



UNIVERSITY FOR BUSINESS AND TECHNOLOGY

Individual Development Plan (IDP)

Employee Name: Assistant Professor Dr. Alma Lama

Period From: 01.10.2021 To: 30.09.2023

GOALS	CONTRIBUTION TO UBT Mission Strategy	ACTIONS	RESOURCES	MEASURES	TARGET DATES/ MILESTONES
PEDAGOGY, TEACHING, AND DIDACTICS					
Goal 1: Perform very well under pedagogical activity with a satisfaction rate of students higher than 4.0	Contribution to the mission of UBT and premium education	<ul style="list-style-type: none"> Interactive lectures; Videos and documentaries; Case studies; Guest speakers from the industry; Study visits; 	<ul style="list-style-type: none"> Education and Development Conference Coordinator; Summer Academies organizing and implementing Access to industry speakers with whom the College has an MoU to design the learning outcomes Support from the UBT College to realize the study visits Involvement of Industry Council; 	<ul style="list-style-type: none"> Satisfaction rate of 4.8 in all the courses I teach. 	<ul style="list-style-type: none"> 30.06.2022

<p>Goal 2: Use at least one innovatory teaching methodology</p>	<ul style="list-style-type: none"> • Contribution to unique teaching methodologies as part of the institutional mission • Our mission is to cultivate a dynamic and immersive learning environment that goes beyond traditional classroom experiences • Include Interdisciplinary Activity in the courses as I teach also in Medical Science faculties 	<ul style="list-style-type: none"> • Project-Based Learning, students engage in an extended, in-depth investigation of a complex question, problem, or challenge. The learning process revolves around designing and completing a project that requires critical thinking, problem-solving, collaboration, and communication skills. • Invite guest speakers or create panel discussions with experts from various disciplines. This exposes students to diverse perspectives and real-world applications of the content. • For example, in an English language course, collaborate with a Pharmacy and Dentistry Faculties to bring a presentation of the importance of ESP. Students participate in their projects in Summer Academies. 	<ul style="list-style-type: none"> • https://ubtuninet-my.sharepoint.com/personal/gja_ubt-uni_net/_layouts/15/onedrive.aspx?isAscending=true&id=%2Fpersonal%2Fgja%5Fubt%2Duni%5Fnet%2FDocuments%2FRI%2D%20Akreditimi%2FGuest%20speakers&view=0 	<ul style="list-style-type: none"> • Satisfaction rate of 4.5 by students for this teaching technique. 	<ul style="list-style-type: none"> • 30.06.2022
<p>Goal 3: Mastering Technological Tools</p>	<p>Attend workshops on integrating technology into language teaching.</p>	<ul style="list-style-type: none"> • Develop an interdisciplinar 	<ul style="list-style-type: none"> • Survey for students to measure their satisfaction for IA as a learning and assessment method 		<p>2021-2023</p>

	<p>Incorporate interactive online platforms into lesson plans.</p>	<p>y case study that integrates language teaching with technology, encouraging students to apply language skills in a real-world context</p>	<ul style="list-style-type: none"> • EdTech conferences. • Use Collaboration tools Microsoft Teams, Zoom, etc 		
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RESEARCH

<p>Goal 1: Publish at least one joint group research article in Web of Science and Scopus-indexed journal with professors from ESLG, including research assistants or students;</p>	<p>Contribution to the advancement of research in the built environment and sustainable development;</p>	<ul style="list-style-type: none"> • Assign a research group in one of the research clusters of English Language Program approved by the Research and Publishing Committee; • Assign a student or research assistant to the group from among junior faculty or students; • Target the right journal that fits the profile of the program; 	<ul style="list-style-type: none"> • More research workload approved for the academic year 2021-2023 and less teaching workload; • SPSS installed on my computer; • Access to international research databases for literature review; 	<p>- Publication in Q2 Journal Richtmann Publishing</p> <p>- https://www.scopus.com/results/results.uri?sort=plf-f&src=s&st1=Lama&st2=Alma&nlo=1&nlr=20&nls=count-f&sid=e481888b629c23ac9b5fabcc71cb3db0&sot=anl&sdt=aut&sl=31&s=AU-ID%28%22Lama%2c+Alma%22+58110696400%29&txGid=6bc248a8a3638e2c82da0de89dae0da0</p> <p>-</p>	<p>06.11.2023</p>
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<p>Goal 2: Publish a book on English Language Methods</p>	<p>Contribution to the advancement of research in the built environment and sustainable development;</p>		<ul style="list-style-type: none"> - More research workload approved for the academic year 2021-2022 and less teaching workload; - Access to junior faculty and students to assist in various parts of the book; - Seek funding from UBT Research Budget for the review and publication of the book; 	<p>Publication in a respected Publishing House https://www.elivapress.com/pl/authors/author-7539723333/ https://scholar.google.com/citations?view_op=view_citation&hl=en&user=UMypn9UAAAAJ&citation_for_view=UMypn9UAAAAJ:ufrVoPGSRksC</p>	<p>01.10.2022</p>
<p>Goal 3: Establish connections with professionals in the English Language Teaching sectors</p>		<ul style="list-style-type: none"> • Connect with experienced ESL (English as a Second Language) or EFL (English as a Foreign Language) educators so we can exchange and share insights into effective language teaching methodologies, language acquisition, and cultural considerations • Establish partnerships with local businesses, startups, and language companies such as Sidi Education, Educational Centre Kosova, Infinite, Intra Translation Office, Hamilton House etc. • Reach out to local language schools 	<ul style="list-style-type: none"> • Establish connections with professionals in the English Language Teaching sectors through networking events, conferences, and online platforms like LinkedIn to find professionals willing to share their expertise. • Connect with experienced ESL (English as a Second Language) or EFL (English as a Foreign Language) educators so we can exchange and share insights into effective language teaching methodologies, language acquisition, and cultural considerations. Some of the International guest speakers are mentioned below: <ul style="list-style-type: none"> • <i>George Kokolas from Express Publishing with a topic on Zest Vaccine,</i> • <i>Donna Lee Fields as an International Teacher Trainer with a topic on “The Ethic of Excellence”,</i> • <i>Dr.Sc.Mohammed Hafizur Rahman “Significance of paralinguistics in TESOL”,</i> • <i>Dr.Sc.Natka Adrijana Hadji-Nikolova with a topic on “The most common mistakes in academic writing”</i> • <i>Dr.Sc.Adrijana Hadzi- Nikolova with a topic on Distance learning - development types and tools</i> • <i>Dr.Sc.Juliana Çyfeku full time English lecturer; Member of the Inner Quality Assurance Unit and Foreign Project Coordinator at the Faculty of Education and Philology, Department of Foreign Languages, UNIKO-Albania with a topic on “Communicative Language Approach enhancing EFL learner’s interaction and core skills throughout art exposure, leisure and entertainment activities”</i> • <i>Dr.Sc.Edlira Xega full time lecturer of Text Analysis, Written English, Semantics and Linguistic Diversity and Intercultural Communication in the Department of Foreign Languages in “Fan S. Noli” University, Faculty of Education and Philology, Korça, Albania with a topic on ‘Intercultural education and educational attitudes’</i> • <i>Dr.Sc. Lorena Robo with a topic on “Integrating culture and language in foreign language teaching – academic context”</i> • <i>Dr.Sc.Eriola Qafzezi full-time lecturer in the Department of Foreign Languages at the Faculty of Education and Philology at Fan S. Noli University, Korça, Albania with a topic on” Cultivating Values in</i> 	<p>-</p>	

		<p>or institutes that specialize in English language education. Language instructors and directors may be willing to contribute as guest speakers.</p>	<p><i>Higher Education: In search of the right "Recipe".</i></p> <ul style="list-style-type: none"> • <i>Dr.Sc.Dorela Kaçauni English professor at the Department of Foreign Languages in the Faculty of Education and Philology at "Fan S. Noli" University in Korça,Albania with a topic on "Applying graphic design tools to create an e-magazine"</i> • <i>Elias Allen Peace Corps with a topic on "Building Critical thinking skills and developing robust analytic abilities in English Class "</i> • <i>Adelina Ramadani Aqifi "Factors Affecting Acquisition of prepositions by Albanian EFL Learners"</i> • <i>Daniela Carmen Stoica with a topic on "Reviving the Aromanian Dialect Spoken in Korce Area, Albania"</i> • <i>Erinda Papa "Logomachia in Some of Doris Lessing's Major Works"</i> • <i>Zohaib Hassan Sain with a topic on "Blended Learning: A New Challenge for Pakistani University Students"</i> • <i>Christopher Allen with a topic on "Digital Challenges in English Language Education"</i> • <i>Dr. Shannon Bruce Ramaka "A Professional Learning Model for Building Leadership Capacity in Middle Level Educational Leaders Across the World"</i> <ul style="list-style-type: none"> • Establish partnerships with local businesses, startups, and language companies such as Sidi Education, Educational Centre Kosova, Infinite, Intra Translation Office, Hamilton House etc. • Reach out to local language schools or institutes that specialize in English language education. Language instructors and directors may be willing to contribute as guest speakers. <p>Some of the local guest speakers are mentioned below:</p> <ul style="list-style-type: none"> • <i>Farije Retkoceri - Center for the Advancement of Education Performance – QAPA and Director of Educational Leadership. She came with a topic on "Development of capacities for educational leadership"</i> • <i>Magbule Berisha an elementary school teacher at the "Gjon Serreqi" school, Ferizaj,</i> • <i>Kosovo. with a topic on "The integration of dramatic art - drama in lower secondary school curricula"</i> • <i>Xhevahire Sejdiu Jashanica teacher of the lower cycle at the SHFMU school: "Hilmi Rakovica "Pristina". She came with a topic on "Presentation of the phenomenon of bullying during the learning process"</i> • <i>Ajete Prokshi – retired teacher "Asim Vokshi" in Prishtina She came with a topic on "The benefits of physical activity in mental health"</i> • <i>Arlinda Brechori with a topic on "Professional challenges during studies in the post-covid period"</i> 		
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<p>Goal 3: Attend and publish in at least one internationally recognized conference proceeding;</p>	<ul style="list-style-type: none"> • Contribution to the advancement of research in the English Language Teaching and Translation 	<ul style="list-style-type: none"> • Target the right Conference; • Secure the funding for the publication 	<ul style="list-style-type: none"> • Work with new researchers – students of the English Language Department. Assist students in various parts of the article writing; • Seek funding for publication and attendance at the Conference; 	<ul style="list-style-type: none"> • International Conference related to Education and Development 	<p>October 2021 October 2022 October 2023</p>
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PROFESSIONAL AND CAREER DEVELOPMENT

<p>Goal 1: Develop my didactics and teaching skills through participation in at least two In-House Training or international training and workshops;</p>	<p>Contribution to premium education</p>	<ul style="list-style-type: none"> • Pinpoint the right training; • Propose the training to English Language Department • training that improves my didactics; 	<p>SPss Training EON Reality training</p>	<p>Innovative training that improves my didactics</p>	<p>01.10.2022</p>
<p>Goal 2: Participate in at least one feasibility study project that strengthens my professional skills as an academic and finance professional;</p>	<ul style="list-style-type: none"> • Contribution to education 	<ul style="list-style-type: none"> • Cooperate with the webinar institution; • Invite staff and students to be part of the project; 	<p>Participation on webinars hosted by different organizations focusing on English language teaching. Webinar presenters may be potential guest speakers or can recommend experts in the field. NJCU Ed Tech Winter Webinar Series Department of Educational Technology 2023 Winter Webinar Series. Attended:</p> <ul style="list-style-type: none"> • Differentiation and Student Agency - Thursday, January 26th - 6:00 PM-7:00 PM • Using Technology to Build Students' Research Skills Across the Curriculum- Thursday, January 26th 7:00 Pm-8:00 Pm • Student-Centered Technology To Enhance Learning Environments - Thursday, February 2nd 6:00 Pm-7:00 Pm • Convergent Teaching Feb 2, 2023 07:00 Pm In Eastern Time (Us And Canada) - Prof Duli Pillana • Video Creation For Young Learners - Thursday, February 9th - 6:00 Pm-7:00 Pm • Designing Professional Development Using Microlearning - Thursday, February 9th -7:00pm - 8:00 Pm • Breaking Barriers For Minorities In High-Tech Fields - Thursday, February 16th- 6:00 Pm-7:00 Pm 	<p>- Feasibility study approved by the Management Board of the respective university</p>	<p>February 2023</p>

			<ul style="list-style-type: none">• E-Portfolios Made Easy With Google Sites Thursday, February 16th - 7:00 Pm-8:00 Pm• Virtual Reality And 360 Video Production- Thursday, February 23rd - 7:00 Pm-8:00 Pm		
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