

Standard 5: Faculty Qualifications, Performance and Development

Faculty are qualified and model best professional practices in scholarship, service, and teaching, including the assessment of their own effectiveness as related to candidate performance; they also collaborate with colleagues in the disciplines and schools. The professional education unit systematically evaluates faculty performance and facilitates professional development.

5a. Qualified faculty

North Georgia RESA believes strongly that Gifted Endorsement Hybrid instructors should be recruited from professionals having strong gifted expertise and experience, selected according to specified criteria and retained based on evidence of positive impact on program candidates' learning and performance. Instructors are systematically evaluated and provided opportunities for professional development. All instructors provide evidence of credentials (**Resumes**) once recommended. Approval of the instructors is by system PLU Director and the N GA RESA PLU Director.

Instructors for the Gifted Endorsement Hybrid Program must meet the following criteria:

- Specialist's Degree or higher
- Minimum of five years of experience as a teacher
- Gifted Endorsement
- Experience teaching adults which includes:
 - Knowledge of and experience with utilizing a variety of instructional strategies that reflect an understanding of different learning styles and the development of critical and creative thinking skills
 - Effective communication and classroom management skills
- Competence related to computers and technology and integration into their teaching and scholarship
- Recommendation and/or approval by district administrator and/or RESA PLU Director
- Contribution to professional association and/or involvement in the professional world of practice
- Competence in delivering the Gifted Endorsement Hybrid Program through a web-based format

5 b. Modeling Best Practices in Teaching

Professional education instructors for the Gifted Endorsement Hybrid Program will demonstrate comprehensive knowledge and current understanding of gifted students and gifted education. Instructors are expected to stay up-to-date with issues and trends that will aid them in modeling best practices and behaviors they want to see in the teacher candidates. Instructors will be expected to engage in self-reflection at the end of each course to consider improvements in instructional strategies, differentiation approaches, new information and resources, and opportunities to integrate innovative technologies (***Instructor Self-Evaluation and Reflection***). Additionally, the RESA PLU Director will observe instructors and make recommendations

regarding best practices as needed to ensure effective classroom and/or web-based delivery of knowledge and skills.

5 e. Professional Education Unit

North Georgia RESA conducts systematic and comprehensive evaluations of instructors' performance and analyzes this information to improve the program and faculty effectiveness. Continuing as an instructor in the Gifted Endorsement Hybrid Program is contingent upon demonstrated success, evidenced through satisfactory evaluations, observations, and performance of duties.

The PLU Director and North Georgia RESA encourage and support its course instructors in continuing to develop professionally through attendance and participation in local, state, regional and national conferences and symposia. Instructors are also encouraged to share resources and collaborate with peer instructors and appropriate RESA personnel.

Sources for gathering data on instructor performance include:

- *Mid-Course Evaluation*
- *End of Course Evaluation*
- *Endorsement Program Evaluation*
- *Endorsement Impact Survey*
- *Instructor Self-Evaluation and Reflection*
- *Instructor Observation and Evaluation*

All evaluation information is compiled and summarized by the PLU Director for analysis and recommendations by the PLU Committee. Instructors will receive summaries of evaluations and will meet with the PLU Director to discuss any concerns or need for improvement.