








Goal: 5 Culture of Learning
Date: November 29, 2012
Prepared By: Mary A. Chatigny



Strategic Goal Progress Summary- Year 1

Progress Report Key

	Completed
	Progressing as Expected
	Progressing with Challenges
	No Report Yet

Goal Initiative	Brief Description	Comments	Status
Identify goal team members & set dates for spring semester meetings	Team members are representative of a cross section of key stakeholders. New members are welcome.	A full listing of team members, meeting dates, and meeting minutes can be found on the Strategic webpage- visitors are also welcome to attend meetings.	
Identify leadership development opportunities	Team members will identify and inventory current leadership academies and conferences.	A listing of leadership development opportunities with eligibility, mission/vision of academies, time commitment/travel, and criteria for application will be developed as a means of developing a “menu” for professional development planning. Mary Chatigny & Judith Kamber Target date: August 2012	
Implement newly	Roll-out SSLP developed by Sharon	Judith Kamber	

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developed Support Staff Leadership Program	McDermot and Chris DeRosa (NECC LA participants in FY12)		
Develop a crosswalk of professional development opportunities	<ul style="list-style-type: none">○ Human Resource Development○ Center for Instructional Technology○ Center for Professional Development Will identify all activities, workshops, etc.	A crosswalk of current professional development opportunities will be created as a means of identifying areas of strength, areas of duplication of effort, and gaps/needs.	
Explore and research the concept of Individual Professional Development Plans (IPDP)	Research current practice and identify best practices for committee review and consideration.		
Develop IPDP tools to pilot with Cabinet Members	Develop simple tools for use in developing IPDP	Ellen Grondine, Mary Chatigny and Kathy Ronaldson	
Develop workshop on IPDP tools use and facilitate for Cabinet members		Ellen Grondine, Mary Chatigny and Kathy Ronaldson	

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Develop and disseminate an 18-month calendar of Human Resource Development Workshops	Review and assemble a series of professional development workshops for new and current employees.	Mary Chatigny & Kathy Ronaldson	
Expand professional development offerings and times/locations of workshops offered	Offer workshops in Lawrence and Haverhill; offer workshops during afternoon hours	Mary Chatigny and Katy Ronaldson	
Develop marketing plan for workshops offered	Strategize how to better market current offerings	Kathy Ronaldson will meet with Ron Taber and report back	
Revise workshop evaluation tool Create a follow-up process	Revise evaluation tool and make more specific to workshop offered; include use of Likerd scale and comments section; Follow-up with workshop participants months after participating to gather information on how information learned is being used in their work	Team	
Meet with divisions/departments as requested to determine their needs: develop suitable training plans for	Work with departments to develop professional development workshops specific to department needs/requests	Judith Kamber and Kathy Ronaldson and workshop facilitators	

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teams utilizing the 'by request/by design' option of HRD offerings			
Review Goal 5 Divisional goals as submitted by Cabinet members	Determine how goals submitted relate to goal 5 and assess if participation can be expanded outside the divisions	EMSS: Ellen Grondine IR & HRD: Mary Chatigny Academic Affairs: Kathy Ronaldson Administration & IA: Maggie Lucey Center for Professional Development & MIS: Judith Kamber	
Input trainings and/or professional development opportunities into Banner system	Use Banner systems as a means for individuals to develop their own professional development plans by making information on opportunities already taken available and what/where gaps may be	Information may be used in the development of IPDP and Passports	
Organizational Structure	Use process management tools to look at "What would an ideal culture of learning look like? How would we measure it?"	Team look at the question of what an ideal culture of learning would look like and develop recommendations for an organizational structure	