



Faculty Competence Policy:

Approved By and Date:

Board of Trustees, 9-18-2017

Executive Leadership Team, 9-01-2017

As part of its ongoing commitment to excellence, Kilgore College will employ competent faculty members qualified to accomplish the mission and goals of the institution. In selecting its full- and part-time faculty, Kilgore College will hire individuals whose qualifications are consistent with the guidelines of the Southern Association of Colleges and Schools Commission on Colleges and the Texas Higher Education Coordinating Board.

To facilitate the continued competence of its full-and part-time faculty, the College will provide a positive environment for employee professional growth and development. Professional employees will be given opportunities and encouraged to continue studies in their areas of specialization.

Faculty Competence Procedures:

Approved By and Date:

Executive Leadership Team, 9-01-2017

The College will use the following guidelines for credentials:

Developmental Education Faculty:

1. An instructor of developmental courses must meet one of the following:
2. Bachelor's degree with a major in the subject and successful teaching experience in public schools or college; or
3. Bachelor's degree in a related subject with coursework in the subject to be taught and successful teaching experience in public schools or college.
4. Other qualifications to be considered in lieu of some of the above are:
 - a. teaching certificate in the subject
 - b. professional development activities (coursework, workshops, or conferences) emphasizing developmental education
 - c. prior evaluations of instruction
 - d. teaching awards

Those teaching College Success Strategies (COLS) will have a bachelor's degree and will have teaching experience or will have a bachelor's degree and extensive experience in higher education.

ESOL (English for Speakers of Other Languages) Faculty:

ESOL instructors will have the credentials listed above plus TESOL (Teaching English to Speakers of Other Languages) certification or endorsement.

Workforce Education Faculty:

An instructor of workforce education courses must have at least an associate's degree in the teaching discipline or in a related field. Relevant work experience in the field is required.

Note: For those disciplines in which Kilgore College offers only a certificate, instructors must have at least a certificate in the teaching discipline or in a related field. Relevant work experience in the field is required.

Faculty who teach in programs that are approved, licensed, certified or accredited by external agencies and who meet the qualifications prescribed by those agencies, may substitute the external agency approval/licensure/certification for the required certificate in the teaching discipline and/or associated work experience.

Academic Transfer Faculty:

Faculty teaching courses designed for transfer to a baccalaureate degree program will have at least a master's degree in the teaching discipline or master's degree with at least 18 graduate semester hours in the teaching discipline.

Those teaching Learning Framework (EDUC 1300) will have a master's in education, counseling, psychology, or a related field and will have teaching experience.

Those teaching anatomy and physiology (BIOL 2401, 2402, 2404) will have a master's degree in biology with graduate hours in life science.

Those with degrees in English or mathematics education may teach entry-level English and mathematics courses.

Kinesiology Faculty:

To teach a 3-hour lecture course, faculty must have a master's degree plus 18 graduate semester hours in kinesiology, physical education, or a related field.

To teach activity courses, faculty must have a bachelor's degree and/or current certification in the specific activities they are teaching. Kinesiology faculty teaching activity courses must also have a current CPR certification.

Adult Education and Literacy:

Faculty and staff members in the Adult Education Program must meet the qualifications as prescribed by the Texas Workforce Commission. Directors, teachers, counselors, and supervisors in the program hired after September 1, 1996, must possess at least a bachelor's degree.

Additional Considerations:

In lieu of specific academic credentials listed above, Kilgore College will also consider demonstrated competencies that contribute to teaching and learning, such as related work experiences in the field, professional licensure and certifications, professional honors and awards, and juried publications.

Professional Development:

Instructors are expected to meet their professional growth responsibilities by completing one of the following every two years:

1. Three hours of college coursework, or work beyond their present development level.
2. Thirty hours of involvement in workshops, seminars, and professionally sponsored activities approved by the division dean. Coursework in pedagogy, community college curriculum, human resources-related topics, and technology education is strongly encouraged.

Activities not counted for professional development include committee work, advising, speaking, working with advisory committees, taking courses not related to the teaching discipline, recruitment, and other activities not related to course delivery (e.g., creating or revising face to face or web courses).