

## Welcome

Welcome to NWTC and the Instructor Preparation Academy. It is our commitment as a College to ensure that we invest the resources necessary to positively impact student learning. As such, the Instructor Preparation Academy has been developed by a group of your peers with the goal of providing you with the tools and skills necessary to be an effective instructor. This program will provide you with the opportunity to share this experience with a cohort of fellow new instructors, learning together how to overcome the challenges and celebrate the rewards of becoming a professional educator.

I challenge each and every one of you to make the most of this program and invite you to provide feedback that you feel will improve the program for future instructors.

*Sincerely,*

**Amy Mangin**

*Faculty Development Coordinator*

## The Program

The instructor Preparation Academy (IPA) is an opportunity extended to benefit-eligible (full-time or half-time) faculty at Northeast Wisconsin Technical College (NWTC). Faculty hired to teach in the Wisconsin Technical College System (WTCS) are hired for their expertise in the subject matter and the profession for which they will prepare our learners. The IPA program provides support and development opportunities to address the faculty member's new profession - Education. The learning experiences in this professional development design are intended to lay the groundwork for excellence in teaching and learning. The program has **five major elements**:

1. Faculty Learning Communities (outside of the instructional team)
2. Faculty Mentoring Program
3. Wisconsin Technical College System Instructional Certification Courses
4. Class Observations
5. Opportunities for Advanced Applied Field Work

## Our Vision

We will provide all learners the highest quality, life-long learning opportunities that are:

*what you want*

*when you want*

*where you want*

*how you want them*

So you may continue learning and successfully engage in a career that enhances your quality of life in a global community.

## Our Mission Statement

We are a two-year technical college, serving northeast Wisconsin by providing education, training, and life-long learning opportunities for individuals and businesses leading to the development of a skilled workforce. Our customers stimulate the economic vitality of our district as a result of the application of skills and knowledge acquired through the completion of certificates, degrees, diplomas, and courses.

## Value Statements

- Customer Focus
- Everyone Has Worth
- Passion and Inspiration
- Creativity and Innovation
- Collaboration
- Emotional Intelligence
- Results and Accountability
- Valuing Talent & Well Being
- Ethics

## Contact

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# Instructor Preparation Academy



 **Northeast**  
Wisconsin Technical College

Visit our website at [www.nwtc.edu](http://www.nwtc.edu)

# Program Outcomes

The graduate of the Instructor Preparation Academy will be able to:

- Facilitate teaching/learning strategies that help learners maximize learning
- Evaluate how your professional role relates to the roles and responsibilities of others and contributes to the accomplishment of the missions of your organization and the Wisconsin Technical College System
- Develop performance-based curriculum for a learning experience
- Foster the intellectual, professional and personal growth of adult learners
- Value individual differences and abilities
- Demonstrate community and global awareness
- Plan an effective and appropriate role in meeting the guidance and counseling needs of learners
- Create an inclusive and effective learning environment that will meet the needs of diverse student populations as they are present in your teaching and learning environment
- Solve problems effectively
- Demonstrate personal accountability
- Think critically and creatively
- Communicate effectively
- Work cooperatively and professionally
- Assess learning outcomes

## 3 Year Overview

The Instructor Preparation Academy is a three-year program. This program is delivered via Blended Learning, which means there will be a mix of face-to-face and online experiences.

	Term	Cert. Req. #	Title	Credits
Year 1	Summer		College Orientation; Kick Start Your First Semester	
	Fall	#52	Mentor Program; Teaching Methods	2
	Spring	#55	Mentor Program; Guidance and Counseling	2
Year 2	Summer	#50	Course Construction	2
	Fall	#54	Educational Evaluation	2
	Spring	#51	Technical and Adult Education in the WTCS	2
Year 3	Fall	#53	Educational Psychology	2
	Spring	#69	Educational Diversity	2

## Course Descriptions

These courses provide an opportunity for participants to develop the knowledge, skills, and understanding required as an educator.

### #50 Course Construction

*Prepares educators to employ the performance-based instructional design process. Participants designate performance expectations, design learning plans, develop assessment tasks, and produce a syllabus.*

### #51 Technical and Adult Education in the Wisconsin Technical College System

*Prepares technical college educators to contribute to the accomplishment of the Wisconsin Technical College System's mission and purposes.*

### #52 Teaching Methods

*Prepares educators to create a learning environment that supports learners and results in the achievement of designated learning outcomes. Emphasizes teaching and learning techniques that promote active learning. Supports learners with a variety of learning preferences and needs. Generates continuous improvement in teaching and learning.*

### #53 Educational Psychology

*Participants use principles of Educational Psychology to develop their personal philosophy of learning. Focusing on the importance of a learner-centered educational environment, they apply what is known about how people learn the process of planning, evaluating, and improving the quality of learning.*

### #54 Educational Evaluation

*Prepares educators to design and implement the performance assessment component of a course. Places emphasis on the development of criterion-referenced performance assessment strategies, the application of varied assessment formats, and the use of assessment as a tool for improving teaching and learning.*

### #55 Guidance and Counseling

*A guidance and counseling framework is used to develop skills and strategies to enhance student success. Participants will explore the educator's role in meeting the guidance and counseling needs of learners. They will develop a personal counseling theory, explore available student support resources, and analyze legal and ethical implications of the educator's role.*

### #69 Educational Diversity

*Prepares participants to create an inclusive and effective learning environment that will meet the needs of diverse student populations. Participants examine organization, classroom, and individual diversity issues, and develop strategies for increasing personal effectiveness in working with diverse groups.*