

Ohlone College  
Professional Development Goals 2011-2012

1. Conduct periodic needs assessments and facilitate professional development activities in collaboration with others across campus to meet faculty, staff and management needs and goals.
2. Continue discussions and implementation of activities to help facilitate the following college goal and objectives:
  - a. College Goal 3: Promote continuous, needs-based learning and professional development opportunities for all district personnel.
    - i. By 2011, establish an IT training program for staff and full and part time faculty, enabling them to be more self-directed and capable in IT applications/maintenance. (Support IT in meeting this objective)
    - ii. By 2011, establish an application/selection process for interested faculty and staff for training opportunities in leadership development. (Support HR in meeting this objective)
    - iii. By 2012, establish a process whereby all classified staff may access professional development identified in the professional development plan.  
(Support HR in meeting this objective)
    - iv. By 2015, improve satisfaction rate with customer service in all service areas of the college. (Support HR in meeting this objective)
  - b. College Goal 6: Enhance college-wide interaction with, and acceptance of, diverse peoples, cultures, arts, and perspectives. Note this is also a college-wide professional development outcome. (Support HR in meeting this objective)
  - c. College Goal 8: Engage all members of the college community in active, continual institutional improvement.
3. As a result of Professional Development activities (collaboratively developed by a variety of groups on campus) meet the college-wide Professional Development Outcomes:
  - a. All college employees engage in a *Learning College* culture of shared ideas, explore new ways of learning, and participate in the daily exercise of each of us being learners ourselves. College personnel identify and unite together in achieving our primary focus: student success.
  - b. Faculty develop, use, and assess effective teaching methodologies within their classes.
    - i. Faculty continue to experiment with and assess active, collaborative and technology-based teaching methodologies within their classes.
    - ii. Faculty promote and assess success for diverse students with differing needs.
  - c. Management, faculty, and staff *use research and assessment resources* effectively.
    - i. College personnel identify data and research needed to assess student learning.

- ii. Management, faculty and staff identify and use planning and assessment strategies at the course, program and institutional level and practice data-driven planning and assessment.
  - iii. Faculty are encourage to develop an SLO Assessment Project that aligns assessment of course and program SLOs, including GE Plan A when appropriate.  
(Note Ohlone College Goal 1: Through innovative programs and services, improve student learning and achievement. 1. By 2013, complete an assessment of student learning outcomes for all courses and programs.)
  - d. Management, faculty and staff demonstrate *cultural competence* and develop Sensitivity and skills in living, learning, and working in a diverse community.
  - e. Management, faculty and staff engage in *environmental sustainability* practices.
- 4. Develop and implement the biannual Learning College Week of professional development activities which occurs the week prior to the start of each semester. This includes “Floating Flex” workshop options and the “Required” Flex Day for faculty and workshops designed for staff and management.
- 5. Review and approve Faculty Individual Flex projects.
- 6. Plan and implement annual Classified Staff Professional Development Day.
- 7. Distribute professional development funds to faculty, staff, and managers for conference/workshop/course attendance or project development following guidelines established by the committee.
- 8. Update and maintain the professional development data base which maintains records of professional development activities completed by college employees.
- 9. Support orientation activities for all *new* college employees.
- 10. Plan and implement the annual Pre-Grad Dinner and Awards Ceremony held each May.
  - a. Classified Staff of the Year
  - b. Manager of the Year
  - c. Part-time Faculty of the Year
  - d. Faculty of the Year
- 11. Assess PIO(s) and complete annual Program Review report for 2011-12.
  - a. Develop an on-line orientation program for Faculty, Adjunct Faculty, and Staff (both new and current employees) to foster an effective and efficient orientation for all and to supplement information for those who benefit from this approach.
  - b. Create professional development programs and opportunities for classified staff to meet their educational needs. (Accreditation Planning Agenda, 2008)
- 12. Complete annual state “Faculty and Staff Development Flexible Calendar Program Certification” report.