

National Taipei University of Education New Faculty Induction Service and Teaching Enhancement Measures

On January 27, 2010, in the 54th Administrative Meeting, the measure was approved.

On August 29, 2012, in the 85th Administrative Meeting, the measure was revised and approved.

On April 24, 2013, in the 93rd Administrative Meeting, the measure was further revised and approved.

On February 26, 2014, in the 103rd Administrative Meeting, the measure was revised and approved.

On April 25, 2018, in the 150th Administrative Meeting, the measure was revised and approved.

On October 31, 2018, in the 156th Administrative Meeting, the measure was further revised and approved.

Article 1: In order to guide and assist newly hired teachers at National Taipei University of Education (hereinafter referred to as "the University") in becoming familiar with the school's educational goals, administrative procedures, teaching facilities, and to enhance their teaching, research, service, and student counseling capabilities, these Regulations on the Introduction Service and Teaching Enhancement for Newly Hired Teachers (hereinafter referred to as "the Regulations") are established.

Article 2: In order to help newly hired teachers understand the university's development positioning, administrative unit operations, as well as teaching, academic, and career development support systems, newly hired teachers should participate in relevant workshops and training activities organized by their respective units and the Personnel Office.

Article 3: Within the first three years of employment, newly hired teachers should participate in at least 18 hours of teaching professional development activities organized both internally and externally. Among these, at least 6 hours should be dedicated to innovative teaching and professional practice certified by the Learner-Centered Innovative Teaching and Practice Certification. The acquisition of the aforementioned certificate may be included as an evaluation item for faculty assessment and promotion at the college and department levels.

Article 4: Within the first two years of employment, newly hired teachers should undergo classroom observations and feedback sessions conducted by either senior teachers or personnel designated by the university. There should be a minimum of two observations, each lasting from 1 to 3 hours. The application for classroom observations should follow the guidelines outlined in the University's Regulations on Teaching Observation and Feedback for Faculty.

Article 5: Within the first two years of employment, the Teaching Development Center will provide an annual subsidy of NT\$10,000 to each newly hired teacher for the purchase of teaching equipment or participation in teaching professional development activities, both internally and externally. Additionally, each newly hired teacher will be provided with funding to purchase one computer and its related accessories.

Article 6: Within the first two years of employment, newly hired teachers are given priority to apply for teaching assistant subsidies from the Teaching Development Center. This allows them to have teaching assistants for one course per semester. The aforementioned applications are not subject to the limit on the number of applications and the minimum number of students enrolled in the course set by the department.

Article 7: Newly hired teachers should apply for a mentorship program with experienced teachers to assist in their professional and teaching growth. The duration of the program is six months (one semester), and an extension of another six months (one semester) may be requested if necessary. The mentorship program provides consultation and assistance to newly hired teachers in their teaching, research, student counseling, and service responsibilities. The application for mentorship with experienced teachers should follow the guidelines outlined in the University's Regulations on Mentorship for Faculty.

Article 8: These regulations shall be approved by the administrative meeting and implemented upon the approval of the university president.