DRAFT Professional Learning plan for Gavilan College

**Goals and objectives**

**Goal 1: Gavilan College will create high quality, sustainable, relevant, responsive Professional Learning experiences for all employees.**

**Objective A: Create necessary infrastructure to make excellent PL a regular, integrated part of life for all employees**

**Strategies:**

1. Create a Working Group of interested faculty to do Professional Learning flex planning and oversee the integration of PL with other activities and initiatives at the college

2. Plan professional learning activities that are student- and faculty-centered with internal and external experts on topics important to students, faculty, the institution, and the community

3. Work with FPLC to create informational resource page to help faculty identify, choose, and attend relevant conferences and trainings

4. Create integrated college PL calendar using the TLC calendar as a base and updating on an ongoing basis.

5. Pilot a PL newsletter for faculty with opportunities, profiles, and deadlines.

6. Develop and use assessments to measure impact of on-campus PL activities on teaching and learning

7. Explore ways to promote equitable use of PL resources by all faculty and staff

8. Create a multi-year Professional Learning Program Plan with input from all relevant parties and bodies

9. Explore bringing flex forms and a Professional Learning database online, with public and fire-wall protected parts

10. Create Program Plan and enter Program Review process to better plan and to Identify and apply for funding for Professional Learning speakers and events, ensuring that funds support activities that promote college priorities, innovation, and equity to positively impact student success and institutional effectiveness

11. Evaluate and prioritize activities based on their impact on or contributon to Gavilan’s strategic planning. educational master plan, technology plan, and  institutional effectiveness processes

**Goal 2: Gavilan College will integrate best practices in professional development to promote excellence, increase student learning, promote student success, and encourage institutional effectiveness**

**Objective A: Increase trainings and learning opportunities to increase student learning and success**

**Strategies:**

1. Identify and collaborate with internal and external experts to train faculty and staff on best practices and methods to equitably increase completion and retention rates

2.  Develop and use assessments to measure impact of professional development activities on course completion and retention rates

3. Increase faculty and staff knowledge of college certificate and degree programs

4. Increase faculty and staff knowledge of local communities, their assets and challenges

5. Develop and provide trainings on best practices to enhance educational pathways to facilitate transfer preparation and transitions between CTE and transfer programs

6. Provide trainings to faculty and staff to encourage greater use by students of relevant Student Services

**Objective B: Employ professional development to inform, train, and enhance equity on-campus to increase student success**

**Strategies:**

1. Plan, promote and fund activities related to issues of equity, such as conferences, workshops, or training programs

2. Offer trainings on best practices and approaches to eliminate institutional educational achievement gaps

3. Implement trainings to deepen the college’s multicultural competencies and to enhance a supportive, student-friendly culture that is community-based

4. Use academic research and data, both external and internal, to inform equity related best practices and training strategies

**Objective C: Promote and expand activities and knowledge sharing that enhance excellence, creativity, and innovation  to increase student success and institutional effectiveness**

**Strategies:**

1. Provide opportunities for faculty to maintain and enhance discipline knowledge that serves to promote curriculum and program development and enrichment

2. Provide forums to:

- share best practices and research on creativity and innovation

- allow internal and external experts to address recent research, methods, and strategies that enhance creativity and innovation

- encourage innovators to share knowledge that promotes the diffusion of innovation across the college and in the community

3. Formally acknowledge and appreciate innovative ideas, work, and new approaches by employees to increasing students’ success and institutional effectiveness

4. Collaborate closely with the Teaching and Learning Center to create high quality professional learning infrastructure and experiences.

**Goal 3: Align Professional Learning with governance, operational and planning processes in order to increase institutional effectiveness**

**Objective A: Use integrated planning to coordinate priorities and align methods with other college sectors, especially Educational Master Plan, Strategic Planning, President’s Office, Academic Senate, Technology planning, and Institutional Effectiveness.**

**Strategies:**

1. Write multi-year PL plan aligned with college priorities and initiatives, and involve Working Group in assessing plan effectiveness.

2. Educate employees about the Gavilan strategic plan and offer programs to help employees to understand college priorities, organization and governance structures, key documents, and decision-making processes

3. Identify and provide trainings related to institutional effectiveness, leadership development, workplace skills, and best practices in higher education

4. Support and develop opportunities that foster an inclusive community and strengthen employee relationships, including cross constituency activities

5. Provide safety and emergency training for employees to understand their righs, roles, and responsibilities at the college