**Professional Development Strategic Plan**

**Current Status:**

Currently, Professional Development at Coastline occurs across various departments with little or no coordination. Professional Development activities include:

* College Professional Development and Leadership Committee
* Summer Institute
* Faculty Success Center activities
* Individual professional development work funded by multiple committees including PDI, CDMA, Classified Professional Development Committee,
* Manager/supervisor funded training and professional development events
* Human Resources (Coastline and District-level) training and professional development events
* Spring all-college workshop
* Grants and special funds

**Additional challenges**

* Variety of levels of awareness of Professional Development opportunities
* No recent comprehensive needs analysis
* Manager support of Professional Development activities varies person-to-person, especially for classified
* Conference travel is supported with little known payoff
* Managers are often unaware of the professional development activities of their staff and how/if it affects job performance
* Staff pursue professional development activities without a specific strategy

**Vision**

Professional Development that:

* Provides clear points of access for all staff (faculty, classified, and management)
* Is measurable (a method for tracking them so the individual and college receives credit)
* Is strategic and collaborative between the various strains of Professional Development at Coastline
* Staff is aware of and excited about
* Meets our college’s needs for an engaged and trained workforce
* Is perceived as valuable for the individual, department, and college

**Proposed Steps:**

* College Professional Development and Leadership Committee becomes key meeting place for Professional Development needs & activities. It will have representatives from Flex, FSC, Human Resources, etc. to coordinate and collaborate on a comprehensive strategy
* With guidance from the Dean of Innovative Learning and the Dean of Institutional Research, the committee will conduct a comprehensive needs analysis every two years
* The committee will create and implement a Communications Plan for Professional Development which includes a Professional Development Newsletter and After-action Conference Reports
* The Committee sets strategic themes and goals for Professional Development each year in September
* The committee creates methods to measure and track Professional Development activities via productivity, participation, and survey results