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

September 2013

Recommendations of the Chancellor's Office Student Success Initiative's Professional Development Committee (PDC)

This is a report on the recommendations of the Chancellor's Office's Student Success Initiative's thirty (30) member Professional Development Committee (PDC), Appendix A. The committee produced recommendations developed over a period of six (6) months and eleven (11) meetings. These recommendations have been discussed by 22 constituent groups in the California Community College System between February 1, 2013 and February 20, 2013. The committee has received the input from the constituent groups and has finalized its recommendations.

Professional Development Committee 's Charge and Goals

The Chancellor's Office's Student Success Initiative's Professional Development Committee (PDC) was formed by the Chancellor's Office to discuss and develop strategies to work towards the implementation of

Professional development is defined as the process of improving staff skills and competencies needed

The Professional Development Committee Composition and Meeting Schedule Summary

The Chancellor's Office formed the advisory committee to address the tasks associated with revitalizing and reenvisioning professional development. The committee consists of representatives from all segments of the system; faculty, administration, and staff.

The committee was composed of 30 members and represented 22 organizations. The following were represented on the committee:

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Professional Development Committee's Recommendations

The following are the recommendations being submitted to the Board of Governors by the Chancellor's Office

- Recommendation #1 Adopt a California Community College (CCC) Professional Development Vision Statement
- 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
- Recommendation #4 Establish a CCC Professional Development Fund to support local colleges in the planning, coordination and implementation of professional development activities
- Recommendation #5 Establish a systemwide 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
- Recommendation #7 Establish a professional development virtual resource center through the Chancellor's Office that will enable colleges to access high quality resources easily and cost efficiently

Recommendation #1 – Adopt a California Community College (CCC) Professional Development Vision Statement

A major charge of this advisory committee was to revise professional development within the System. It is recommended that the Board of Governors adopt a vision statement for the California Community College (CCC) System. The following is the recommended 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

The Flexible Calendar program was established in 1981 when AB 1149 was Chaptered into the Education Code. Appendix B, Flexible Calendar Days for-2012 Descriptive Statistics, provides data on the number of colleges participating in the current Flexible Calendar program designed for faculty professional development. Over 90% of all colleges participate in the Flexible Calendar program and the average number of days used for the program by colleges is five.

The current name Flexible Calendar Program does not reflect the nature of the faculty professional development focus of the program. It focuses on the ability of the college to establish a "flex" schedule for its academic calendar to accommodate both instruction and faculty professional development. Changing the name of the program to the California Community Colleges (CCC) Professional Development Program shifts the focus of the program from "flex" to professional development.

Recommendation #4 – Establish a CCC Professional Development Fund to support local colleges in the planning, coordination and implementation of professional development activities.

In order to implement a comprehensive professional development program to meet the educational demands of the nation's largest higher education system, consistent and sustainable funding will be required. In addition to compensating employees for their time to improve professionally and benefit the organization, it is important to be able to support the activities the employees need access to improve. It is important to not only support the employee but also the activity itself.

This is a recommendation for the establishment of the California Community College Professional Development Fund to support the implementation of local professional development program resources and activities

The ability of an organization to improve its productivity and impact is directly tied to its human resources. The ability of its human resources to perform at its 6(it)-C-34.75 (S)11((m)8(w)-1(d)-1(s)-4(up)5(r).791

The committee would

1. develop guidelines detailing

Best Practices Resource

Develop a resource list of best practices, highlighting what is acceptable as professional development and what is not acceptable. Current lists can lead to a free for all and need to be tightened. They also

Academic Affairs Division
Chancellor's Office, California Community Colleges

Organization	Name	College
19. Chief Human Resource Officer	Cynthia Hoover	Antelope Valley College
20. Chief Human Resource Officer	Linda Beam	El Camino College
21. Classified Staff CSEA	Sandra Rivera	Rio Hondo College
22. Classified Staff CCE/CFT		

