

Linking Performance and Development to Promote Success

The goal of the Faculty Progression Structure is to further the success of our students through graduated performance expectations enabled by targeted professional development. Our Faculty will continually develop their Subject Matter Expertise, Instructional Excellence, and Student Success Practices while aligning their efforts to a College and Team Action Plan strategically focused on becoming the cutting edge, life-long learning college that transforms, strengthens, and inspires.



Northeast Wisconsin Technical College

Center for Instructional Excellence

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Faculty Progression Structure

Promoting Student Success by Linking High Performance and Continuous Professional Development



Start Here, Go Anywhere!



Promoting Student Success

Northeast Wisconsin Technical College is 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.

NWTC's Faculty Progression Structure supports the growth of our faculty from industry experts to innovative instructors and beyond while maintaining that the success of our students is at the core of everything we accomplish.

Progression with a Purpose

Faculty progress through the levels within the progression structure by demonstrating they meet performance expectations through outlined performance measures. Each instructor progresses at their individualized pace, with the goal of reaching Level III no later than their seventh year of employment.

Level I builds off of the content expertise our instructors bring from industry, combining that knowledge with training to enhance their effectiveness within a classroom. Areas of emphasis include: Student Success Practices, Teaching Methods, Diversity, Assessment, Data Analysis, Behavioral Management, Course Design, and Technology Training. Focus is placed on understanding the culture of the college while building the foundation of their instruction. NWTC's Instructor Preparation Academy supports this level.

Level II of the progression structure focuses on developing reflective instructors who are able to analyze current practices, while continuing to support and implement high impact practices. Furthering application of Teaching Methods, Assessment, and Diversity while becoming a fully engaged team member is the goal of Level II.

Level III of the structure is the college's goal for each instructor. Within this level, focus continues to emphasize reflective, high impact instructional practices that promote student success. Also included are performance measures that require sharing of those quality practices with their colleagues.

Level IV of the structure is intentionally selective. Within this level, instructors are expected to become leaders amongst their peers. They are viewed as role models by demonstrating leadership, collaboration, innovation, championing change, and taking risks. They are the driving force in student success outcomes by leading department and College-wide student success activities.

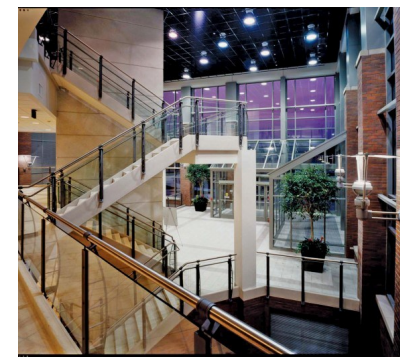
Integrated into Evaluation

Values Based: Nine Core Values measured at NWTC

SMART Goal Oriented: Emphasis placed on maximizing strengths

Technical Expertise:

- ◆ **Essential Functions: Performance within Faculty Progression Structure- 60%**
- ◆ Action Plans: Execution of – 25%
- ◆ Professional Development (outlined in the FPS): Completion of- 15%



NWTC Welcome Center Entry