

**Academic Senate for California Community Colleges Professional Development Plan**

|  |
| --- |
| **ASCCC STRATEGIC PLAN GOAL 3: LEAD FACULTY PROFESSIONAL DEVELOPMENT FOR THE CALIFORNIA COMMUNITY COLLEGE SYSTEM** |
| **PD Goal 1: Deliver a comprehensive professional development program for all faculty in the California community colleges** |
| ***Objective 1.1: Evaluate the effectiveness of ASCCC professional development activities*** |
| **Strategies** | **Actions** | **Responsible Party** | **Recommended Timeline**  |
| Develop outcomes for each ASCCC professional development activity (i.e., sessions, institutes, regional meetings). | Create and disseminate evaluations for each activity based upon stated learning outcomes. | Standing Committee Chairs  | 2016 - 17 |
| Determine which faculty are not being served by the ASCCC’s current professional development offerings.  | Develop and distribute professional development survey to be distributed to all faculty listservs each year about what professional development opportunities they would like to see from ASCCC in the coming year. | Faculty Development Committee Chair, Executive Director | February 2016 |
| Make recommendations to the Executive Committee on professional development annual activities in May each year. | Present a summary of event evaluations and the professional development survey to the Executive Committee at its May meeting as a basis for planning professional development offerings for the coming year. | Faculty Development Committee Chair, Executive Director  | May 2016  |
| Make recommendations to the Executive Committee during the year regarding any requests for partnering on events, holding regional meetings, or other professional development activities.  | Present to the Executive Committee the feasibility for holding such events—taking into consideration other events and ASCCC resources.  | Faculty Development Committee Chair, Executive Director | May 2016 |
|  |  |  |  |
| ***Objective 1.2. Offer professional development using a wide variety of methods.*** |
| Explore the use of webinars, video conferencing, and podcasts to replace in person regional meetings and replace at least one regional offering with an alternative form of delivery. | Create professional development activities in alternative modes of delivery.  | Faculty Development Committee Chair, Executive Director | September 2016 |
| Expand the offerings in the Professional Development College (PDC) by a minimum of four modules each year for the next three years.  | Present to the Executive Committee each May topics for their consideration and approval for the next set of modules.  | Faculty Development Committee Chair, Executive Director | May 2016 |
| ***Objective 1.3 Increase partnerships with other organizations in the California community colleges*** |
| Communicate with other groups the role of the ASCCC in professional development for faculty.  | Work with the Chancellor’s Office to position the Academic Senate as a partner in professional development activities offered through current and future grant initiatives.Submit presentation proposals for professional development conferences offered by other statewide organizations representing faculty, staff, administrators, and trustees to illustrate the work of ASCCC beyond governance.Members of the Executive Committee will attend the conferences of other statewide organizations. | Faculty Development Committee Chair, Executive Director, Executive Committee members  | 2016 - 17 |
| ***Objective 1.4 Improve the diversity of full- time faculty being hired at college campuses.*** |
| Increase the diversity of the faculty in the California community colleges. | Offer (support) professional development on the recruitment diverse faculty pools through engagement of local universities as well as advertising in a variety of locations.Research the efficacy of the current models used for interviewing full- and part-time faculty and propose possible modifications to ensure that the best candidates are hired.Continue to offer equity based professional development each year and develop a module for the Professional Development College (PDC). | Faculty Development Committee Chair, Executive Director, | 2016 - 17 |
| Improve the diversity of the faculty participating on local academic senates. | Provide professional development during flex (professional development) day activities at college campuses. | Faculty Development Committee Chair, Executive Director, Executive Committee members | 2016 - 17 |
| Improve the diversity of faculty participating statewide on ASCCC standing committees, Chancellor’s Office advisory groups and task forces, the Board of Governors, and the accrediting commission.  | Encourage the creation of an equity caucus.Expand the use of ambassadors to all ASCCC events. Develop marketing materials about the work of the ASCCC to distribute at events and when making personal connections with attendees.Create a video to introduce faculty to the importance of statewide service (ASCCC committees, Board of Governors, Chancellor’s Office groups, etc.) and encourage all interested to volunteer to serve. | Faculty Development Committee Chair, Executive Director, Executive Committee members, Local Senate Committee members  | 2016 - 17 |

Approved by the Executive Committee March 4, 2016