



IEPPD Session: Friday May 13, Peter A. Usinger (PSC)

Best Practices in Professional Development Roundtable

2011 Joint Commission Conference

Institutional Effectiveness, Planning, and Professional Development Commission

Participants will review and discuss examples of best practices in professional development, how they apply to SACS requirements and institutional planning/change needs, and highlight experiences within the Florida College System that could be also leveraged to support better integration of professional development and institutional improvement needs.

Institutional challenges:

- Continuous need to do more with less, improving institutional effectiveness and efficiencies
- Accreditation focus on professional development as an IE factor across services
- Enhance academic and non-academic support services to improve outputs/performance
- Increasing pressures to improve student retention and degree completion rates
- State funding shortages continue their major impact across all educational systems
- Improved outcomes require smarter institutions with enhanced competencies in all areas
- Connecting organizational development (OD), professional development (PD) and strategies
- The *Education Industry* started to change at a similar pace than other industries

Traditional Issues:

- Budgets are often not based on PD/OD needs, but on other priorities
- Employees operate within their traditional silos; no time to look beyond the plate
- Taking the time to compare/map individual, departmental, and institutional needs/strategies
- Resistance to change: I know how to do my job; I'm doing it long enough!
- Playing constant catch-up with technology shifts and other changes
- Information overload; how do you determine what is valuable and what really works?

Case Studies:

At IRSC:

- Organizational Cultural Enhancement
- Learning Styles: In the classroom and the workplace
- Adult Career Pathways
- One-Stop Student Services
- Online Decision Support Services (DSS)
- One College – supporting Adjunct Faculty
- Endowed Teaching Chairs – instructional innovation
- Academic Support Center – student success workshops

Other Best Practices:

- Learning Outcomes Assessment and Faculty Development (e.g., PSC's QEP)
- Innovative and effective Centers for Teaching and Learning
- Applied Research and the Scholarship of Teaching and Learning
- Faculty adoption of emerging technologies (e.g., PSC's Technology Institute)
- Impact of *required* New Student Orientation (see also "*Intrusive Advising*")
- Data driven improvement (SWOT, benchmarking, dashboards)
- Successful strategies for improving student persistence and completion rates
- Succession Planning for the Future; career planning within institution
- On-target hiring and interviewing, using assessments to better match job candidates