

Introduction to Faculty Communication Expectations

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Our Goals for These Discussions

- **Achieve a shared understanding and appreciation of:**
 - Communication-related expectations for NTID faculty members.
 - Communication diversity among our students and within our classroom environments.
 - Our responsibility to prepare students for employment.
 - Effective and appropriate use of access services.
 - Resource constraints pertaining to access services.
 - The evolving nature of communication expectations at NTID.

NTID's Primary Mission

- **The primary mission ... is to provide deaf and hard-of-hearing students with outstanding ... programs that prepare them to live and work in the mainstream of a rapidly changing global community and enhance their lifelong learning.**

NTID's Secondary Mission

- **Secondarily, NTID prepares professionals to work in fields related to deafness; undertakes ... applied research designed to enhance the social, economic and educational accommodation of deaf people; and shares its knowledge and expertise through outreach and other ... programs.**

Serving Our Students

- **NTID admits d/hh students across a wide range of communication styles, preferences, and backgrounds.**
 - Some students use ASL, some do not sign at all, and many are somewhere in between.
 - We acknowledge that many of our students have experienced language deprivation and are still developing their skills.
 - Communication varies from classroom to classroom, from program to program, and even from day to day.
- **We also teach ASL and Deaf culture to d/hh/h students.**

Our Duty as NTID Faculty Members

- **Due to our students' diverse communication needs, NTID faculty must be skilled communicators in various ways.**
 - The NTID faculty plan of work (POW) includes communication as a core area of responsibility.
 - Sign language proficiency is the primary goal, but communication at NTID is often more than using ASL.
 - Other communication skills can be equally as important.
 - Communication flexibility and adaptability are **vital**.

Understanding and Respecting Each Other

■ **As NTID faculty members, we must:**

- Understand and respect the wide range of communication practices that exist in the NTID community.
- Support and encourage each other in our work with students.
- Acknowledge that we are all imperfect communicators.
- Be compassionate and understanding if communication is not “perfect.”
- Learn from each other and continuously develop as communicators.

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