Report on the California Community Colleges Student Success Initiative Professional Development Committee Recommendations

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Recommendation #6

- Revitalize and Re-Envision Professional Development
- **Recommendation 6.1**
  - Community colleges will create a continuum of strategic professional development opportunities, for all faculty, staff, and administrators to be better prepared to respond to the evolving student needs and measures of student success.
- **Recommendation 6.2**
  - Community Colleges will direct professional development resources for both faculty and staff toward improving basic skills instruction and support services.
“Ongoing professional development is a fundamental component of supporting the systemic change that will improve student success. Without a sustained and focused approach to professional development, individual institutions, let alone an entire educational system, cannot expect to change attitudes, help faculty and staff rethink how their colleges approach the issue of student success, and implement a continuous assessment process that brings about iterative improvement.”
The committee consisted of 30 representatives from all segments of the system: faculty, administration, and staff.

The committee produced recommendations developed over six (6) months and eleven (11) meetings.

The recommendations were discussed by 22 constituent groups between February 1, 2013 and February 27, 2013.

The recommendations were discussed in Consultation in March 2013.
Benefits of Professional Development

- Employee retention
- Staff morale
- District/College efficiency
- Job competency
- Customer satisfaction
Recommendation #1

- Adopt a California Community College (CCC) Professional Development Vision Statement
  - To support the mission of the CCCs and to promote an inclusive statewide and local learning culture, all personnel will have ongoing opportunities to develop and expand the skills and practices that influence student learning and support students in achieving their educational goals.
Recommendation #2

- Change the name of the CCC Flexible Calendar Program to the CCC Professional Development Program
Recommendation #3

- Include all employees: faculty, staff, and administrators in the CCC Professional Development Program
Establish a CCC Professional Development Fund to support local colleges in the planning, coordination and implementation of professional development activities

- To accomplish their goals, organizations must use portions of their budgets to invest in their employees to yield exponential returns on productivity and efficiency, ultimately generating more revenue and better service.
- It is recommended that ½ of 1% of the CCC System budget be set aside specifically for professional development activities.
Establish a system-wide Professional Development Advisory Committee to work in conjunction with the Chancellor’s Office in providing leadership for professional development in the CCC System.
Recommendation #6

- Establish a strong leadership role for professional development in the Chancellor’s Office
Establish a virtual professional development resource center through the Chancellor’s Office that will enable colleges to access high quality resources easily and cost efficiently.
Recommendation #1, the vision statement on professional development for the CCC System, is a policy recommendation that would require action by the Board of Governors.

If appropriate resources are made available, three recommendations can be accomplished administratively.

Three recommendations will require statutory change in order to be implemented. The statutory policy changes could be included in the Board of Governor’s 2014 legislative agenda.