

**Goal:** Goal 5: The Culture of Learning

**Date:** 08/31/2015

**Prepared By:** Linda Meccouri

### Strategic Goal Progress Summary- Year 4

#### Progress Report Key

	Completed
	Progressing as Expected
	Progressing with Challenges
	No Report Yet

Goal Initiative	Brief Description	Comments	Status
Opportunity for ongoing training and development plans for all faculty and staff	Draft Professional Growth Plan form were presented to President Glenn, VP Heineman, Deans for feedback.	- There is discussion that the timing, contract considerations, influence of evaluation, where the plan would reside, and the acceptance of the instrument were discussed.	
Access to regularly scheduled workshops, classes, and leadership academies	The committee unanimously decided that the "New Employee Orientation" should be redesigned and a sub group worked on the new design that will change some workshops, create a system	The sub-committee reviewed the current orientation and in collaboration with HR, CIT and MIS designed and will pilot a new program that starts with a one day orientation followed by a five week cluster of workshops that will also be open to all employees.  In addition, workshops that were nor well-attended/cancelled for non-attendance have been customized and delivered to work areas, departments, and individuals.	

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	<p>that allows employees to complete the program in less than a year and that will allow those workshops to be opened to the College community.</p> <p>Leadership Academies are offered at the local level through NECC Leadership Academy.</p>	<p>NECC leadership Academy is fully enrolled through outreach initiatives to supervisors and employees from all areas of the College.</p>	
<p>Opportunities for advanced forms of growth and development through conferences, classes, and programs outside the college</p>	<p>This work includes the Center for Professional Development and other area budgets for PD at NECC and outside.</p> <p>NECC hosted the second year of the state and National level leadership Academies with the Chair Academy International Leadership Academy.</p> <p>Appreciative Inquiry Facilitator Training hosted on campus.</p>	<p>The PD funding process was presented for comment to several academic deans and since more than 85% of funding goes to AASA, we will coordinate funding efforts to continue to provide funding. Adding members to the funding committee for representation.</p> <p>In collaboration with the Chair Academy, and the Massachusetts Community College President’s Council, NECC was the Host for the Inaugural “Northeast Leadership Development Institute”. In the past two years, we were able to send over 20 people from all areas of the college to this Leadership Program due to hosting on campus.</p> <p>Hosting AIFT on NECC campus allowed us to sponsor 14 people to be trained.</p>	

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<p>An organizational structure and resources within the college to support this “Culture of Learning.</p>	<p>This intangible goal is focused on the culture and the perceived tone of the campus at large.</p>	<p>The committee discussed a shift in culture such that a diverse group of employees now feel empowered to ask for funding, leadership opportunities make shifts for the college as a whole and as more and more people avail themselves of PD, we will see/culture of learning.</p> <p>Collaboration at multi-levels is the focus with workshops in “How to Facilitate a Workshop” helping to energize people to “teach what they know”.</p> <p>Our Tag Line at the Center for Professional development is “Everyone Teaches, Everyone Learns, and Everyone Leads” It is our hope that this continues to shift culture.</p>	

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