Ten Steps to Teaching Success – Pilot Program

Developing expertise in teaching is a continuous process. The main purposes of this program are to provide a path for all tenure-track and non-tenure track professors to demonstrate engagement in continuous improvement of teaching and student learning, to utilize evidence-based teaching strategies, and practice reflective teaching.

The Ten Steps to Teaching Success pilot is a voluntary program for full-time faculty, intended to be completed in three years. It is comprised of five mandatory components to be completed in any order, and five additional points through various activities below.

Required Components: (5 points)
The following five experiences are required, and can be completed in any order:

- **Component 1: Building Blocks workshop**
  This is a five-hour workshop using “backwards” course design and focusing on essential student learning outcomes. Workshops are offered every August and January. Read chapter 1 and 2 of Felder and Brent’s “Teaching and Learning STEM” book prior to attending. If you need a copy of this book, email cafe@mst.edu.

- **Component 2: Digital Literacy Lightning Rounds**
  Learn about tools you can use in the classroom to enhance student engagement and increase digital literacy. Lightning Rounds are offered once per semester.

- **Component 3: Mid-Semester Feedback**
  Learn from student feedback what is going well and what could be improved before the end of the semester. Sign up here: https://cafe.mst.edu/idteam/mid-semesterfeedback/

- **Component 4: Teaching Partners Program or two classroom observations**
  Receive individualized feedback about specific teaching aspects you identify. An experienced instructor and instructional designer will observe your class and provide constructive and confidential feedback. OR, observe two classes from the list of instructors who can be observed, and write a two-page reflection.

- **Component 5: Comprehensive Teaching Philosophy**
  To encourage reflective teaching, write a one- or two-page philosophy about your teaching, to be included in your dossier for promotion and/or tenure. Every year, CAFE hosts an event about how to craft a teaching philosophy.

Optional Components: (5 points)
Choose a mix of the options below to total at least five points:

**Teaching Workshops**
- **CAFE / Instructional Design workshop (1)**
  CAFE offers a variety of teaching workshops and events throughout the semester. For a full list of events, visit cafe.mst.edu.

- **KEEN ICE Workshop** for Innovating Curriculum with Entrepreneurial-Minded Learning (4)
Sponsored by the Kern Engineering Entrepreneurship Network (KEEN), attendance is completely free, including lodging, materials, meals and travel. This three-day, hands-on workshop incorporates entrepreneurial-minded learning into your undergraduate curriculum.

**NETI Workshop** (National Effective Teaching Institute) (3)

NETI is a three-day workshop giving faculty information and hands-on practice in the elements of effective teaching, along with dealing with a variety of problems that commonly arise in the life of a faculty member. Go to their website for more information: asee.org/education-careers/continuing-education/courses-and-workshops/neti

**General or Discipline-Specific Teaching Conference**

*Teaching with Technology Conference* (attend 2 pts, present 3 pts)

Hosted in March at Missouri S&T, this one-day event is free for all educators. Learn more at [tlt.mst.edu](http://tlt.mst.edu)

*Focus on Teaching & Technology Conference* (attend 2 pts, present 3 pts)

This nearby conference is hosted by the University of Missouri – St. Louis in September.

**Scholarship of Teaching and Learning & Teaching Grants**

*Educational Research Mini-Grant* (4)

This program supports scholarly inquiry into a specific question about teaching and learning. Proposals are due in May and awards announced in June. Learn more at [http://cafe.mst.edu/fundingprograms/educationalresearchmini-grant/](http://cafe.mst.edu/fundingprograms/educationalresearchmini-grant/)

*Provost’s eFellows Grant* (4)

This program supports whole course redesign or course and lab redesign to be blended or fully online. Proposals are due in June. Learn more at [http://cafe.mst.edu/fundingprograms/efellows/](http://cafe.mst.edu/fundingprograms/efellows/)

*Diversity and Inclusion Mini-Grant* (4)

For more information, contact Dr. Dan Reardon at reardond@mst.edu

**Additional Options**

*Communication Support for International Faculty* (2)

This program is designed to advance cultural diversity and understanding by improving overall communication between students and faculty, increasing active participation in campus dialogue, and promoting confident communication. Learn more at [http://cafe.mst.edu/newfaculty/](http://cafe.mst.edu/newfaculty/)

*Experiential/Service Learning Symposium* (1)

This event is hosted annually by the Office of Academic Support. Learn more at [https://academicsupport.mst.edu/experientiallearning/servicelearning/](https://academicsupport.mst.edu/experientiallearning/servicelearning/)

*Observation of another instructor’s class and written reflection* (1)

For a list of faculty who can be observed, visit cafe.mst.edu.

*Present an on-campus pedagogical workshop* (3)

**Getting Started**

Enroll in the Ten Steps to Teaching Success Program at [https://tinyurl.com/S-T10Steps](https://tinyurl.com/S-T10Steps)

Questions can be directed to cafe@mst.edu. The Center for Advancing Faculty Excellence promotes faculty success from hire to retire. Visit us in 207 Norwood Hall or by calling (573) 341-6713.

We thank Dr. Andy Goodman and his team at the UMSL CTL for sharing about Ten Steps to Success, from which this program stems.