

IN AN EFFORT TO SHOW THE CHANGES IN THIS PORTFOLIO MADE DUE TO CONSTRUCTIVE FEEDBACK FROM THE PANEL, I HAVE IMBEDDED THE CHANGES MADE IN THIS YEAR 2 REPORT. THE COMMENTS ARE WRITTEN IN HIGHLIGHT LIKE THIS STATEMENT.

Year-2 Portfolio Report of the Individualized Learning Plan (ILP) Review Panel

Faculty Candidate's Name: Al Groccia

Dean's Name: Tim Grogan

Review Date: May 30, 2008

Date Report Sent to Candidate: June 4, 2008

Educational & Professional Background

The Background section offers the reader insight into the relevant education and professional background of the candidate. This section is not intended as an extensive resume.

Yes	No
x	

Individualized Learning Plan

This is the tenure candidate's professional development plan, which is written by the candidate, in collaboration with the dean and the ILP panel. The plan spells out what the faculty member wants to learn, achieve, or accomplish during the pre-tenure process.

I. Clear Goals

A. Professional Philosophy

The candidate explains "how do I conduct my professional practice, and why do I choose that way." *Evidence of philosophy should be reflected in the portfolio artifacts.*

	Achievement Level	Criteria Statement
	Incomplete/ Not Yet Acceptable	Philosophy not clearly stated or does not support teaching & learning
x	Acceptable	Philosophy clearly stated, supports teaching & learning, & is evident in the Los
	Exemplary	Acceptable + insightful & clearly reflected in portfolio artifacts

What are the strengths of the philosophy statement?

What specific recommendations do you have to help the candidate improve the philosophy

statement? Same as in Year 1 report – address the "why" component.

In an effort to improve my professional philosophy and rating to exemplary I rewrote the professional philosophy to address the "why" component. This enhanced the professional philosophy.

B. Effective Presentation (For entire Clear Goals and Professional Background. Background precedes the Goals section)

Achievement Level		Criteria Statement
X	Incomplete/ Not Yet Acceptable	Not written clearly or coherently; not presented & edited professionally
	Acceptable	Written clearly and coherently; presented & edited professionally
	Exemplary	Acceptable + polished presentation

What are the presentation strengths of the Clear Goals section?

The web site is well made in terms of borders, colors, visual appeal, etc.

What specific recommendations do you have to help the candidate improve the presentation of the Clear Goals section? Edit for punctuation and grammar. The Panel expects that correcting these errors will lead to an exemplary rating.

The entire portfolio was edited by Professor Teresa Nater on a hard copy. I made all of the changes to this online portfolio. THANK YOU TERESA!

Year-1 ILP Report included:

Yes	No
X	

Learning Outcome # 1

I. Adequate Preparation:

- *Learning Outcome statement*
- *Explanation of what the candidate did to prepare to achieve the LO (workshops, books, articles, conversations, etc.).*

Achievement Level		Criteria Statement
	Incomplete/ Not Yet Acceptable	LO not stated; preparation to achieve the LO is not present, relevant or not clearly described
	Acceptable	LO stated; preparation to achieve the LO is present, relevant, clearly described & adequate to achieve the LO
X	Exemplary	Acceptable + indicates understanding of relevant scholarship/pedagogy

What are the strengths of the candidate's preparation for this LO?

Depth and breadth of sources.

What specific recommendations do you have to help the candidate better prepare for this LO?

II. Appropriate Methods:

- *A clear description of the methodology (ies) used to achieve the LO (ex. specific teaching methods described; assessment methods described; learning experiences for students explained; procedures/steps followed to achieve LO explained, etc.).*

Achievement Level		Criteria Statement
	Incomplete/ Not Yet Acceptable	Methodology (ies) is inappropriate for achieving the learning outcome; description unclear; or assessment plan not present or inadequate
	Acceptable	Methodology (ies) is appropriate for achieving the LO; description is clear; and assessment plan is adequate to gauge the effectiveness of the LO
X	Exemplary	Acceptable + methodology (ies) follows the rigors of the discipline and assessment plan is comprehensive

What are the strengths of the methodology(ies), assessment plan, and their descriptions?

What specific recommendations do you have to help the candidate improve the methodology (ies), assessment plan, and their descriptions?

III. Significant Results:

- *Evidence (supporting artifacts) sufficient to demonstrate the achievement of the LO*
- *Explanation of the evidence (supporting artifacts) demonstrates that the candidate has learned, achieved, or accomplished the LO.*
- *Student work/feedback, if applicable, documents the achievement of the goals of the LO (not necessarily relevant to all LOs).*

Achievement Level		Criteria Statement
	Incomplete/ Not Yet Acceptable	Evidence (artifacts) is insufficient to demonstrate LO or not clearly explained; little or no evidence of student feedback/work, if applicable
	Acceptable	Evidence (artifacts) is sufficient to demonstrate LO & clearly explained: includes student feedback/work, if applicable
X	Exemplary	Acceptable + results insightfully explained; opens additional questions for further exploration, if applicable

What are the strengths of the evidence (artifacts) and their explanations?

Excellent final product for student use. Many more chapters than required for this LO.

What specific recommendations do you have to help the candidate improve the evidence (artifacts) and their explanations?

Consider copyrighting your work, especially since it is already so widely distributed - someone else may take the work and copyright it.

The document was copyrighted. Please see documentation under LO 3.

IV. Reflective Critique:

A. General Reflection

A) In general, candidate reflects on what was learned while completing the LO and how this might improve future work. **Approximately 1/2 page to 1 page for this reflection.**

Achievement Level	Criteria Statement
Incomplete/ Not Yet Acceptable	Insufficient reflection on what was learned while completing this LO: little or no discussion of possible improvements
Acceptable	Competent reflection on what was learned while completing this LO: sufficient discussion of possible improvements
X Exemplary	Acceptable + insightful discussion of possible improvements

What are the strengths of the general reflection for this LO?

Clear indications of deep thought and consideration for future use of the manual and the process used to create it.

What specific recommendations do you have to help the candidate improve the general reflection for this LO?

Critical Evaluation of Each Essential Competency

Candidate critically evaluates each specified competency in the LO. (Candidate's general practice outside the portfolio is not discussed.)

- Discussion of how the methods used to demonstrate this Essential Competency in this LO aided student learning and/or helped the candidate to become a better counselor, teacher, or librarian.
- Discussion of how the methods used in demonstrating this Essential Competency might be improved.

Approximately 1/2 page to 1 page for each specified Essential Competency

Essential Competencies: Assessment, TCA (Student Core Competencies), Learning Centered Teaching Strategies, Life Map, Inclusion/Diversity

Achievement Level	Criteria Statement
Incomplete/ Not Yet Acceptable	Insufficient critical evaluation of methods and results used to demonstrate this Essential Competency in this LO: little or no discussion of possible improvements
Acceptable	Competent critical evaluation of methods and results used to demonstrate this Essential Competency in this LO; sufficient discussion of possible improvements
X Exemplary	Acceptable + insightful discussion of possible improvements

What are the strengths of the critical evaluation of the methods and results in this Essential Competency? Each of the named Essential Competencies was demonstrated at the Exemplary level. The candidate was able to discuss each, show how and why each was a part of the work in this LO, and engage thoughtfully with the Panel regarding differing views on the theory and practice of each.

What specific recommendations do you have to help the candidate improve the critical evaluation of the methods and results in this Essential Competency?

V. Effective Presentation: (for entire Learning Outcome)

Achievement Level		Criteria Statement
X	Not Yet Acceptable	Not written clearly or coherently; not presented & edited professionally
	Acceptable	Written clearly and coherently; presented & edited professionally
	Exemplary	Acceptable + polished presentation

What are the strengths of the presentation of this LO?

What specific recommendations do you have to help the candidate improve the presentation of this LO? Edit for punctuation and grammar. The Panel expects that correcting these errors will lead to an exemplary rating.

The entire portfolio was edited by Professor Teresa Nater on a hard copy. I made all of the changes to this online portfolio.

VI. Learning Outcome demonstrated & clearly reflected in the portfolio artifacts?

Yes	No
X	

Additional Panel Note: the “work” within this LO is done; the only concern of the Panel is the number of punctuation/grammar errors.

Learning Outcome # 2

I. Adequate Preparation:

- *Learning Outcome statement*
- *Explanation of what the candidate did to prepare to achieve the LO (workshops, books, articles, conversations, etc.).*

Achievement Level		Criteria Statement
	Incomplete/ Not Yet Acceptable	LO not stated; preparation to achieve the LO is not present, relevant or not clearly described
	Acceptable	LO stated; preparation to achieve the LO is present, relevant, clearly described & adequate to achieve the LO
X	Exemplary	Acceptable + indicates understanding of relevant scholarship/pedagogy

What are the strengths of the candidate’s preparation for this LO?

Depth of data collection.

What specific recommendations do you have to help the candidate better prepare for this LO?

II. Appropriate Methods:

- A clear description of the methodology (ies) used to achieve the LO

(ex. specific teaching methods described; assessment methods described; learning experiences for students explained; procedures/steps followed to achieve LO explained, etc.).

	Achievement Level	Criteria Statement
	Incomplete/ Not Yet Acceptable	Methodology (ies) is inappropriate for achieving the learning outcome; description unclear; or assessment plan not present or inadequate
	Acceptable	Methodology (ies) is appropriate for achieving the LO; description is clear; and assessment plan is adequate to gauge the effectiveness of the LO
X	Exemplary	Acceptable + methodology (ies) follows the rigors of the discipline and assessment plan is comprehensive

What are the strengths of the methodology(ies), assessment plan, and their descriptions?

The statistical approach to assessing the effectiveness of the manual.

What specific recommendations do you have to help the candidate improve the methodology (ies), assessment plan, and their descriptions?

III. Significant Results:

- Evidence (supporting artifacts) sufficient to demonstrate the achievement of the LO
- Explanation of the evidence (supporting artifacts) demonstrates that the candidate has learned, achieved, or accomplished the LO.
- Student work/feedback, if applicable, documents the achievement of the goals of the LO (not necessarily relevant to all LOs).

Achievement Level		Criteria Statement
	Incomplete/ Not Yet Acceptable	Evidence (artifacts) is insufficient to demonstrate LO or not clearly explained; little or no evidence of student feedback/work, if applicable
X	Acceptable	Evidence (artifacts) is sufficient to demonstrate LO & clearly explained: includes student feedback/work, if applicable
	Exemplary	Acceptable + results insightfully explained; opens additional questions for further exploration, if applicable

What are the strengths of the evidence (artifacts) and their explanations?

The depth of the analysis.

What specific recommendations do you have to help the candidate improve the evidence (artifacts) and their explanations?

Adjust the phrasing regarding the failure to reject the null hypotheses and the conclusions drawn because of that. For example, “We conclude the percent correct in the test group is equal to the percent correct in the control group.” The percents are clearly not equal; however; the difference between the two is likely not due to the treatment. The Panel suggests having a stats person and an English person review the phrases at the same time.

Also, correct the “Retention Pass Rate” title (to Retention Rate, for example).

The Panel expects that correcting these errors will lead to an exemplary rating.

Based on the feedback of the panel, I rewrote the conclusions to better explain the statistics gathered. The language in the new version is clearer for those who are familiar with statistics and those who may not be. The feedback led to an improved conclusion.

IV. Reflective Critique:

B. General Reflection

A) In general, candidate reflects on what was learned while completing the LO and how this might improve future work.

Approximately 1/2 page to 1 page for this reflection.

Achievement Level	Criteria Statement
Incomplete/ Not Yet Acceptable	Insufficient reflection on what was learned while completing this LO: little or no discussion of possible improvements
Acceptable	Competent reflection on what was learned while completing this LO: sufficient discussion of possible improvements
X Exemplary	Acceptable + insightful discussion of possible improvements

What are the strengths of the general reflection for this LO?

What specific recommendations do you have to help the candidate improve the general reflection for this LO?

Critical Evaluation of Each Essential Competency

Candidate critically evaluates each specified competency in the LO. (Candidate's general practice outside the portfolio is not discussed.)

- Discussion of how the methods used to demonstrate this Essential Competency in this LO aided student learning and/or helped the candidate to become a better counselor, teacher, or librarian.
- Discussion of how the methods used in demonstrating this Essential Competency might be improved.

Approximately 1/2 page to 1 page for each specified Essential Competency

Essential Competencies: Scholarship of Teaching and Learning, Professional Commitment.

Achievement Level	Criteria Statement
Incomplete/ Not Yet Acceptable	Insufficient critical evaluation of methods and results used to demonstrate this Essential Competency in this LO: little or no discussion of possible improvements
Acceptable	Competent critical evaluation of methods and results used to demonstrate this Essential Competency in this LO; sufficient discussion of possible improvements
X Exemplary	Acceptable + insightful discussion of possible improvements

What are the strengths of the critical evaluation of the methods and results in this Essential Competency? Each of the named Essential Competencies was demonstrated at the Exemplary level. The candidate was able to discuss each, show how and why each was a part of the work in this LO, and engage thoughtfully with the Panel regarding differing views on the theory and practice of each.

What specific recommendations do you have to help the candidate improve the critical evaluation of the methods and results in this Essential Competency?

V. Effective Presentation: (for entire Learning Outcome)

Achievement Level		Criteria Statement
X	Not Yet Acceptable	Not written clearly or coherently; not presented & edited professionally
	Acceptable	Written clearly and coherently; presented & edited professionally
	Exemplary	Acceptable + polished presentation

What are the strengths of the presentation of this LO?

What specific recommendations do you have to help the candidate improve the presentation of this LO? Edit for punctuation and grammar. The Panel expects that correcting these errors will lead to an exemplary rating.

The entire portfolio was edited by Professor Teresa Nater on a hard copy. I made all of the changes to this online portfolio.

VI. Learning Outcome demonstrated & clearly reflected in the portfolio artifacts?

Yes	No
x	

Additional Panel Note: the “work” within this LO is done; the only concern of the Panel is the number of punctuation/grammar errors.

Learning Outcome # 3

Additional Panel Note: the candidate did what he said he would do in this LO and the Panel has no problem with his performance at all. The simple nature of the LO however does not lend itself to being accomplished at an exemplary level by simply doing what is said in it. There is room for the candidate to go “above and beyond”, however, by going deeper into the area of copyright, specifically by finding out what needs to be done for him to copyright the work he produced in LO #1. The Panel has already noted the candidate’s exemplary performance in many other areas of his ILP, and the Panel has no need to see him do such in this LO. Noting that the candidate is looking to achieve excellence in every area though, the Panel offers this avenue for reaching it in LO #3.

I. Adequate Preparation:

- *Learning Outcome statement*
- *Explanation of what the candidate did to prepare to achieve the LO (workshops, books, articles, conversations, etc.).*

Achievement Level	Criteria Statement
Incomplete/ Not Yet Acceptable	LO not stated; preparation to achieve the LO is not present, relevant or not clearly described
X Acceptable	LO stated; preparation to achieve the LO is present, relevant, clearly described & adequate to achieve the LO
Exemplary	Acceptable + indicates understanding of relevant scholarship/pedagogy

What are the strengths of the candidate's preparation for this LO?

He met with the college attorney.

What specific recommendations do you have to help the candidate better prepare for this LO?

Determine what is needed to copyright the manual he created in LO #1.

In an effort to improve this section and move to exemplary, I researched copyrighting and how to get copyrighting for a document such as mine. I was able to get my document copyrighted. Please see the documentation in LO 3.

II. Appropriate Methods:

- *A clear description of the methodology (ies) used to achieve the LO (ex. specific teaching methods described; assessment methods described; learning experiences for students explained; procedures/steps followed to achieve LO explained, etc.).*

Achievement Level	Criteria Statement
Incomplete/ Not Yet Acceptable	Methodology (ies) is inappropriate for achieving the learning outcome; description unclear; or assessment plan not present or inadequate
X Acceptable	Methodology (ies) is appropriate for achieving the LO; description is clear; and assessment plan is adequate to gauge the effectiveness of the LO
Exemplary	Acceptable + methodology (ies) follows the rigors of the discipline and assessment plan is comprehensive

What are the strengths of the methodology(ies), assessment plan, and their descriptions?

What specific recommendations do you have to help the candidate improve the methodology (ies), assessment plan, and their descriptions?

In an effort to improve this section and move to exemplary, I researched copyrighting and how to get copyrighting for a document such as mine. I was able to get my document copyrighted. Please see the documentation in LO 3.

III. Significant Results:

- Evidence (supporting artifacts) sufficient to demonstrate the achievement of the LO
- Explanation of the evidence (supporting artifacts) demonstrates that the candidate has learned, achieved, or accomplished the LO.
- Student work/feedback, if applicable, documents the achievement of the goals of the LO (not necessarily relevant to all LOs).

Achievement Level		Criteria Statement
	Incomplete/ Not Yet Acceptable	Evidence (artifacts) is insufficient to demonstrate LO or not clearly explained; little or no evidence of student feedback/work, if applicable
X	Acceptable	Evidence (artifacts) is sufficient to demonstrate LO & clearly explained: includes student feedback/work, if applicable
	Exemplary	Acceptable + results insightfully explained; opens additional questions for further exploration, if applicable

What are the strengths of the evidence (artifacts) and their explanations?

The candidate presented his findings, comparing the Valencia policy to the conversation he had with the college attorney.

What specific recommendations do you have to help the candidate improve the evidence (artifacts) and their explanations?

Have the completed documents necessary for filing.

In an effort to improve this section and move to exemplary, I researched copyrighting and how to get copyrighting for a document such as mine. I was able to get my document copyrighting. Please see the documentation in LO 3.

IV. Reflective Critique:

General Reflection

In general, candidate reflects on what was learned while completing the LO and how this might improve future work.

Approximately 1/2 page to 1 page for this reflection.

Achievement Level	Criteria Statement
Incomplete/ Not Yet Acceptable	Insufficient reflection on what was learned while completing this LO: little or no discussion of possible improvements
X Acceptable	Competent reflection on what was learned while completing this LO: sufficient discussion of possible improvements
Exemplary	Acceptable + insightful discussion of possible improvements

What are the strengths of the general reflection for this LO?

What specific recommendations do you have to help the candidate improve the general reflection for this LO?

Critical Evaluation of Each Essential Competency

Candidate critically evaluates each specified competency in the LO. (Candidate's general practice outside the portfolio is not discussed.)

- *Discussion of how the methods used to demonstrate this Essential Competency in this LO aided student learning and/or helped the candidate to become a better counselor, teacher, or librarian.*
- *Discussion of how the methods used in demonstrating this Essential Competency might be improved.*

Approximately 1/2 page to 1 page for each specified Essential Competency

Essential Competency: Professional Commitment

Achievement Level	Criteria Statement
Incomplete/ Not Yet Acceptable	Insufficient critical evaluation of methods and results used to demonstrate this Essential Competency in this LO: little or no discussion of possible improvements
X Acceptable	Competent critical evaluation of methods and results used to demonstrate this Essential Competency in this LO; sufficient discussion of possible improvements
Exemplary	Acceptable + insightful discussion of possible improvements

What are the strengths of the critical evaluation of the methods and results in this Essential Competency?

What specific recommendations do you have to help the candidate improve the critical evaluation of the methods and results in this Essential Competency?

In an effort to improve this section and move to exemplary, I researched copyrighting and how to get copyrighting for a document such as mine. I was able to get my document copyrighting. I have written a reflection in LO3. Please see the reflection in LO 3.

V. Effective Presentation: (for entire Learning Outcome)

Achievement Level		Criteria Statement
X	Not Yet Acceptable	Not written clearly or coherently; not presented & edited professionally
	Acceptable	Written clearly and coherently; presented & edited professionally
	Exemplary	Acceptable + polished presentation

What are the strengths of the presentation of this LO?

What specific recommendations do you have to help the candidate improve the presentation of this LO? Edit for punctuation and grammar. The Panel expects that correcting these errors will lead to an exemplary rating.

The entire portfolio was edited by Professor Teresa Nater on a hard copy. I made all of the changes to this online portfolio.

VI. Learning Outcome demonstrated & clearly reflected in the portfolio artifacts?

Yes	No
x	

Additional Panel Note: the “work” within this LO is done; the only concern of the Panel is the number of punctuation/grammar errors.

The entire portfolio was edited by Professor Teresa Nater on a hard copy. I made all of the changes to this online portfolio.

ILP Review Panel Membership

Dean: Tim Grogan Campus: Osceola Division: Science, Math, Psychology
 Department: Physics

Tenured Faculty Panelist: Teresa Nater Campus: Osceola Discipline: English

Tenured Faculty Panelist: Deborah Howard Campus: East Discipline: Mathematics

Tenured Faculty Panelist: Leila Sisson Campus: Osceola Discipline: Mathematics