**Faculty Professional Development Focus Groups – Fall 2013**

**Focus Group Participants**

School Deans, Department Chairs, selected members from Professional Development Committee Learning Assessment Committee, and Other Committees, SLS 1515 Full-Time Faculty, Adjunct Instructors from Charlotte, Collier, Hendry-Glades and Lee.

**Broad Themes and Findings**

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| THEMES | FOCUS GROUP FINDINGS | IDEAS/SUGGESTIONS |
| Community | * Improved TLC/faculty physical space * More opportunities to socialize * Networking with other departments * Shared problems and concerns among faculty * More Communities of Practice * See what other faculty are doing in the classroom * Time during and after workshops for discussion | * Mini-conferences hosted by Edison offering multiple ideas/topics * More PD formats   + Brown bag sessions - impromptu, conversational, social   + Roundtable discussions to share problems and find solutions * Offer broad (interdisciplinary) topics to generate discussion/debate (plagiarism, poor student writing, SB 1720, etc…) * Best teaching practices showcases |
| Experts | * Guest presenters (outside Edison) * Partnerships and multiple presenters for workshops * More weight to presenting/developing PD in portfolio * Promote faculty presenters within Edison and community * Elevate importance of presenters * Distinguish between TLC and QEP | * Investigate working with Businesses, Edison depts., or other institutions to sponsor or offer conferences/workshops * Market some PD workshops to the community * Introduce and provide more details about presenters for every workshops (establish credibility) * Recognition and incentives for presenters and developers of PD) * Reimburse mileage for presenters to offer same workshop on all campuses (interactive sessions better in person than Polycom) |
| Innovation | * Asynchronous online or video PD offerings * Online and Blended PD offerings, more webinars * More Canvas training * Technology mentors * Improve Polycom workshop/meeting experience * Focus on quality over quantity of offerings * Student involvement in PD * Themes or Series, tiers or levels of PD * Include pedagogical best practice in technology workshops * “Make and Take” concept to walk away with ideas to put into action (Dr. DeLuca) | * Create an online repository of training and development resources/archives   + Just in time training   + Showcases of instructional methods   + Demonstrations/testimonials of free technology tools * Post workshop materials online in Canvas, encourage blended or flipped workshops where some development and discussion is online * Train the Trainer Sessions   + Facilitating Workshops (F2F, Polycom, Webinar)   + Designing Workshops (F2F, Polycom, Webinar)   + Assessment Levels (Course, Dept/Program, Institutional) * Invite students to workshops to share perspectives or participate |

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| Scholarship | * Tuition reimbursement to become qualified to teach other disciplines/courses (Adjuncts) * Continuing education opportunities * Membership in Professional Organizations * Include research to support PD offerings | * Discuss Faculty CE options with Adrian Kerr * Look into institutional memberships in professional organizations * Encourage shorter workshops and extend the conversation when including research-based topics/content * Encourage faculty to share research (online and in workshops) |
| Organization | * Town halls or roundtable discussions about issues * Training on policies and procedures when there are changes (better communication) * Organizational or Change management sessions * Small/large group discussions around education issues * Learning Assessment Committee recommended train the trainer, assessment coaches, and outside speakers * Align PD offerings with SACS and Institutional Goals | * Many topics would benefit from large group and small group discussion (changing policies, student writing, plagiarism, etc). * Open sessions around topics and facilitate break-out discussions (less PowerPoint, more conversation) * Work with Learning Assessment Committee to partner on developing Assessment workshops series * Determine how PD meets institutional strategic plan/goals |
| Quality | * Speaker/presenter details and introductions * PD descriptions/titles/learning objectives (more consistency) * Include information about formats (lecture, hands-on, discussion, demonstration, etc…) * Personalized invitations to present/attend * Provide food * Link calendar on home page (make it easier to find) * Review and expand TLC services * Update TLC web site * Utilize TLCs on each campus | * Improve details about workshop formats, objectives, and presenters in emails and calendar/registration * TLC or PD Committee representative provide introduction to workshop and speaker for every scheduled session * More types of PD offerings and follow-up after sessions * Determine best practices/guidelines/checklists for workshops   + Polycom facilitators and participants   + Webinar moderators and facilitators   + Workshop facilitators, participants, moderator (intros) * Look into embedded faculty mentors/coaches for technology and assessment * Faculty “concierge” service to match faculty with faculty or staff experts to facilitate discussion, encourage problem solving, and innovation |