



Individual Development Plan (IDP)

Advanced Graduate Teaching Cohort – 2023

Name: _____

Welcome to your individual development plan!

This document is designed to help you grow in your teaching practice during your time as a graduate student at Cornell.

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Professional and career goals

This IDP begins by giving you a chance to articulate your professional and career goals.

1. What types of jobs match your interests and the skills you will have by the time you graduate? List 1-3 careers that interest you below.

Reflection on current skills and competencies

In this section of your IDP, you will reflect on your current skills and competencies with regard to teaching. Through this process, you will identify areas of improvement to target during your graduate training at Cornell.

1. Think about your experiences as a teacher. What are your strengths? What skills do you think you have developed? List 2-3 examples.
2. Think about your experiences as a teacher. What areas of your teaching practice do you think could be improved? What aspects of teaching do you want to learn more about? List 2-3 examples.
3. Based on your answers to 1 and 2, rank the following growth opportunities from (1) highest priority to (7) lowest priority. The highest priority ranking should identify an opportunity that you think is very important for you to take advantage of while you are at Cornell. Write your ranking in the blank next to each category.

_____ Teaching training, certifications, and networking opportunities

_____ For-credit graduate courses on teaching

_____ Teaching experience (not including TAing!)

_____ Teaching awards and grants

_____ Mentorship and leadership training and certifications

_____ Mentorship experience

_____ Academic career development and preparation

Selection of development opportunities

In this section of your Individual Development Plan, you will use your reflection to identify teaching opportunities at Cornell that will help you reach your goals. Use the “**Teaching Resources at Cornell**” document to help you complete this section.

1. List the highest priority opportunity category that you chose from the “Reflection on current skills and competencies” section, question #3:

Navigate to the section of the “Teaching Resources at Cornell” that matches your highest priority opportunity category. Select 1-2 opportunities that you want to pursue at Cornell, and fill out the questions below.

Opportunity 1: _____

Skills/experiences I hope to gain from this opportunity:

Target time of completion (month and year): _____

Target time of application (month and year, if applicable): _____

Eligibility requirements that I need to take action to complete:

Questions I have about this opportunity:

Contact information:

Opportunity 2: _____

Skills/experiences I hope to gain from this opportunity:

Target time of completion (month and year): _____

Target time of application (month and year, if applicable): _____

Eligibility requirements that I need to take action to complete:

Questions I have about this opportunity:

Contact information:

2. List the second-highest priority opportunity category that you chose from the “Reflection on current skills and competencies” section, question #3:

Navigate to the section of the “Teaching Resources at Cornell” that matches your second-highest priority opportunity category. Select 1-2 opportunities that you want to pursue at Cornell, and fill out the questions below.

Opportunity 3: _____

Skills/experiences I hope to gain from this opportunity:

Target time of completion (month and year): _____

Target time of application (month and year, if applicable): _____

Eligibility requirements that I need to take action to complete:

Questions I have about this opportunity:

Contact information:

Opportunity 4: _____

Skills/experiences I hope to gain from this opportunity:

Target time of completion (month and year): _____

Target time of application (month and year, if applicable): _____

Eligibility requirements that I need to take action to complete:

Questions I have about this opportunity:

Contact information:

3. List the third-highest priority opportunity category that you chose from the “Reflection on current skills and competencies” section, question #3:
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Navigate to the section of the “Teaching Resources at Cornell” that matches your third-highest priority opportunity category. Select 1-2 opportunities that you want to pursue at Cornell, and fill out the questions below.

Opportunity 5: _____

Skills/experiences I hope to gain from this opportunity:

Target time of completion (month and year): _____

Target time of application (month and year, if applicable): _____

Eligibility requirements that I need to take action to complete:

Questions I have about this opportunity:

Contact information:

Opportunity 6: _____

Skills/experiences I hope to gain from this opportunity:

Target time of completion (month and year): _____

Target time of application (month and year, if applicable): _____

Eligibility requirements that I need to take action to complete:

Questions I have about this opportunity:

Contact information:

4. Are there any other opportunities in the “Teaching Resources at Cornell” that would help you achieve your goals and address your areas of improvement? List them below!

My timeline

Using your selected development opportunities, fill out the following timeline for your time at Cornell. Be sure to include the following milestones in your graduate career, if applicable:

A-Exam

Qualifying Exams

Certification Exams

B-Exam

Graduation!

	2023	2024	2025	2026	2027
Spring	<input checked="" type="checkbox"/> Advanced Graduate Teaching Cohort				
Summer					
Fall					

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Evaluation of progress

In this section, you will consider how you can evaluate your own progress on your IDP.

1. Select at least one of the following strategies for making progress and checking your progress on your IDP by putting an X in the appropriate blank.

Block out an hour on your Google or Outlook calendar at least three months from now to review your timeline and selected opportunities. At this time, check if you need to take any action to enact your plan.

“Schedule send” an email to yourself that includes at least one action to take on a development opportunity you are interested in (i.e. reminder to apply, to sign up, or to ask your questions).

Write down important dates from your timeline in a physical planner or journal.

Schedule a meeting with your advisor to discuss teaching-related opportunities that you are interested in.

Contact a peer who has completed one of the opportunities you are interested in, and conduct an informational interview with them.

Find a friend to be your “accountability buddy”. Have coffee with them in 1-3 months to discuss progress on your IDPs together.

2. Go do one of your selections from question 1!