

Accreditation Forum

Wednesday, October 7, 2009

12:30pm

Los Angeles City College

Faculty & Staff Center

ACCJC

Recommendation #2

Staff & Organizational Development

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“In order to meet the standards, the team recommends that the college develop a robust and comprehensive professional development program to both enhance institutional effectiveness practices and promote institutional engagement by all employee groups.”

Comments from the Site Team.

March 2009

- LACC reorganized professional development so Staff and Organizational Development and TLC report to Dean of Institutional Effectiveness and housed at same location
- Director of Staff Development position is vacant; TLC Director coordinates technical training for faculty and staff
- Development opportunities are posted at “This Week”
- This standard is met

ACCJC Standards

■ Standard I.B: Student Learning

“The institution [supports] student learning.”

“The institution uses ongoing and systematic evaluation and planning to refine its key processes and improve student learning.”

■ Standard III.A.2: Staff & Administrators Preparation and Development

“Staff and administrators...have appropriate preparation and experience...to support the institution’s mission and purposes.”

■ **Standard III.A.5.a.b.: Professional Development Opportunities**

“The institution provides...opportunities for...professional development, consistent with the institutional mission and based on identified teaching and learning needs.”

“**a. Activities**: The institution plans professional development activities to meet the needs of its personnel.

b. Development Programs & Evaluations:
With the assistance of the participants, the institution systematically evaluates professional development programs and uses the results of these evaluations as the basis for improvement.”

■ **Standard IV.A.5: Evaluation Results & Improvement**

“...the institution widely communicates the results of these evaluations and uses them as the basis for improvement.”

Key Actions

Action Item 1:

Fill vacant Director of Staff and Organizational Development position

Outcome & Status:

Christine Park hired. Position now reports directly to the College President.

Key Actions

Action Item 2:

Identify members of Staff and Organizational Development committee

Outcome & Status:

Complete. Regular meetings held 2nd and 4th Tuesday of each month at 3:00pm in CH-206.

Key Actions

Action Item 3:
Write a Strategic Plan

Outcome & Status:

S&OD Strategic Plan written, aligned with existing plans including the Campus Master Plan and Technology Plan

http://www.lacitycollege.edu/facstaff/staff_dev/index.html

Key Actions

Action Item 4:
Update website

Outcome & Status:
Website updated with information on Accreditation, SMP, Flex, Forms, Upcoming Professional Development Events, Committees, and Contact Information

http://www.lacitycollege.edu/facstaff/staff_dev/index.html

Key Actions

Action Item 5:

Create and hold workshops/activities for staff and faculty.

Outcome & Status:

Book Program, Brown Bag Lunches,
New Faculty Academy,
Probationary Faculty Academy,
E-Folio workshop,
Mandatory Flex Day, Staff Appreciation Day

http://www.lacitycollege.edu/facstaff/staff_dev/index.html

ROBUST!!!

LACC

Staff & Organizational Development

2009 - 2010