

## FACULTY DEVELOPMENT BOARD

### Areas & Questions To Address For Tenure-Eligible Candidates (Faculty)

#### **Academics**

***Fulfillment of Last Tenure Plan*** — Has a tenured candidate fulfilled her/his last plan and responded to recommendations made at her/his last meeting with the Board? Does a non-tenured candidate's professional development in the first four years at St. Ignatius meet the criteria for tenure?

***Credential and Degrees*** — Does the candidate possess a valid, Clear California Credential or advanced degree in her/his subject area? If the candidate has neither, will students and the school benefit from her/his obtaining one?

***EIT Observations*** — Do the formal evaluations completed by the candidate's department chair and the EIT team indicate a level of skill and professionalism supportive of tenure?

***Student Evaluations*** — What do student evaluations indicate?

***Leadership and Collegiality*** — Does this person serve in any academic leadership positions within the department or the school? Is he/she working to advance the academic goals of the department and/or school?

***Professional Development*** — Does the candidate attend professional development activities in her/his subject area?

#### **Co-curricular**

***Fulfillment of Last Tenure Plan*** — Has a tenured candidate fulfilled her/his last plan and responded to recommendations made at her/his last meeting with the Board? Does a non-tenured candidate's professional development in the first four years at St. Ignatius meet the criteria for tenure?

***Athletics*** — Does this person's coaching skills and knowledge of the game meet the goals of this sport as specified in the handbook? Does he/she provide students the opportunity to develop requisite athletic, social, emotional, and leadership skills?

***Fine Arts*** — Does this person moderate a Fine Art's activity in a manner that meets the goals of this activity and provides students the opportunity to develop requisite artistic social, emotional, and leadership skills?

***Clubs & Activities*** — Does this person moderate a club or activity? In what types of activities are students engaged as a result of their membership? To what extent does this participation contribute meaningfully to the school?

***Attendance at Student Activities*** — Does this person attend school activities and demonstrate public support of students' endeavors?

***Professional Development*** — Does the candidate attend professional development activities relevant to her/his coaching or moderating assignment?

## **Campus Ministry**

***Fulfillment of Last Tenure Plan*** — Has a tenured candidate fulfilled her/his last plan and responded to recommendations made at her/his last meeting with the Board? Does a non-tenured candidate's participation and growth in the first four years at St. Ignatius meet the criteria for tenure?

***Support for Student Retreats*** — Does this person support students by directing retreats and writing retreat letters?

***Support for Liturgies*** — Does this person support school liturgies with his/her presence?

***Support for Spiritual Goals of the School*** — Does this person model the spiritual values of the school? Does this person participate in the programs available through the Adult Spirituality program?

***Support for Immersions*** — Does this person support and, if possible, direct students in the Summer Immersion Program?