

# LOS MEDANOS COLLEGE

2020-2021

## CHARGES:

1. Following PDAC mission, guidelines and Professional Development Outcomes, develop and support professional development activities to meet the needs of full and part-time faculty, classified professionals and managers.
2. Develop and improve operating procedures for the Professional Development program.
3. Increase collaboration between Professional Development initiatives on campus.
4. Work with district-wide Flex coordinators to improve Flex registration site and user-access through the new LMS **GROW@4CD**
5. Work with all constituent groups to expand and enhance a campus culture that is supportive of Professional Development in multiple venues; including but not limited to participation in on-campus trainings, workshops and inquiry groups, attendance of conferences, continuation in higher education and participation in local, regional, state and national professional networks and organizations.
6. Work with the Planning Committee to evaluate and make recommendations regarding Professional Development based on data provided in the cycle of Program Review and additional campus surveys.
7. Develop procedures to implement regular assessments to measure the effectiveness of professional development on student learning.
8. Continue to conduct research regarding model community college Professional Learning Centers which support and sustain comprehensive, on-going professional learning programs and present findings and recommendations for an LMC Professional Learning Center to SGC.
9. Research and advocate for increased resources for professional development.

Professional Development Advisory Committee (PDAC): 2020-21 Charges

*Images of presentation to SGC, 12/9/20*



# LOS MEDANOS COLLEGE

## PROFESSIONAL DEVELOPMENT ADVISORY COMMITTEE (PDAC) GOALS, MISSION, and GUIDELINES

**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, intercultural competence, and other relevant equity frameworks, concepts, and experiences.
2. PDAC will create opportunities 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 will be trained to use the **GROW** and **Canvas** learning management systems.

**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 Equity will increase its presence on campus as the information and support hub for Professional Development on campus.
2. Increased numbers of LMC employees engaged in the planning and development of professional development



3. Participation in health and wellness activities will enhance employee working relationships, campus engagement and employee morale.
4. All new employees will participate in Orientation and/or Mentorship activities.

### **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.