

FACULTY DEVELOPMENT PLAN

College of Teacher Education

SY 2022-2025



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Purpose: To help enhance the KNP Faculty's professional growth, development and vitality and successfully fulfil the requirements of every member of the academic community.
The Faculty members and the department recognized the following as a guide for identifying and managing professional growth opportunities.

Key Result Areas	Objectives	Strategies/Activities	Persons Involved	Performance			Success
A. Professional Development 1. INSERVICE TRAINING (INSET) A. Seminars B. Workshops C. Retooling of Teaching & Non-Teaching Staff	Enhance the teaching skills and learning environment through innovative & creative activities. Adept on the Policies and Academic Regulations of the school and perform the work stipulated in the job Descriptions.	Provide more opportunities to participate in the following training: • Effective classroom management training • Research Capability Building • Authentic Assessment: Authentic Teaching and Authentic Learning • Developing Higher Order Thinking Skills • Integrated Teaching: Learning Style – Multiple Intelligence-Based Instructional Strategies • Self-Development • Research: Encoding and Interpreting Data Using SPSS • Retooling Activities	Dean, CTE Program Heads Program Coordinators Faculty (BSSED & BTLED)	2022-2023 50% of the planned INSET has been handled	2023-2024 75% of the planned INSET has been handled	2024-2025 100% of the planned INSET has been handled	Indicator/s 100% of the planned INSET will be handled

2. OFFCAMPUS TRAINING A. Seminars B. Workshops C. Conferences	Enhance academic and technical skills and maximize potentials of faculty members	Attendance to local, regional, national & international trainings and seminar-workshops, conferences, etc. for improvement and development skills and potentials	Dean, CTE Program Heads Program Coordinators	50% of faculty members have attended at least 2 trainings and seminar-workshops, conferences, etc.	75% of faculty members have attended at least 2 trainings and seminar-workshops, conferences, etc.	100% of faculty members have attended at least 2 trainings and seminar-workshops, conferences, etc.	100% of faculty members have attended at least 2 trainings and seminar-workshops, conferences, etc.
3. GRADUATE STUDIES	Increase the number of Masters and Doctorate Degree holders	Encourage and follow up faculty members to pursue or finish Masters and Doctoral programs in field of specialization Provide Scholarship Grants or Grant-In-Aid in Masters and Doctoral Programs	Dean, CTE Program Heads Program Coordinators Faculty (BSSED & BTLED)	50% Master's degree holder 10% Doctoral degree holder	75% Master's degree holder 20% Doctoral degree holder	100% Master's degree holder 25% Doctoral degree holder	Number of faculty members enrolled in graduate and post graduate studies Number of Scholarships will be availed by selected Faculty & Department Heads
4. SKILLS COMPETENCY	Increase and strengthen the course related certifications of industries, TESDA, CHED, Dep. Ed and other training agencies	Require faculty members to take additional National Competency (NCs), Teachers Methodology (TM) and other skills test and acquire certification as a trainer/assessor	Dean, CTE Program Heads Program Coordinators Faculty (BSSED & BTLED)	50% Full Time Faculty Members with NCII/ NCIII/TM	75% Full Time Faculty Members with NCII/ NCIII/TM	100% Full Time Faculty Members with NCII/ NCIII/TM	Number of full time faculty with NC, TM and/or certified trainer/assessor especially in BSTLE Program & BSBA
5. Membership in Professional Organization	Strengthen connection and relationship with local, national and international professional organizations	Institution and program membership to Professional Organization Encourage faculty to become members of their professional organization	Dean, CTE Program Heads Program Coordinators Faculty (BSSED & BTLED)	Membership certificate in professional organization • 100% of faculty are active members of prof. Org.	100% of faculty are active members of one to two professional organization	100% of faculty are active members of one to three professional organization	100% of faculty are active members of one to four professional organization

6. Research Development Program	Enhanced Research Capability Conduct Institutional Researches	Attendance to local, regional, national & international fora	Dean, CTE Program Heads Program Coordinators Faculty (BSSED & BTLED)	25% of faculty members conducted research and presented to local and international fora	50% of faculty members conducted research and presented to local and international fora	75% of faculty members conducted research and presented to local and international fora	Attendance in the local, Regional and international Research Congress
B. Psychosocial Development	Enhance faculty psychosocial development	Community involvement by sharing their talents and expertise	Dean, CTE Program Heads Program Coordinators Faculty (BSSED & BTLED)	67% of faculty members shared their talents and expertise in the community	67% of faculty members shared their talents and expertise in the community	100% of faculty members shared their talents and expertise in the community	Community extension involvement documents
		Attend organized Institutional bonding and get together parties	Dean, CTE Program Heads Program Coordinators Faculty (BSSED & BTLED)	100% of faculty members attend organized institutional bonding and get together parties	100% of faculty members attend organized institutional bonding and get together parties	100% of faculty members attend organized institutional bonding and get together parties	Number of faculty attending institutional bonding and get together • 100% of faculty attend organized institutional bonding
C. Spiritual Development	Increase faculty spiritual development	Organize annual retreats, recollection, attendance to school sponsored masses/worships	Dean, CTE Program Heads Program Coordinators Faculty (BSSED & BTLED)	100% of faculty members attend annual retreats, recollection and attendance to school sponsored masses/ gatherings	100% of faculty members attend annual retreats, recollection and attendance to school sponsored masses/ gatherings	100% of faculty members attend annual retreats, recollection and attendance to school sponsored masses/ gatherings	Number of full-time faculty members attend annual retreats, recollection and attendance to school sponsored masses/ worships

D. Physical Development	Enhance faculty Physical development	Organize regular opportunities for sports, exercise or Zumba activity or fun run	50% attends Zumba session	70% attends Zumba session	100% attends Zumba session	Number of full time faculty members join sports, Zumba exercises and fun run