

Instructor Name:	Sophie Witten	What is a Professional Development Plan? For the purposes of this compensation enhancement, professional Development shall be defined as additional work to improve faculty knowledge, skills, and abilities that should lead to an increase in student learning or academic success. The purpose of the Professional Development Plan is to recognize and reward faculty for their ongoing commitment to their professional development, which is one component of practicing the art of life-long learning. <i>Resource(s): Professional Development (PD) Plan FAQs, What are the category definitions and how are hours calculated?</i>
Plan Cycle/Date:	2017-2019	
Division/Department:	Mathematics, Osceola Campus	
Level One/Level Two	Level Two	

Activity Type	Title	Description	Estimated Completion Date	Estimated Professional Development hours towards:				
				Pedagogy	Discipline Enrichment	SoTL	Other PD	Total PD Hours
Faculty Development Course	LCTS1214: Introduction to High Impact Practices	This course introduces participants to the concepts of evidence-based, high impact practices, and provides an opportunity to explore and share strategies for curriculum infusion.	10/15/2017	6	0	0	0	6
Faculty Development Course	SOTL4177: Using SoTL to Investigate High Impact Practices: Outlining a Proposal	This course will help participants explore the elements of the SoTL process through the lens of high impact practice infusion. Participants will brainstorm ideas, exchange feedback, and develop an outline of a SoTL plan.	2/15/2018	0	0	8	0	8
Faculty Development Course	SOTL4277: Using SoTL to Investigate High Impact Practices: Analyzing Data and Reflecting on Results	This course will help participants explore the elements of the SoTL process such as methods of analyzing data as well as appropriate ways to display and reflect on results.	3/15/2019	0	0	2	0	2

Faculty Incentive Plan

Professional Development Plan Example

Conference	LCTS2910: Valencia Math Conference: Intersections and Unions	This conference will explore all facets of mathematics and provide an opportunity to showcase excellent work, innovative ideas for teaching math, and talks on math topics, concepts and more.	1/9/2018	2	6	0	2	10
Faculty Development Course	LTAD5555: Canvas Essentials	The online course will introduce the basics of Canvas.	4/15/2019	0	0	0	10	10
Conference Presentation	Concurrent Session Presentation - Strategies for Math Anxiety	Math Anxiety including how to improve learning in the classroom, decrease anxiety in test taking and cure fraction phobia. (1 hour presentation; 3 hours preparation)	2/9/2019	0	4	0	0	4
Conference	42nd Annual National Association for Developmental Education (NADE) Conference	The conference theme this year is Believe!—a perfect word of encouragement, advice, and teaching philosophy for our field. The conference will have a selection of workshops and speakers to renew and reinvigorate your belief in your practice, your colleagues, and yourself.	2/21/2018-2/24/2018	10	10	0	2	22

Plan Requirements:

Component	Requirement
Professional Development (PD Plan)	In the first year, faculty members will submit a plan for development that includes: activity type, title, description, estimated date of completion, and alignment to one of four categories. These categories are Discipline Enrichment, Pedagogy, Scholarship of Teaching and Learning, and Other Professional Development Activities. In the second year, faculty members will submit evidence of completion of each activity, which may include one of the four forms of documentation: transcript of successful completion, action research project, statement of application to practice, and examples of application to practice.
	PD Plan Level 1: A minimum of three different PD activities must be completed. These activities must include a minimum of 5 hours in Pedagogy, a maximum of 5 hours in Other PD. There is no minimum or maximum for Discipline Enrichment or Scholarship in Teaching and Learning. The total hours needed in all categories is 25.
	PD Plan Level 2: A minimum of six different PD activities must be completed. These activities must include a minimum of 10 hours in Pedagogy, a maximum of 10 hours in Other PD. There is no minimum or maximum for Discipline Enrichment or Scholarship in Teaching and Learning. The total hours needed in all categories is 50.

Important Notes:

- Activity Types are: Faculty Development Courses, Conferences, Faculty Development Workshop Presentations, Conference Presentations, Action Research Projects, College-Level Courses, Published Work, and Other.
- Adding the course to your plan does not guarantee it will be offered or register you for the course. The annual schedule (July 1-June 30) of Faculty Development courses will be available for registration by July 1st. To view [offerings and register](#), please visit Faculty Development in the EDGE.
- If an approved activity is not offered or cannot be completed by the plan deadline, you can delete the activity, add a replacement activity, and resubmit for dean approval at any time. You may also reduce your compensation level at any point in the plan.
- You may enter an estimated date of completion below. During the second year, you will be able to enter the actual date of completed activities, which will not require you to re-enter the activity.
- Estimated hours are required in at least one category, however, total hours for the activity may be split among different categories.
- For questions about activities, including how hours are calculated, please review questions 7-12 of the [Professional Development FAQs](#).
- Need Help? Visit a [Center for Teaching and Learning Innovation](#) or review the [Faculty Incentive Plan Website](#).