

**PROFESSIONAL DEVELOPMENT ADVISORY COMMITTEE (PDAC)**

**THREE-YEAR STRATEGIC PLAN (*WORKING DRAFT 10/22/12*)**

**2012 – 2015**

**PDAC'S FOUR STRATEGIC PRIORITY GOALS:**

1. Faculty, staff and managers gain and implement the skills needed to support student success; with special emphasis on closing the achievement gap.
2. Faculty, staff and managers are using current technologies to support student success.
3. Faculty, staff and managers engage in campus activities which foster relationships among themselves and students and ultimately increase student success.
4. Faculty staff and managers participate in a campus-wide culture of professional development.

**BACKGROUND:**

LMC's Shared Governance Council (SGC) has charged the Professional Development Advisory Committee (PDAC) committee to create a strategic plan in alignment with the district-wide and college strategic plans. PDAC began building this professional development strategic plan using its mission, vision, guidelines and program outcomes as its foundation. The committee further shaped the plan by using data from multiple district and college planning and assessment efforts, as well as other supporting documents as listed below.

This plan's strategic priorities and related objectives create a road map to guide PDAC's work over the next three years. PDAC will review the plan each semester and update it as necessary, as this is a dynamic document that is flexible and open for change.

**THE FOUNDATION OF THE PLAN:**

**PDAC Mission, Vision, 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 staff, with the ultimate goal of student success.

**Vision:**

LMC values and encourages professional development opportunities which are accessible for all staff, including full and part-time faculty, classified staff and managers. (*PDAC members , I think this Vision needs work!*)

## **Operational Guidelines:**

The Professional Development Advisory Committee (PDAC) plans, coordinates, and provides financial support for a variety of activities that engage faculty, staff and administrators 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;
- Integrate evaluation, assessment and equity into their design,
- Promote the success of students.

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

- a) Create and sustain learning and working environments that are characterized by these qualities: inclusive, engaging, challenging, relevant, welcoming, purposeful and responsive to diverse cultures,
- b) Contribute to and participate in a culture of inquiry and institutional learning that fosters leadership, and documents and builds on lessons learned,
- c) Assess relevant aspects of college life, such as instruction, programs, services, activities, administration and student services, in order to improve student learning, college services, and institutional effectiveness,
- d) Be effective users of current technology,
- e) Use instructional and organizational models that are research-based and grounded in sound theoretical frameworks and good practice,
- f) Demonstrate a commitment to lifelong learning,
- g) Promote activities that contribute to the morale and well-being of LMC employees and students.

## **SUPPORTING DOCUMENTS:**

In order to ensure alignment with the strategic direction of the district and the college, as well as with the expressed needs of LMC's faculty, staff and managers, PDAC relied on several planning, assessment and other supporting documents as listed below.

- 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
- Accreditation Recommendations; date?

A crosswalk which maps the relationship of each of these data sources to each of the Strategic Priorities is found in Appendix A of this plan, as are each of the data sources listed above.

## **ACTION PLAN:**

Each objective of the strategic plan below will have related activities and action plans, which will include critical campus connections, funding sources and timeline and linkages to specific Professional Development Outcomes (PDO's) as listed above.

## **STRATEGIC PRIORITY GOAL AND RELATED OBJECTIVES:**

### **Strategic Priority Goal #1:**

Faculty, staff and managers gain and implement the skills needed to support student success; with special emphasis on closing the achievement gap.

**Objectives:** (as identified through supporting documents)

1. Faculty, staff and managers will attend professional development activities regarding closing the achievement gap and will practice new strategies in their work on campus.
2. Faculty, staff and managers who attend Program Review and Assessment professional development activities will increase their use of data in their program reviews, assessment and improvement plans.
3. Faculty who teach distance education courses will participate in professional development which will increase their knowledge and practice of effective distance education pedagogies in their on-line courses.

### **Strategic Priority Goal #2:**

Faculty, staff and managers are using current technologies to support student success.

**Objectives:** (as identified through supporting documents)

1. Faculty, staff and managers who participate in technology trainings use of these technologies in their jobs.
2. All faculty who teach distance education classes, hybrid classes, or who use a learning management system as a supplement for their face-to-face classes will be trained on and will implement Desire2Learn learning management system.

### **Strategic Priority Goal #3:**

Faculty, staff and managers foster relationships and collaboration among themselves and students which ultimately increase student success.

**Objectives:** (as identified through supporting documents)

1. Participation in a community gardening project enhances employee working relationships and campus engagement.
2. Faculty, staff and managers who complete the LMC Leadership Academy actively participate in campus leadership and report increased engagement on campus.

**Strategic Priority Goal #4:**

Faculty staff and managers engage in a campus-wide culture of professional development.

**Objectives:** (as identified through supporting documents)

1. The Office of College Advancement will be the hub for development, information and communication for campus-wide professional development.
2. Increased numbers of LMC employees will be engaged in the planning and development of professional development activities.