**Thread:** Professional

**Subgroup:** Individual

**Foci:** New to School 1-5 yrs

**Program Title:** Faculty Formation Program

**Contact Person/Office & School:** Mark Carr, S.J. (AP for Instruction)Marquette University High School

**Program Description:** The **Faculty Formation Program** is required of all full-time pre-tenured teachers (i.e., those teachers in yrs. 1-5) includes three foci: (i) ongoing orientation to the school (for yr 1 teachers), (ii) **professional development**, and (iii) spiritual/religious formation.

**Rationale:** (1) Recent high turnover rates of faculty (resulting from retirements) and the addition of new faculty positions. (2) Many new hires lacking a strong background in the Catholic faith and Jesuit/Ignatian tradition. (3) Desire to be more intentional about professional development and the tenure process. (4) Instill certain professional development practices into the school’s culture. (5) Recently adopted "Criteria for Tenure" from the Board specifies "taking part in a 5-year Ignatian faith formation program."

**Leadership:** Developed by Mark Carr, S.J. (Asst. Principal for Instruction (AP-I)) and Janice Kofler (Employee Chaplain) for the 2010-2011 school year. It has less comprehensive predecessor programs. M. Carr and J. Kofler continue to lead the program. M. Carr oversees the whole program.

**Implementation:** The AP-I and Chaplain implemented the program. Two significant parts of implementation involved (i) establishing a program curriculum and (ii) scheduling teachers so that meeting can occur during the school day

**Processes and Resources:** In 2010-2011 an outside teaching coach presented at some faculty formation sessions. With the addition of a Jesuit who serves as a part-time Mission Associate, the program envisions relying on him for parts of the program.

**Finances:** The AP-I and Chaplain (part-time) are salaried positions as too is the Mission Associate. The teaching coach is paid from Title funds.

**Rewards:** Participation in the program is required.

**Time (When/Length):** Began in 2010. Currently runs. Faculty Formation groups meet twice each week during commonly scheduled free periods: ASC (Alumni Service Corps), 1st yr, 2nd-3rd yrs, 4th-5th yrs. (Some weeks, one meeting will be designated as a reading day (the groups does not meet this day) and the other day a meeting day.)

**Location (Space):** The program runs at MUHS in one of the conference rooms.

**Accountability/Assessment:** Occasionally program participants are asked to assess the program or particular parts of it. The AP-I and Chaplain meet quarterly with the school Principal.