



**PROFESSIONAL DEVELOPMENT ADVISORY COMMITTEE (PDAC)**

**2013-2015 GOALS AND OBJECTIVES**

*Approved May 23, 2013*

**Goal #1:** All LMC faculty, classified staff and managers have opportunities to develop and expand their job skills and competencies which influence and support student and employee learning.

**Objectives:**

1. Increase Flex activities (mandatory, optional and variable) and other year round professional development activities to address the needs of all employees identified through the LMC Professional Development survey results.
2. Conference attendees will share their learning with other campus professionals.
3. Faculty will increase their SLO assessment skills through professional development activities.

**Goal #2:** LMC faculty, classified staff and managers cultivate a common understanding and practice of intercultural competence and humility which creates an equitable and respectful campus environment.

**Objectives:**

1. Employees will understand the need and begin to cultivate a common understanding of unconscious bias, cultural humility and intercultural competence, cultural humility and other relevant language, concepts, and experiences.
2. PDAC will create time for employees to engage in self and group reflection regarding personal and institutional cultural humility and competence.
3. Employees will initiate dialogue, share practices and learn new strategies for advancing personal and institutional cultural competencies and accountability at LMC.

**Goal #3:** Faculty, staff and managers are using current technologies to support student success.

**Objectives:**

1. LMC employees will participate in technology trainings ( identified by LMC staff in the district office professional development survey) which will result in increased job efficiency and competencies.
2. All faculty who teach fully on-line or hybrid classes, or who use a learning management system as a supplement for their face-to-face classes, will be trained to use Desire2Learn learning management system.

**Goal #4:** Faculty, staff and managers actively engage in collaborations which meet their professional needs, the needs of our students and of the broader campus community.

**Objectives:**

1. PDAC and the Office of College Advancement will increase its presence on campus as the information and support hub for Professional Development on campus.
2. Increased numbers of LMC employees will be engaged in the planning and development of professional development activities.
3. Participation in health and wellness activities will enhance employee working relationships, campus engagement and employee morale.
4. Faculty, staff , managers and students will participate in Student Success Collaborative (Habits of Mind) to discover and teach each others about the positive work that is happening on campus, to learn about and increase awareness and promotion of the Habits of Mind campus-wide.
5. All new employees will participate in Orientation and/or Mentorship activities.

**SUPPORTING DOCUMENTS of PDAC 2013-2015 Goals and Objectives :**

The following documents were used to guide the development of the four 2013-2015 Strategic Priorities.

- Mission, Guidelines and Professional Development Program Outcomes
- Contra Costa Community College District Strategic Plan; 2011-2015
- Los Medanos College Educational Master Plan Goals; 2006 – 2016
- Los Medanos College Interim Strategic Plan; 2012 – 2014
- PDAC Self-Assessment; Fall 2011
- Shared Governance Council Charges; 2011-2012
- LMC Employee Survey Results, Spring 2011
- Professional Development, Round Table Discussions 2011-2012
- FLEX Evaluations
- 2008 Accreditation Recommendations

**ACTION PLANS:**

Each objective of the strategic plan below will have related activities and action plans.

## **LMC Professional Development Advisory Committee (PDAC)**

### **Mission, Guidelines and Professional Development Program Outcomes**

#### **Mission:**

The purpose of LMC's Professional Development Program is to strengthen and support a dynamic learning environment that promotes and enhances the personal, professional and organizational development for all employees with the ultimate goal of student success.

#### **Operational Guidelines:**

The Professional Development Advisory Committee (PDAC) plans, coordinates, and provides financial support for a variety of activities that engage employees in on-going professional development activities which:

- Align with college goals, strategic priorities and related objectives,
- Support the needs of faculty and staff identified through: program review and unit planning; institutional, program, or course level assessments; PD survey and evaluation results; self-study and accreditation reports; and other college initiatives;
- Support the integration of evaluation assessment and equity into professional development activities;
- Promote the success and engagement of students.

#### **Professional Development Program Outcomes (PDOs):**

LMC Professional Development Activities will:

- a) Create and sustain learning and working environments that are characterized by these qualities, including but not limited to inclusive, engaging, challenging, relevant, welcoming, purposeful and responsive to a diverse community.
- b) Contribute to a participatory culture of inquiry and institutional learning that fosters leadership, and - through assessment - documents and builds on lessons learned.
- c) Support all employees to keep up-to-date in their proficiency and use of current technology in order to be most effective in their roles on campus,
- d) Encourage the study and implementation of instructional and organizational models that are research-based and grounded in sound theoretical frameworks and good practice.
- e) Demonstrate a commitment the lifelong learning and contribute to the morale and well-being of LMC employees and students.