

Faculty Goals and Development Plan

As described in the Faculty Review and Development System, the purpose of the system is growth and development. The review is intended to improve faculty performance and thus improve college performance. Therefore, the Faculty Goals and Development Plan (FGDP) form is intended to guide faculty members in reflecting on past performance and setting goals for future performance. It is the desire of IVCC that the review process helps create a positive culture of faculty growth and development, supported by colleagues and administration. Every faculty member has strengths and areas in which he/she can improve. The FGDP will allow faculty to exhibit their strengths and allow flexibility in determining areas in which they can improve.

IVCC has identified four main roles of its faculty. It is expected that each faculty member will engage in every role; however, it is not expected that every faculty member fill every activity within each role. It is also not expected that a faculty member will set goals for development in every role over the course of four years. Therefore, it will be appropriate in some cases to leave blanks in the "goals and development" sections of this form. The work to be carried out under each role shall be identified by the faculty member in consultation with his/her Dean. The appropriate development activities to be engaged in by an individual faculty member will be agreed upon between that faculty member and her/his Dean. If significant changes are required, the FGDP may be revised at any time during the four-year evaluation period in consultation with the Dean. Minor changes, such as serving on an extra committee, need not be submitted for re-approval.

A new or revised FGDP should be submitted to the Dean by October 1st of the faculty member's review year.* The Dean will then set up an appointment with the faculty member. This meeting will allow the faculty member and Dean to review and agree upon the proposed FGDP. It will also give a chance for clarification of what will be expected of the faculty member and how he/she will be evaluated. Once agreed upon, both members will sign the proposed FGDP. A copy will be given to the faculty member and the original will be retained by the Dean.

The FGDP is a continuous development tool of the faculty review and development system. In the beginning of a faculty member's review year, the FGDP will be used to look forward four-years and reviewed at the annual meeting with the Dean. At the completion of the four-year cycle, the FGDP will be reviewed with the Dean, the Dean will provide suggestions for revising the FGDP for the next four-year cycle.

*This date may vary according to individual circumstances noted and agreed upon by the Dean and Evaluatee.

APPENDIX C
ILLINOIS VALLEY COMMUNITY COLLEGE
TENURED FACULTY
FACULTY GOALS AND DEVELOPMENT PLAN (FGDP)

Faculty member:	
Date FGDP Form Completed:	
Review Period:	
Dean:	
FGDP Form Updates (dates):	

I. Responsibility to Students

A. Teaching

1. Courses that I expect to teach during the next four years:
2. Courses I would like to develop during the next four years:
3. Courses I currently teach, but expect to revise during the next four years:
4. Courses that I would like to teach during the next four years:
5. During the next four years I plan to develop my teaching (i.e. technology, assessment, online/blended, classroom management, design, delivery, planning and preparation):
6. I will meet my goal to develop my teaching by...

B. Service

1. Student service activities that I plan to engage in during the next four years (advising/counseling, mentoring, student clubs, organizations, group activities, etc.):

II. Responsibilities to the College

1. Department, College-wide, State, Regional and National committees and activities I plan to actively participate in the next four years:
2. Other activities I plan to undertake:

3. Outreach activities I plan to participate in...
4. I plan to model the IVCC Core Values and contribute to a collaborative work environment by...

III. Tenured Faculty Professional Development Activity Plan

I plan to improve my knowledge of my subject area, pedagogy in my subject area, and leadership and supervisory skills, if applicable.

Professional Development Goals	Activities	Time line	Resources Needed	Anticipated Results	Evidence – Completion Date

IV. New or Additional Activities (Optional)

1. Faculty members may wish to explore involvement in additional activities or roles with Deans. For example, if a faculty member has an interest in a particular aspect of the College service but is not aware of how to express this interest, he/she could discuss this interest with the Dean. The Dean could suggest committees, teams, activities that would provide avenues for pursuing the interest.

This Faculty Goals and Development Plan, FGDP was reviewed and approved.

Faculty Member

Date

Dean

Date