

DIVISION: President's Office	FISCAL YEAR: 2008
Department 1: Office of Faculty & Staff Development Department 2: Department 3: Note: there may be no "Department 1 or 2"	NECC Strategic Direction: 1, 2, 3, 4, 5  Achieving the Dream Goal:  NECC Key Performance Indicator (KPI): 6

<u>Strategic Initiative</u>	<u>Indicator (the specific)</u>	<u>Baseline</u>	<u>Outcome Measure / Target</u>	<u>Results</u>
<b>Leadership Initiatives:</b>  Through the efforts of the Office of Faculty & Staff Development, we will provide opportunities for employees in all groups to develop leadership skills to engage in major initiatives in the college community. Activities such as co-facilitating groups and projects provides many individuals opportunities for new experiences that contribute to their personal and professional growth.	Appreciative Inquiry (AI) Team Strengths Quest Team  National Coalition Building Institute (NCBI)  Co-facilitators of special faculty projects to co-lead teaching and learning initiatives  NECC Leadership Academy (LA)	New Initiative  New Initiative  See "Embrace Diversity" section  Annual/Re-curring Initiatives: Teaching in Community (TIC), NCBI and Scholarship of Teaching & Learning (SoTL)  New Initiative	Support an NECC AI Team and Strengths Quest team that can facilitate workshops for departments and projects throughout the College  Continue to introduce students, faculty and staff to NCBI and grow the NCBI Team at NECC  Secure co-facilitators to coordinate and co-facilitate special projects regarding teaching and learning  Form an NECC Leadership Academy Team; Develop a Leadership Academy to be offered to NECC employees with program and application ready for spring 2008	Hosted AI/Company of Experts Facilitator Training; 36 participants attended including nine NECC faculty and staff; The AI Team worked to develop a plan to offer AI to college community  See "Embrace Diversity" section  One TIC co-facilitator Provided training to additional NCBI facilitators Three SoTL co-facilitators; Projects completed May 2008  Ten participants were selected; Eight of those will be able to participate; Leadership Academy Retreat begins September 2008

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<u>Strategic Initiative</u>	<u>Indicator (the specific)</u>	<u>Baseline</u>	<u>Outcome Measure / Target</u>	<u>Results</u>
<p><b>Educational Excellence:</b></p> <p>Through the Office of Faculty &amp; Staff Development, we will offer a wide range of opportunities for full- and part-time faculty to participate in a diverse range of professional development initiatives. Particular emphasis will be coordinated with the Academic Master Plan to stress collaborative learning, Learning Communities and disciplines across the curriculum.</p>	<p>Learning Communities</p> <p>Collaborative Learning</p> <p>Writing Across the Curriculum</p>	<p>An LC Steering Committee exists to promote LC opportunities and review LC initiatives to support LCs</p> <p>New Initiative</p> <p>New Initiative</p>	<p>Degree to which Learning Communities are able to expand and re-organize structure</p> <p>Incorporate collaborative learning into professional development activities</p> <p>New inter-disciplinary learning initiatives: Writing Across the Curriculum (WAC) and other disciplines</p>	<p>Ten LCs were offered in academic year; LC Ad Hoc Committee was formed to expand and improve LC initiative</p> <p>A Faculty Fellow was selected to offer workshops, seminars and provide coaching to faculty regarding collaborative learning</p> <p>WAC program was facilitated by Barbara Walvoord in June 2008; Faculty learned about how to effectively integrate writing into their classrooms (in a variety of disciplines)</p>

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<b><u>Strategic Initiative</u></b>	<b><u>Indicator (the specific)</u></b>	<b><u>Baseline</u></b>	<b><u>Outcome Measure / Target</u></b>	<b><u>Results</u></b>
<b>Embrace Diversity:</b>  The Office of Faculty & Staff Development will continue to provide leadership in diversity initiatives as well as guidance on initiatives for recruitment, hiring and retention of minority candidates.	National Coalition Building Institute (NCBI)	Continue training opportunities for faculty, staff and students, provide NCBI workshops to the college community and coordinate efforts of the MA NCBI Consortium	Faculty and staff will continually be offered opportunities to attend NCBI workshops. The team will expand the number of trained facilitators.	Classroom sessions: 197 students Faculty & Staff sessions: 118 participants Training at other colleges: 72 participants Total of 387 participants
	Training for Search Committees in Cognitive Errors and other diversity issues.	Seven Search Committee trainings	Search Committee members to receive training in Cognitive Errors and NCBI.	A member of the Diversity Committee or NCBI Team has served on every search committee and members have provided training in cognitive errors
	Genocide Theme Across the Curriculum (Diversity Committee)	New Initiative	Faculty, staff and students will attend presentations related to Genocide. Faculty will incorporate Genocide as a theme into their curriculum	Three presentations were offered; A website was created to reflect the contributions of all the faculty who integrated Genocide as a theme into their curriculum; The Top Notch Players produced the play "The Diary of Anne Frank" as a finale to the semester Approximately 400 students, faculty and staff attended these activities

Strategic Directions: (1) Engage Students as Active Learners; (2) Be the First and Best Resource for the Community; (3) Support Leadership at Every Level; (4) Embrace Diversity; and (5) Strive for Educational Excellence.

Achieving the Dream Goals: (1) successfully complete developmental courses; (2) enroll in and successfully complete gatekeeper courses; (3) complete the credit hours they enroll in; (4) re-enroll from one semester to the next; and (5) earn certificates and degrees.

KPI's: 1 - Academic Performance in the Core areas of Reading, Writing & Mathematics, 2 - Degree & Certificate Completion, 3 - English Composition I Course Completion Rate, 4 - Math & Science Course Completion Rate, 5 - Overall Retention Rate, 6 - State of the Art Customer Friendly Administrative Systems, 7 - Program Review & Development, 8 - Diversity of Staff, 9 - Student Financial Aid and 10 - Student Satisfaction with College Services.