



Kirkwood Faculty Competencies

1. **Diverse Learners:** Demonstrate an understanding of ways students differ in approaches to learning both individually and culturally, by adapting instruction for diverse learners.
 2. **Instructional Planning:** Plan instruction based on understanding of subject matter, students, the community, and learning outcomes.
 3. **Instructional Strategies:** Integrate instructional strategies that encourage students' development of critical thinking, problem solving and performance skills.
 4. **Learning Environment/Classroom Management:** Use understanding of individual and group motivation and behavior to create learning environments that encourage positive social interaction, active engagement in learning, and self-motivation.
 5. **Communication:** Use effective verbal and nonverbal techniques as well as other forms of symbolic representation to foster active inquiry and collaboration.
 6. **Technology Related to Instruction:** Use appropriate technology in the planning, delivery and assessment of instruction.
 7. **Assessment:** Use formative and summative assessment strategies to monitor and evaluate student learning.
 8. **Professional Ethics:** Foster professional relationships with students, colleagues, and the community to support learning. Follow guidelines for ethical behavior and confidentiality for educators.
 9. **Community College:** Describe the mission and history of community colleges and the structure and scope of Kirkwood Community College.
 10. **Contribution to the College:** Contribute to the institution through active participation in departmental and institutional tasks.
 - 12a. **Professional Development - A:** Actively seek out opportunities to grow professionally by maintaining professional competency in fields of expertise.
 - 12b. **Professional Development - B:** Actively seek out opportunities to grow professionally by focusing on pedagogy/andragogy, learning, and/or the scholarship of teaching.
- Librarians: (in addition to competencies 1-12b)**
13. **Reference Services:** Use effective techniques of approachability, interest, listening and inquiring, searching and follow-up in reference transactions.
 14. **Resource Organization:** Demonstrate an understanding of the principles of collection development and maintenance
 15. **Information Access:** Demonstrates working knowledge of information literacy as it relates to appropriate use and evaluation of information regardless of its format.
- Counselors: (in addition to competencies 1-12b)**
16. **Counseling Services – A:** Demonstrate understanding of student development concepts.
 17. **Counseling Services – B:** Use appropriate assessments and counseling techniques to provide academic, career and personal counseling.
 18. **Crisis Intervention:** Demonstrate understanding of the dynamics of a crisis situation and help meet the concerns of all involved by working closely with students, staff, administrators and community agencies.