

Faculty Goal Setting Session

Wednesday, September 1



Overview of Goal Setting Process

- As part of the evaluation process, two goals will be set each year.
 - One goal must support the Teaching and Learning evaluation category
 - The second goal can be from any evaluation category
- Goals will be faculty driven
- Deans will:
 - discuss the goals with faculty and approve them
 - meet with faculty for mid-year check-in to discuss progress and challenges
 - and evaluate goal completion during the formal evaluation period



Faculty Roles and Responsibilities

Teaching & Learning

- Student evals & Canvas course audit
- Teaching philosophy
- Teaching artifact showcase

EXAMPLES

Faculty Development

- 16 hrs of PD (transcript)
- Goal(s) creation and reflection
- Participation in TLC Sessions

EXAMPLES

College Engagement

- Committee service
- Leadership of projects or events
- Participation in college events, club/organization advisor, etc.

EXAMPLES

Professional Contributions (optional)

- Presentations
- Publications
- Other scholarly activities

EXAMPLES

Community Service (optional)

- Community service projects
- Students in Philanthropy leadership
- Service learning

EXAMPLES

General Professionalism & Collegiality

- Faculty are evaluated on their professionalism and collegiality with Midland College students and colleagues.

EXAMPLES



Goal Setting Best Practices

What makes a good goal?



S.M.A.R.T. Goals

- **S** – Specific
- **M** – Measurable
- **A** – Achievable
- **R** – Relevant
- **T** – Time-bound



Goal Examples *(Teaching & Learning)*

- Integrate Nearpod into at least 3 modules of my hybrid 1311 course in the Spring 2022 semester.
- Redesign my 2301 WEB course to align with the new textbook by the end of the Spring 2022 semester.
- Hold and facilitate at least 4 optional group study sessions for my in-person 1100 course in the Fall 2021 semester.



Goal Examples *(Others)*

- Participate in and successfully complete the Teaching & Learning Academy in the Fall 2021 semester *(Faculty Development)*.
- Deliver a presentation at the annual TCCTA conference in February 2022 *(Professional Contributions)*.
- Become an active member of the instructional technology committee before the end of the Fall 2021 semester *(College Engagement)*.



Division Goals and Priorities

Student and Community Focused Goals:

- Teaching and Learning Center, Staff and Student Development
- Re-envision the LRC/Academic Support Services
- BAS-ECE, TEA EPP, and Pre-K Academy Expansion
- Cogdell Learning Center, Adult Education, ESL, GED, and Community Outreach
- PPDC, TRUE, and Workforce Training on Demand
- Enhance/Re-envision Workforce Advisory Committees
- Data Transparency
- Equity and Inclusion



Goal Setting Work Session and Discussion



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