Individualized Learning and Service Plan

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| Tenure-track faculty member |  |
| College | **Choose an item.** |
| Department |  |
| Department Chair |  |
| Date | **Click here to enter a date.** |

# Purpose and Procedure

The purpose of the ILSP is to organize the tenure-track faculty member’s professional development and service so that she or he can adequately demonstrate competence in all of the Talents of Teaching in the final portfolio. To this end, the ILSP is to be seen as a living document that will likely undergo small changes in order to remain relevant and useful.

ILSP will include three outcomes that will encompass most, if not all, of the Talents of Teaching.

Outcome 1: Addresses classroom instruction and student learning: (Teaching and Learning, Measuring Learning, and/or Diversity, Inclusion, Respect, Student Support)

Outcome 2: Addresses service to the department/institution (Academic Citizenship)

Outcome 3: Addresses the TTFM’s professional development (Content Expertise and Lifelong Learning)

**NOTE:** It is expected that the faculty member will participate in other learning and service opportunities *beyond* the ILSP (such as attending conferences and/or professional development workshops, working with student organizations, and serving on faculty committees); however, this plan outlines the *major* accomplishments that will lay the foundation for the faculty member’s final Argument for Tenure submitted in the final tenure portfolio.

The ILSP should represent a significant yet realistic amount of work for the faculty member to complete during the tenure process.

The faculty member will draft this plan during the Second Semester Seminar with help from the department chair and the TAP leader and will submit it to the department chair, TAP Leader and administrative designee at least one week prior to the Second Semester Review. This group will then review the document, provide feedback during the Second Semester Review, and sign off on approved outcomes.

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| Context |
| Faculty member background:  |
| Course load and other responsibilities expected while completing this ILSP: (The anticipated workload should reasonable when combined with the ILSP outcomes.) |
| Summary of Candidate Strengths: (from Semester 1 self-evaluation and other feedback, including Semester 1 Portfolio Rubric, Chair/Administrator classroom observations, and/or other sources) |
| Summary of Candidate Areas for Growth: (from Semester 1 self-evaluation and other feedback, including Semester 1 Portfolio Rubric, Chair/Administrator classroom observations, and/or other sources) |

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| Faculty Outcome and Implementation Plan #1- Instructional InquiryAssociated Talents: Teaching and Learning; Measuring Learning; and Diversity, Inclusion, Respect, and Student Support |
| State the Outcome: |
| Rationale for the Outcome: (Provide an explanation for how you arrived at the need to revise classroom instruction or how you determined a new approach or opportunity to improve the student learning experience.) |
| Identify the Talent(s) of Teaching (from Teaching and Learning; Measuring Learning; Diversity, Inclusion, Respect, Diversity, Student Support) AND an indicator(s) underneath each that are addressed.  |
| Summary of benefit to Tenure Track Faculty Member/Institution/Students:  |
| Resources to be utilized: (This can include experts and/or research to be consulted.) |
| Implementation Plan: (Breakdown by semester that walks through the implementation of the outcome. Specifics may be subject to change as you engage in implementation.) |
| Products/Evidence that Outcome was met: |

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| Faculty Outcome and Implementation Plan #2- Service OutcomeAssociated Talent: Academic Citizenship, Shared Governance, and Leadership |
| State the Outcome: |
| Rationale for the Outcome: (Provide an explanation for the need of the intended service, based on identified in collaboration with department chair and administration)  |
| Summary of benefit to TTFM/institution/students: |
| Resources to be utilized: (This can include experts and/or research to be consulted.) |
| Implementation Plan: (Breakdown by semester that walks through the implementation of the outcome. Specifics may be subject to change as you engage in implementation.) |
| Products/Evidence that Outcome was met: |

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| Faculty Outcome and Implementation Plan #3- Professional DevelopmentAssociated talent: Content Expertise and Lifelong Learning |
| State the Outcome: |
| Rationale for the Outcome: (Provide an explanation for how you arrive at the decision to pursue this outcome. Why is this outcome so significant as to warrant it as your major professional development pursuit?) |
| Summary of benefit to the TTFM/institution/students: |
| Resources to be utilized: (This can include experts and/or research to be consulted.) |
| Implementation Plan: (Breakdown by semester that walks through the implementation of the outcome. Specifics may be subject to change as you engage in implementation.) |
| Products/Evidence that Outcome was met  |

# Signatures

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| Tenure-track Faculty Member | Signature | Date Signed |
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| TAP Leader | Signature | Date Signed |
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| Department Chair | Signature | Date Signed |
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| Dean | Signature | Date Signed |
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| Vice-president | Signature | Date Signed |
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| President | Signature | Date Signed |
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