

## DEFINITION OF PROFESSIONAL DEVELOPMENT

The term "professional development" is the opportunity for faculty, staff, and administrators to improve their skills, expand their knowledge base, and become more enlightened and aware employees. At LASC, it is also referred to as Flex Day, staff development, or instructional improvement. It is important for all employees to realize the key role that they play in students' success. *In the end, it can be said that the ultimate goal of all professional development is improved student achievement* (Mundry & Loucks-Horsley, 1999).

Groups to be served include instructional and non-instructional faculty, classified staff, and administrators. Goals, objectives, and resources will focus on the needs of all college personnel.

### Professional Development Categories

LASC strives to include the following categories of professional development:

#### 1. Discipline Development

These professional development activities are designed to enhance professional knowledge and skills within each person's academic discipline or professional job area. Activities include, but are not limited to:

- Courses, conferences, seminars, and workshops
- Participation in research and individual studies
- Educational travel (domestic and international)
- Certification training and certification

#### 2. Instructional Development

These activities relate directly to teaching methodology or techniques, assessment techniques, and other non-discipline specific experiences. Activities may include:

- Conferences, seminars, workshops, and teleconferences on assessment
- Focus groups on teaching styles
- Workshops on classroom research, teaching methods, or learning styles

#### 3. Career/Personal Development

These activities address opportunities for personnel to expand their career goals and address their personal needs. Topics may include:

- Microsoft Office certification
- Stress management, conflict resolution, time management, and retirement
- Communication skills, team building, time management, career management

#### 4. Leadership Development

These activities provide leaders and emerging leaders with opportunities to learn, grow, and change in order to develop knowledge, skills, and tools to function effectively within the organization. Topics may include, but are not limited to:

- Supervisory skills
- Goal setting and measuring effectiveness