

Individual Development Plan (IDP): Overall Instructional Narrative

Original document created by Jeff Andelora - October 8th, 2014

Revisions/additions by Janice Pierson - October 31st, 2016

Prompt

RFP 3.6.2.1.5. "Narrative demonstrating a personal reflection on teaching effectiveness in light of the instructional evaluations, observations, and feedback."

Dean, chair, and students conduct evaluations.

Mentors conduct observations.

Purpose

To demonstrate that you have understood and internalized feedback in order to develop a plan to improve as an instructor. This is a tool to facilitate development.

Audience

Peer Assistance and Review (PAR) committee (PARc)

Process: Preliminary Writing

- Read feedback carefully. If you're unclear about anything, ask the author (dean, chair, or mentor(s)).
- Conduct a self-reflection. Is there anything not mentioned in the feedback that you have identified as an area for individual development?
- Summarize feedback for each source. What did each identify as your strengths? Areas for development?
- Synthesize feedback. What common themes did you see in two or more sources of feedback?
- Respond to feedback, especially common themes. What do you agree with? Disagree with?
- What can you learn from this? How can you use this information to develop as an instructor?

Process: Drafting and Getting (more) Feedback

- Write an opening statement to establish a context and state your purpose
- Summarize specific strengths and weaknesses identified in observation(s) and evaluations
- Respond to and evaluate feedback
- Identify strategies for development – what CTL workshops, MCLI events, webinars, conferences, etc. could you attend that align with your development goals?
- Ask your PAR team (mentors) for feedback on your reflection allowing enough time to revise
 - Draft IDP due to PAR team (mentor(s)) by the end of the week of spring accountability

General Information:

- There is not a required length for the instructional narrative (reflection).
- PAR faculty in YR1 and YR2 will have twice as much data to reflect upon as YR3 – YR5.
- Your assigned PARc team will have approximately 16 IDPs to read within a 3 week period of time.

Examples of Instructional Narratives can be found in the open PAR Resource course at:

<https://learn.maricopa.edu/courses/906181>