

Integrated Planning 2010-2011 Resource Request from Plan

Resource requests should be tied to specific plan goals, Educational Master Plan goals, and/or student learning outcomes. Complete one copy of this form for each resource request.

1. Plan Name:

Staff Development

2. Identify the plan goal, strategy, or action item that this resource request addresses. SMP Goal 2 Increase the quantity and variety of learning opportunities that promote successful student learning outcomes

Accreditation Recommendation 4: The evaluation processes for faculty and others responsible for learning clearly identify how the effectiveness of producing outcomes is addressed as a component of their evaluation.

Staff Development Plan Goal 2 - To increase the knowledge, skills and abilities of staff through flex, worships, retreats, in-house training, conferences, and incentives to upgrade their professional expertise.

3. Identify any EMP goals, institutional core competencies, or student learning outcomes that this resource request addresses.

EMP Strategic Initiative 3.5 Develop and support the resources needed (e.g. Faculty Center for Learning and Teaching, staff development workshops, collaborative learning designs, and an annual teaching caucus) for faculty to explore and implement innovative methods to effectively address the evolving pedagogical needs of students served by the college and the achievement of the college's core competencies. (See action plan 3.5.2a for specifics)

4. What measurable outcome will result from filling this resource request?
Attendance records at Staff Development workshops, faculty inquiry groups, lecture series, colloquia.

Evaluation forms completed after Staff Developments events Contributions posted on FCLT web site

New and improved steps for faculty to improve performance as a part of evaluation procedures

5. Describe the resource request.

Coordination and supplies for FCLT

Coordination of lecture series

Workshops on learning and teaching

Coordination of Writing Across the Curriculum

Coordination of Research Across the Curriculum

Coordination of staff development on Garfield campus

Stipends for Faculty Inquiry Group coordination

Division Retreats

Classified Retreat

Tuition Reimbursement

Conference Presenters

Management training including customer service, handling conflict and difficult people, meeting deadlines, evaluating employees and other topics.

Student Learning Outcomes support

Workshops, training and other events.

Supplies

(Note: These requests presume continuation of \$15,884 01 01 funding for Staff Development, Staff Development Officer release-time of 50%, and Human Resources support of a half-time temporary clerk which is currently being shared(a full-time HR technician position remains unfilled since 2008).

Current funding for 2010-2011 is apportioned as follows:

Division Retreats(\$9,000), Classified Retreat(\$3,500), Tuition Reimbursement(\$9,000), Conference Presenters(\$2,000), Management Training(\$1,000), SLO support(\$500), Additional Workshops, training and supplies(\$2,000) totaling \$27,000.

6. What resources are needed to fill this request?

Type of	Amount		
Resource	Requested	Description/ Details	Justification
			Note: Staff Development funding has been reduced by more than \$150,000 from the 1980s and 1990s to a \$15,884 01 College allocation each year 2008 – 2011. The past higher funding levels reflect increased contributions from the college plus additional resources from the state and federal governments sometimes in the form of grants(technology for example). Staff development activities were continued only because of rollover savings from previous years and additional funding from Title V, BSI and PFE. For 2011-2012 such funds will disappear.
Other	\$11,000	Supplement to fund balance of Staff Development items listed above.	Supplement to maintain 2010-2011 Staff Development Budget of \$27,000 which was reduced from the 2009-2010 spending level of \$38,000.
Personnel	\$9000	Coordinator, FCLT	Currently funded by Title V. See RT/EP job description. Events, center and web site will not continue without a coordinator
	\$1000	Coordinator, Science Lecture Series	Currently funded by Staff Development. See RT/EP job description. Events, will not continue without a coordinator
	\$1000	Coordinator, Social Science and Humanities Lecture Series (and One Book/One Glendale)	Currently funded by Staff Development. See RT/EP job description. Events, will not continue without a coordinator

	\$4500	Coordinator, Writing	Currently funded by PFE. See RT/EP job
		Across the	description. Events, will not continue
		Curriculum	without a coordinator
	\$4500	Coordinator,	Not currently funded
		Research Across the	, and an
		Curriculum	
	\$4500	Coordinator, Staff	Not currently funded
		development on	l land straight and state of the state of th
		Garfield campus	
	\$4500	Six FIG coordinators	Currently funded by Title V
		@ \$750	The state of the s
Facilities			
Equipment	\$1000	Computer for FCLT	Center currently has digital projector but
			no computer
Supplies	\$1000	Books, videos for	Center currently has only a few supplies
		FCLT	donated by faculty
Software			
Training	\$2000	Two workshops with	Currently funded by BSI
		outside experts on	
		teaching and	
		learning	
Other			
Total	\$44,000		