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.

The ILSP outcomes should reflect the particular strengths and areas of growth of the faculty member. The ILSP should include between four to six outcomes; the exact number of faculty outcomes will vary depending on the faculty member’s needs and the size of each outcome. At least one outcome must be primarily a learning outcome and at least one outcome must be primarily a service outcome.

The professional development and service plan outlined in this document should represent a significant yet realistic amount of work for the faculty member to complete during the tenure process. It is expected that the faculty member will participate in other learning and service opportunities beyond this plan (such as conferences, professional development workshops, student organizations, and faculty committees); however, this plan outlines the major accomplishments that will lay the foundation for the faculty member’s final argument for tenure.

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) |
| Summary of Candidate Areas for Growth: (from Semester 1 self-evaluation and other feedback) |
| Summary of Relevant Service Needs at Department/College/District: (identified in collaboration with department chair and administration) |

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| Faculty Outcome and Implementation Plan #1 | |
| Check one or both boxes:  Learning Outcome  Service Outcome | |
| State the Outcome: | |
| Rationale for the Outcome: (If a learning outcome, explain how this outcome will address an area for growth; if a service outcome, explain who will benefit from this outcome and how.) | |
| Talent(s) of Teaching Addressed: (Explain how the Outcome will help to build an effective argument for tenure.) | |
| Resources Identified: (This can include experts and/or research to be consulted.) | |
| Implementation Plan: (subject to change) | |
| Products/Evidence that Outcome was met: | |
| Department Chair Signature: | Administrator Signature: |

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| Faculty Outcome and Implementation Plan #2 | |
| Check one or both boxes:  Learning Outcome  Service Outcome | |
| State the Outcome: | |
| Rationale for the Outcome: (If a learning outcome, explain how this outcome will address an area for growth; if a service outcome, explain who will benefit from this outcome and how.) | |
| Talent(s) of Teaching Addressed: (Explain how the Outcome will help to build an effective argument for tenure.) | |
| Resources Identified: (This can include experts and/or research to be consulted.) | |
| Implementation Plan: (subject to change) | |
| Products/Evidence that Outcome was met: | |
| Department Chair Signature: | Administrator Signature: |

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| Faculty Outcome and Implementation Plan #3 | |
| Check one or both boxes:  Learning Outcome  Service Outcome | |
| State the Outcome: | |
| Rationale for the Outcome: (If a learning outcome, explain how this outcome will address an area for growth; if a service outcome, explain who will benefit from this outcome and how.) | |
| Talent(s) of Teaching Addressed: (Explain how the Outcome will help to build an effective argument for tenure.) | |
| Resources Identified: (This can include experts and/or research to be consulted.) | |
| Implementation Plan: (subject to change) | |
| Products/Evidence that Outcome was met: | |
| Department Chair Signature: | Administrator Signature: |

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| Faculty Outcome and Implementation Plan #4 | |
| Check one or both boxes:  Learning Outcome  Service Outcome | |
| State the Outcome: | |
| Rationale for the Outcome: (If a learning outcome, explain how this outcome will address an area for growth; if a service outcome, explain who will benefit from this outcome and how.) | |
| Talent(s) of Teaching Addressed: (Explain how the Outcome will help to build an effective argument for tenure.) | |
| Resources Identified: (This can include experts and/or research to be consulted.) | |
| Implementation Plan: (subject to change) | |
| Products/Evidence that Outcome was met: | |
| Department Chair Signature: | Administrator Signature: |