

**CRITERIA
FOR PERMANENT STATUS AND PROMOTION**

**P.K. YONGE DEVELOPMENTAL RESEARCH SCHOOL
COLLEGE OF EDUCATION -- UNIVERSITY OF FLORIDA**

The performance of candidates for permanent status and/or promotion is evaluated in three areas: (1) teaching or primary assignment, (2) action research and scholarly activities, and (3) professional public service. Of these three areas, *teaching is of primary importance if the candidate's primary assignment is teaching students at P.K. Yonge*. The performance of candidates for permanent status and/or promotion is expected to be *outstanding in the area of primary assignment and satisfactory in the other two areas*.

The Committee applies somewhat different criteria depending on the level of promotion involved and the primary assignment of the candidate.

1. An individual applying for promotion from instructor to university school assistant professor is expected to document:
 - a) outstanding performance in teaching or area of primary assignment;
 - b) professional contributions to the instructional program; and
 - c) the development and dissemination functions of a developmental research school.
2. A candidate applying for promotion from university school assistant professor to university school associate professor is expected to document contributions at the local, state, and regional level.
3. Candidates applying for promotion from university school associate professor to university school professor are expected to hold a doctorate or the highest degree in their field and document major contributions to the P.K. Yonge's mission at both a state and national level.

Evidence of quality professional performance is drawn from a variety of sources. A quality teacher is one who can demonstrate and show evidence of the following:

- commitment to students and their learning
- content area knowledge including specific content area pedagogical knowledge
- monitoring of student learning
- application of systematic instructional methods
- evidence of professional improvement via reflective practices
- collaborative work within a learning community

Candidates with teaching as their primary assignment must demonstrate outstanding professional performance in each of these areas in order to be considered for permanent status and/or promotion.

A variety of evidence is reviewed that relates to the candidate's action research and scholarly productivity. A candidate must show evidence of participating in action research, defined as a process in which practitioners attempt to study their problems systematically in order to guide, correct and evaluate their decisions and actions. Work in action research or scholarly activity may include:

- the development and evaluation of curriculum materials, participation in grant writing, research projects
- creative juried projects
- Scholarly activity also includes but is not limited to papers presented at state, regional, national, and international meetings as well as Impact Statements, articles and monographs appropriate to the candidate's field and the mission of a developmental research school.

Approved October 6, 1998
Updated November 15, 2004

Professional public service also receives serious consideration. The candidate will provide documentation of participation in professional public service:

- Examples of university service include sponsorship of clubs, coaching, committee memberships, and leadership roles
- It also may include public school improvement activities, as well as clinical supervision of interns and participants, or hosting visitors to the classroom
- Professional service outside the university includes leadership roles in local, state, regional, national, or international professional organizations, formal assessment of educational materials, juror of competitions, and director of student productions or exhibitions

In summary, the P.K. Yonge Development Research School's Permanent Status and Promotion Committee views the credentials of individuals recommended for permanent status and/or promotion within the context of their primary assignment, action research and scholarly activities, *and* service.