



Professional Growth Opportunities for Faculty Plan	Plans
	Effective Date: July 1, 2019
	Board Review Date: September 24, 2019

All full-time and many part-time faculty members participate each year in a college-wide two-day Opening Institute. This opportunity provides training on general topics that enhance professionalism and encourage an environment of continuous learning.

Faculty members are expected to plan and budget for at least one offsite professional development opportunity every 2 years. Directors, managers, lead instructors and other faculty members plan these activities each spring for the following school year as part of the annual budgeting process. After completing the planned professional development opportunity, each faculty member is required to document the activity in iSolved (institutional HR software). Reports of professional development and other training opportunities can be viewed by supervisors and managers in iSolved. Faculty members are also asked to present on their professional development activities in a scheduled faculty meeting.

In addition to each faculty member participating in offsite professional development opportunities, the schools Instructional Leadership Team plans quarterly in-house training.

Ongoing training throughout the year is also provided to faculty members by the college's Curriculum and Instructional Developer. This person visits with each accredited program throughout the year to perform a curriculum review and makes recommendations for continuous improvement. The Curriculum and Instructional Developer also spends time observing each faculty member and provides additional training and feedback when appropriate.

Past and future professional growth opportunities are reviewed at the end of each school year during the faculty members formal performance evaluation.