



KOLEGJI ESLG

ANNUAL INDIVIDUAL DEVELOPMENT PLAN FOR 2018-2019

Based on course student surveys, annual reviews of program implementation and findings with regards to the courses I teach, and course learning outcomes self-assessment (Learning Outcomes Achievement Matrix), I hereby set the following individual development plan:

PEDAGOGICAL ACTIVITY

1. Perform very good under pedagogical activity with the satisfaction rate of students with higher than 4.0;
2. Perform very good under pedagogical activity with the overall grade distribution of all courses I teach and individual grade distribution of higher than 4.0;
3. Exceed the actual results against the set standards in achievement of at least 80 % of course learning outcomes and 50 % of program learning outcomes;
4. Use at least two innovatory teaching methodologies;

RESEARCH ACTIVITY

1. Publish at least two articles in Scopus indexed journals, one of which includes student research assistants;
2. Publish at least one study or research in cooperation with the private sector;
3. Attend and publish in at least one internationally recognized conference proceeding;

PROFESSIONAL ACTIVITY

1. Perform the energy audits for at least two leading construction companies in Kosovo;
2. Perform at least three complicated real estate appraisals for the leading company or organization, in which students or alumni are included;
3. Be recognized in a national association that regulates the profession;

Doc. Dr. Visar Hoxha, 15.10.2018



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