begins

# EFC Process

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- Reviewed Ad Hoc materials
- Discussed and approved Faculty Development recommendations
- Presented recommendations to PVC
- PVC accepted recommendations and asked that the Faculty Development Advisory Board continue its work