Strategic Direction 5: Leadership & Engagement (areas of focus for the PD Program Manager)

- **SD 5.2: “Provide focused professional development academies for each employee group (classified, faculty, management)”**
  - Continue working with the PDC to development and implement academies; moving toward an online resource-based model
  - Continue creating, conducting, and analyzing data from surveys aimed at classified staff, faculty (both adjunct and fulltime), and management to assess needs related to academy offerings

- **SD 5.3: “Focus on leadership development in new faculty and new adjunct faculty seminars including committee involvement”**
  - Continue creating, conducting, and analyzing data from surveys aimed at adjunct and fulltime faculty to assess needs and garner interest in leadership development
  - Implement trainings throughout the 2016-2017 academic year in addition to Flex Week, New Faculty Seminar, and Adjunct Orientation

- **SD 5.4: “Provide training on existing technology”**
  - Flex Week offerings will include not only training workshops on existing technology, but new and coming technologies, as well
  - Continue creating, conducting, and analyzing data from surveys aimed at classified staff, faculty (both adjunct and fulltime), and management to assess needs related to technology trainings, both new and upcoming
  - Expand accessibility to online offerings related to current, new, and upcoming technologies

- **SD 5.5: “Continue to support conferences (both on and off-campus), peer learning, learning from experts, etc.”**
  - Continue working with the PDC to offer scholarships to faculty and staff who want to attend outside conferences
  - Continue using surveys and needs-assessments to determine desirability and usability of peer learning workshops, expert workshops, etc.

*Other Initiatives*
• Continue encouraging attendance at external conferences in accordance with multiple Strategic Directions Initiatives, including Initiatives 2.4, 2.15, and 2.21 (primarily important for counselors)

• Continue advancing BC’s shared goals of student learning and completion by encouraging the expansion of internal conferences in accordance with Strategic Directions Initiative 1.12: “Enhance student participation in campus conferences, workshops and guest lecture series…”

• Continue working with CPP and SSSP staff to offer a Strong Interest Inventory certification on-site for counselors during the fall 2016 semester

• Continue working with Equity and SSSP to bring No Greater Odds, the CSN documentary shown at ATD, to the Bakersfield College campus during the fall of 2016
  o Create a student panel to go alongside the film to highlight students’ experiences (particularly those of first-generation and underserved student populations)
  o Open the screening to BC students, staff, and faculty, along with the community as a whole

• Implement the Kirkpatrick Model to assess effectiveness of PD offerings
  o Evaluate reactions via post-training surveys
  o Evaluate learning via pre-tests and post-tests during training workshops
  o Evaluate behavior by communicating with supervisors about staff trainings in order to ensure awareness of PD opportunities and the necessity to incorporate new learning into evaluations
  o Evaluate results by conducting multiple follow-up surveys and panels for personal report data (mixed methodology; qualitative and quantitative)
    o Example: http://www.thegreentie.org/voices/measuring-the-effectiveness-of-your-training-program

• Continue offering monthly round-table discussions for DAIIIs and Executive Secretaries; begin similar initiative with DAIs and DIAs

• Expand classified trainings based on classified needs assessment

• Expand BC’s presence in CCCS Professional Learning Network (http://prolearningnetwork.cccco.edu/) and 4C/SD
12 Month Work Plan: July 2016-July 2017
Reese Weltman, Professional Development Program Manager

- Continue improving and expanding Renegade Professional Development Newsletter to include more resources, links, and expanded offerings
- Begin collecting data for eventual inclusion in Renegade Scorecard