

## **Developing Faculty for Student Success: Our Working Theories**

Teaching is a profession defined by essential competencies that develop from the changing needs of our educational community. These changes emerge organically from the community of scholars, practitioners, students, and others we serve. Over the course of an entire career, faculty members continually develop their expertise in these essential competencies.

At Valencia, Faculty Development and TLA support all faculty members as they expand in their professional practices, examine their ongoing development of the Essential Competencies of a Valencia Educator, and engage in continuous improvement processes that result in student learning.

Faculty development...

- supports growth in the Essential Competencies throughout a faculty member's career;
- is collaboratively designed, developed, and implemented;
- is a community of practice bound in critical reflection, involving feedback from students, colleagues, oneself, and the literature;
- is holistic, engaging faculty intellectually and dynamically while meeting their individual needs to enhance their practice and renew professionally;
- is based on the idea that we learn best from each other;
- models good practice because we teach as we have been taught;
- only impacts students when faculty members apply what they have learned to their practice; therefore, much of the development is project based;
- is need-based and available in multiple delivery modes and times to accommodate faculty schedules;
- is an instrument of change for the individual, the student, and the institution;
- creates a place where faculty learning contributes to the greater success of students, faculty, and the institution.

Valencia values each faculty member's development because we believe it is key to the success of our students, our profession, our institution, and our educational community. Each faculty member's development and her students' learning are integrally connected. As our faculty members succeed, our students succeed.