

Ohlone College
Professional Development Outcomes

As a result of Professional Development activities (collaboratively developed by a variety of groups on campus:

1. All college employees will engage in a *Learning College* culture of shared ideas, explore new ways of learning, practice data-driven planning and assessment, and participate in the daily exercise of each of us being learners ourselves.
 - a. College personnel will identify and unite together in achieving our primary focus: student success.
 - b. The Professional Development Committee will
 - i. Facilitate professional development activities in collaboration with others across campus.
 1. Learning College Week prior to the start of each semester.
 2. Workshops based upon an annual needs assessment.
 3. Current website and online calendar of activities.
 4. PreGrad dinner - celebration of learning
 - ii. Implement and assess a Classified Flex Program.
 - iii. Facilitate workshops for Classified Staff and Management.
 - iv. Support *new* faculty, staff and administration orientation and mentoring plans
 - v. Complete Program Review of Professional Development
 - c. Campus groups will facilitate professional development activities, e.g.,
 - i. Brown Bag Science Seminars hosted by the Science, Engineering Division
 - ii. Digital Library Resources
 - d. Begin discussion on development of an Ohlone Leadership Succession Program to identify and prepare selected/interested employees for potential future management and leadership roles.
 - i. How employees qualify or are identified
 - ii. Number of participants in a 'cohort'
 - iii. Number of 'cohorts' per year
 - iv. Program content/speakers (Business Services, Human Resources, Student Services, Instruction, College Advancement/Foundation, etc)
2. Faculty will develop, use, and assess *effective teaching methodologies* within their classes.
 - a. Faculty will continue to experiment with and assess active, collaborative and technology-based teaching methodologies within their classes.
 - i. Learning Coaches
 - ii. Innovation in Teaching Projects
 - iii. Technology-based Workshops
 - iv. Basic Skills Initiative
 - v. Instructional Skills Workshops
 - vi. LAPSI Training
 - b. Faculty will promote and assess success for a variety of students with differing needs.

- i. Strategies for Effective Deaf/Hearing Interactions
 - ii. Assisting the Emotionally Distressed Student in the Classroom
 - iii. Assisting the Disabled Student in the Classroom
3. Management, faculty and staff will *use research and assessment resources* effectively.
 - a. College personnel will identify data and research needed to assess student learning.
 - b. Management, faculty and staff will identify and use planning and assessment strategies at the course, program and institutional level.
 - c. Selected programs will participate in the Train the Trainer Program for the New CurricUNET Program Review module and participate in the initial implementation and refinement of the module.
4. Management, faculty and staff will demonstrate *cultural competence* and develop sensitivity and skills in living, learning, and working in a diverse community.
 - a. Campus groups will facilitate and assess a variety of activities:
 - i. World Forums
 - ii. Disability Awareness Week
 - iii. Deaf Awareness Week
 - iv. Unity Week
 - v. Raza Day
 - vi. Cinco De Mayo Celebration Week
 - vii. Celebration of National Poetry Month
 - viii. Semester Abroad Course offerings
 - ix. Smith Center Productions
 - x. Annual Health Fair
5. Management, faculty and staff will engage in *environmental sustainability* practices.
 - a. Campus groups will facilitate and assess a variety of activities:
 - i. Earth Week Activities