



## Sample Benchmarks for Improvement Plan

### For Teaching

- Year 1: identify areas to focus on improving; seek out mentoring, pursue training, and read articles on (at least) one of these areas; design and implement specific strategies to improve in (at least) one of these areas.
- Year 2: repeat the process of Year 1 for another element of teaching
- Year 3: repeat the process of Year 2 for another element of teaching

### For Scholarship

- Year 1: attend a conference, workshop, or master's class; conduct a lit review; develop a plan for an artistic, research, or writing project; preliminary artwork, experiments, or writing
- Year 2: participate in a conference by giving a presentation or participating in a panel; submit an article or book proposal for review; participating in a show
- Year 3: publish an article; complete book chapters; organize a session at a national meeting; invited/juried shows and/or talks

### For Service

- Year 1: identify one or more areas in which the faculty member would like to make a contribution, and seek out opportunities to do so, by volunteering and/or seeking election as appropriate; identify and work on personal habits that might be limiting or diminishing personal effectiveness
- Year 2: improve quality and quantity of service, as appropriate
- Year 3: improve quality and quantity of service, as appropriate