

EXHIBIT D.4 – FORM FT-3, SELF STUDY



Form FT-3 Self Study Full-Time Faculty

Employee Name:	Date:
Semester/Year:	

PERFORMANCE OF ASSIGNMENT

Performance of Assignment: Please reflect and comment on what you have done in terms of your performance in your assignment(s), which might include instruction/student services/responsibilities/expertise in subject matter/skill in contract assignment, effectiveness of communication, and other contractually required aspects of the position.

Please analyze and discuss your:

- a. Student evaluation survey data
- b. Course success and retention data (if applicable)

PROFESSIONALISM/PROFESSIONAL RESPONSIBILITIES

Please reflect on what you have done in terms of professional responsibilities. See [FAYCCD Article 7.1.5](#).

PROFESSIONAL GROWTH

Please describe activities you have undertaken since your last review to remain current in your discipline/assignment. This could include workshops attended, research undertaken, conference presentations, service on advisory or departmental committees, service or professional development related to diversity and equity in your field, speaking engagements, etc. What experiences and achievements have informed your role as a faculty member and demonstrate continued professional growth.

Diversity, Equity, Inclusion, and Accessibility:

Discuss your understanding of YCCD Diversity, Equity, Inclusion, and Accessibility (DEIA) and anti-racist competencies as it relates to your field and the college and district communities.

Please describe how you incorporate DEIA competencies in the performance of your assignment to support and remove barriers to student success. Below is a list of activities you might consider discussing:

- a. Curriculum review related to anti-racism, decolonization, and equity
- b. Participation in anti-racism and equity related workshops/institutes
- c. Review of materials and best practices for equity in your field
- d. Use of student success data disaggregated by race, ethnicity, and gender to inform strategies to improve equitable student outcomes and success
- e. Contributions made to create an inclusive learning and working environment through DEI and anti-racism research, utilization of race-conscious pedagogy, etc.

How have you used and/or how will you use these understandings to improve your practice and/or help close opportunity gaps?

FUTURE DIRECTION

Identify 2-3 professional development goals you have for the next 1-3 years.