**Faculty Professional Development Plan**

**Name:**

**Position:**

**Date:**

**Purpose:** The purpose of this plan is to encourage and provide structure for your own growth as a person and as a professional. You are being asked to develop a Professional Development Plan (PDP). Part of the PDP is an assessment of past performance.

Assess yourself in each of the six categories in light of your past goals:

1. Teaching, On-line Course Development and Supervision (Courses instructed, on-line course developed and postgraduate supervision during the past academic year)
2. Academics (Current Research/Writing) :
3. Service (School/Community Service)
4. Leadership (School Core Values)
5. Professional Development (Personal Reading; Conference or Seminar Attended; Continuing Education)
6. Church and other Christian Involvements

After the assessment of the past performance, develop a PDP by setting at least one measurable goal in each of the five categories.

**I. Classroom Teaching, On-line Course Development & Postgraduate Supervision**

**A. Review of Prior Year**

Evaluate your improvement in teaching, course development and supervision. Some questions that may help are below:

* After reviewing your Student Opinion of Instruction Quality Survey form(s), what aspects of your course(s) and classroom performance should be noted as significant or important on both formal and informal measures?
* Address your personal teaching goal from the previous year specifically.
* In what specific ways have you grown in the last year as a teacher/supervisor?
* Have you find ways to improve your performance in the classroom?
* Have you found ways to better integrate your courses with the rest of the curriculum?

**B. Plan for Teaching, Course Development and Supervision in the Coming Year**

Please set a specific goal (or goals) related to your development as a Teacher.

Goal(s):

Measure: (How, specifically, will you know when you have reached or are making progress toward reaching your goal)?

Steps Needed to Fulfill the Goal

**II. Academics (Research, Writing, and Presentations)**

**A. Review of the Prior Year**

Address your progress towards your goals using SOME of the questions below:

* What research/academic writing do you have presently in progress?
* What research/ writing or other projects are you planning?
* What journal do you read regularly to keep abreast of new developments in your discipline?

List below full details of your publications that have appeared in the last 12 months.

To what extent have you participated in academic and professional dialogue?

If you have not participated, indicate reason(s).

**B. Plan for Academics in the Coming Year (Research/Writing/Presentations)**

Please set a specific goal (or goals) on research/writing/ presentations for this coming year.

Goal(s):

Measure: (How, specifically, will you know when you have reached or are making progress toward reaching your goal)?

Steps Needed to Fulfill the Goal (with target dates)

**III. Service (School/Community Service)**

**A. Review of the Prior Year**

Review your service to the school/external service using SOME the following

questions:

* What committee responsibilities did you undertake this year?
* What special administrative tasks did you perform for the school this year?
* To what extent are you involved in the spiritual formation, advising, or mentoring of students?
* What other activities you are involving in and in what capacities?

**B. Plan for Service in the coming year**

Set a goal (or goals) for your service to the institution in the coming year.

Goal(s):

Measure: (How, specifically, will you know when you have reached or are making progress toward reaching your goal)?

Steps Needed to Fulfill the Goal (with target dates)

**IV. Leadership (Advancement of the School Core Values)**

**A. Review of the prior year**

Rate on a scale of 1-10, (ten being highest).

Comment on your perceived self-contribution to the fulfillment of CWTS core values and leadership.

\_\_\_**Socially Relevant**: Preparing students to serve in ministerial, educational, and community building professions.

\_\_\_**Academically Excellent:** Pursuing academic excellence in the spirit of grace and humility.

\_\_\_**Globally Engaged**: Fostering a biblical perspective within a multi-ethnic and multicultural Chinese Christian academic community.

\_\_\_**Intentionally Diverse:** Providing educational access and support to motivated students from diverse socioeconomic backgrounds.

\_\_\_**Personally Transforming**: Emphasizing the integration of faith, learning, and spiritual transformation.

**B. Plan for Development in Leadership (School Core Values)**

Set a goal (or goals) for your leadership in one (or more) of the core values.

Goal(s):

Measure: (How, specifically, will you know when you have reached or are making progress toward reaching your goal)?

Steps Needed to Fulfill the Goal (with target dates)

**V. Professional Development**

**A. Review of the prior year**

**Review and comment on activities you engaged in toward your personal professional development** (Personal Reading; Attending Conference or Seminar; Continuing Education)

**B. Future Professional Development Plan**

Steps Needed to Fulfill the Goal (with target dates)

**VI. Church and Other Christian Involvements**

1. **Review of the prior year**

Review and comment on activities you engaged in your home church and the wider Christian community

1. **Plan for the coming year**

**General Comments**

**In what way can the school administration help you to excel in your ministry at CWTS?**

**TO BE COMPLETED BY THE APPRAISER**

**Comments**

**Work in progress / Plan / Targets for the coming year**

**Recommendation to School**

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**Name &　Position Signature**

**Date:＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿**