

SOAR FORUM

THEME: Professional Development

Please talk with participants at the table, or reflect personally, and record your thoughts, ideas, and vision about an opportunity that supports our strengths at NECC around this theme. Please feel free to use multiple sheets.

<p><b>STRENGTHS</b></p> <p>What is NECC doing really well presently to achieve this goal?          What areas of the college are our greatest assets in creating and meeting this theme's goals?</p>
<p>Strengths Notes:</p> <p>NECC yearly professional development day and opportunities to attend professional development activities off site through professional development funds</p> <p>- Additional funding offered by Academic Affairs from professional specific activities</p>
<p><b>OPPORTUNITIES</b></p> <p>What are the best opportunities for NECC to achieve your vision of this theme?          How could we partner internally and externally to achieve this?</p>
<p>Opportunity Notes:</p> <p>- Need to explore bringing outside professional development lectures + opportunities to NECC</p> <p>- More cross collaboration between the state community colleges in regards to professional development</p>
<p><b>ASPIRATIONS</b></p> <p>To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p>
<p>Aspiration Notes:</p> <p>- Sufficient funding to allow faculty to explore new professional development opportunities</p> <p>- Offering webinars to faculty + staff</p>
<p><b>RESULTS</b></p> <p>What will we measure to determine if we have met your vision and implemented opportunities?          What will the change be that we are known for?</p>
<p>Results Notes:</p> <p>- Increased funding <sup>for</sup> number of professional development activities offered at NECC</p> <p>- Increase in Number of on-line/webinar prof. dev. activities</p>

SFL

SOAR FORUM

THEME: Professional Development

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**STRENGTHS**

What is NECC doing really well presently to achieve this goal?

What areas of the college are our greatest assets in creating and meeting this theme's goals?

Strengths Notes:

- conference attendance
- options for learning through no cost courses at NECC for faculty & staff

**OPPORTUNITIES**

What are the best opportunities for NECC to achieve your vision of this theme?

How could we partner internally and externally to achieve this?

Opportunity Notes:

eg. NECC to partner w/ Quincy Community College

College  
Would ideally like to take a course at Quincy Community College but there is no <sup>full time</sup> education as Quincy Community College is not part of the state system.

**ASPIRATIONS**

To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented

Aspiration Notes:

Interested parties  
Banner instruction / Degree works instruction  
Kasea MacDonald Peltz  
Marci Wente  
Jodi (in student engagement Dvinity campus)  
Stefanie Porom - Merrimack fellow

**RESULTS**

What will we measure to determine if we have met your vision and implemented opportunities?

What will the change be that we are known for?

Results Notes:

being proficient in Banner; Degree works

6

SFM

SOAR FORUM

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<p><b>STRENGTHS</b></p> <p>What is NECC doing really well presently to achieve this goal?          What areas of the college are our greatest assets in creating and meeting this theme's goals?</p> <p>Strengths Notes:</p> <p>* Professional development funding opportunities - spread through year, allow for many different things to be done</p> <p>* professional day in spring - it's really nice to share with each other what we're good at / enjoy</p>
<p><b>OPPORTUNITIES</b></p> <p>What are the best opportunities for NECC to achieve your vision of this theme?          How could we partner internally and externally to achieve this?</p> <p>Opportunity Notes:</p> <p>* partner with 4yr colleges to gain access to their internal PD - (not for funding - just knowing what they're doing) ex: umass PD offerings in depts where we are offering/planning pathways; it would help align schools through faculty</p> <p>* Non-classroom based opportunities - learning new ways to teach by having new learning experience out selves!</p>
<p><b>ASPIRATIONS</b></p> <p>To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p> <p>Aspiration Notes:</p> <p>Everyone has the chance to engage in professional development, including support to find funding, substitute instructors (if classes will be missed), and a forum to sharing what they've learned</p> <p>↳ Even a website where we can share resources would be helpful!</p>
<p><b>RESULTS</b></p> <p>What will we measure to determine if we have met your vision and implemented opportunities?          What will the change be that we are known for?</p> <p>Results Notes:</p> <p>* At least 80% of Full time + adjunct faculty would be engaging in professional development outside the college during a given academic year.</p> <p>* Better attendance at professional development on campus.</p>

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THEME: Professional Development

Please talk with participants at the table, or reflect personally, and record your thoughts, ideas, and vision about an opportunity that supports our strengths at NECC around this theme. Please feel free to use multiple sheets.

<p><b>STRENGTHS</b></p> <p>What is NECC doing really well presently to achieve this goal?          What areas of the college are our greatest assets in creating and meeting this theme's goals?</p> <p>Strengths Notes:          Professional development at NECC is diverse and inclusive. Faculty and staff have access to the workshops and events, and have opportunities to attend conferences. The staff at the Center for Professional Development and Center for Instructional Technology are very knowledgeable, creative and approachable.</p>
<p><b>OPPORTUNITIES</b></p> <p>What are the best opportunities for NECC to achieve your vision of this theme?          How could we partner internally and externally to achieve this?</p> <p>Opportunity Notes:          It would help to continue to support the initiatives, programs and events that CPD and CIT offer. Both centers partner with other colleges to collaborate on workshops and events to help support faculty and staff. CIT is seeking to collaborate with K-12 schools &amp; create partnerships to provide current and emerging technology workshops and sound instructional approaches.</p>
<p><b>ASPIRATIONS</b></p> <p>To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p> <p>Aspiration Notes:          CPD continues to provide staff development and faculty enrichment opportunities. The center's staff and offerings should represent the student population and tailor programming to help the faculty work more successfully with their students. CIT provides the college and its community the latest best practices on academic technology, online modalities and effective pedagogy and assessment practices.</p>
<p><b>RESULTS</b></p> <p>What will we measure to determine if we have met your vision and implemented opportunities?          What will the change be that we are known for?</p> <p>Results Notes:          The college community has more opportunities to increase its knowledge and practice of emerging technologies, more diverse staff and offerings that support the student population. The centers have autonomy to work with the every area and outside entities and be a source of expertise to outside partners.</p>

SFH

SOAR FORUM

THEME: Professional Development

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<p><b>STRENGTHS</b></p> <p>What is NECC doing really well presently to achieve this goal?          What areas of the college are our greatest assets in creating and meeting this theme's goals?</p>
<p>Strengths Notes:</p> <p>NECC has a strong professional dev. dept. This is a college wide well funded area and offers a variety of opportunities for improvement for all employees.</p>
<p><b>OPPORTUNITIES</b></p> <p>What are the best opportunities for NECC to achieve your vision of this theme?          How could we partner internally and externally to achieve this?</p>
<p>Opportunity Notes:</p> <p>To continually fund prof dev          To work with other community colleges - networking          Emails - good communication to staff + faculty</p>
<p><b>ASPIRATIONS</b></p> <p>To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p>
<p>Aspiration Notes:</p> <p>To have an external source for outside entities to join necc -          IF the "Google" company could come here and speak on their journey to success ALSO the "Life is Good" company -</p>
<p><b>RESULTS</b></p> <p>What will we measure to determine if we have met your vision and implemented opportunities?          What will the change be that we are known for?</p>
<p>Results Notes:</p> <p>The allocated funds for prof. dev are spent!          Happy faculty + staff          New participants engaged in prof dev.</p>

SFH

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THEME: Professional Development

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<b>STRENGTHS</b> What is NECC doing really well presently to achieve this goal? What areas of the college are our greatest assets in creating and meeting this theme's goals?
Strengths Notes: We currently offer professional development to faculty & staff by offering reimbursement funds for conferences. We receive emails of opportunities to attend area conferences and/or web seminars.
<b>OPPORTUNITIES</b> What are the best opportunities for NECC to achieve your vision of this theme? How could we partner internally and externally to achieve this?
Opportunity Notes: As the above come from campus wide emails we can be better at promoting at management levels to encourage staff while being supportive.
<b>ASPIRATIONS</b> To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented
Aspiration Notes: I would like to see more opportunities on campus to share knowledge and have cross training. We need to better match DCE with faculty so they are included and not excluded.
<b>RESULTS</b> What will we measure to determine if we have met your vision and implemented opportunities? What will the change be that we are known for?
Results Notes: The positive experience and growth of knowledge builds for a better work environment.

SFH

SOAR FORUM

THEME: PROFESSIONAL DEVELOPMENT

Please talk with participants at the table, or reflect personally, and record your thoughts, ideas, and vision about an opportunity that supports our strengths at NECC around this theme. Please feel free to use multiple sheets.

**STRENGTHS**

What is NECC doing really well presently to achieve this goal?

What areas of the college are our greatest assets in creating and meeting this theme's goals?

Strengths Notes:

- (1) ENCOURAGING ATTENDANCE AT CONFERENCES
- (2) SENDING OUT NEWSLETTER FROM

- (1) SIMPLY THE EXISTENCE OF PEOPLE WHO ARE 'EXPERTS' IN THEIR FIELDS, MEANING THERE'S A RICH KNOWLEDGE BASE TO DRAW FROM

**OPPORTUNITIES**

What are the best opportunities for NECC to achieve your vision of this theme?

How could we partner internally and externally to achieve this?

Opportunity Notes:

- (1) INTERDISCIPLINARY COLLOQUIA (CONTENT + PEDAGOGY)

- (1) SPONSOR MEETINGS BOTH WITHIN THE COLLEGE + OUTSIDE IT (SETTING ASIDE TIME AS WE DID TODAY FOR ASSESSMENT DAY)

**ASPIRATIONS**

To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented

Aspiration Notes:

- A NECC WHERE FACULTY ARE MORE AWARE OF WHAT THEIR COLLEAGUES ARE DOING, BOTH IN TERMS OF CONTENT + PEDAGOGY (CALL IT 'MAKING CONNECTIONS')

**RESULTS**

What will we measure to determine if we have met your vision and implemented opportunities?

What will the change be that we are known for?

Results Notes:

- IF THERE WERE A CONFERENCE HERE, THE PAPERS PREPARED FOR IT COULD APPEAR ON THE NECC WEBSITE

SFH

SOAR FORUM

THEME: Int Student Exp. Prg Dev.

Please talk with participants at the table, or reflect personally, and record your thoughts, ideas, and vision about an opportunity that supports our strengths at NECC around this theme. *Please feel free to use multiple sheets.*

<p><b>STRENGTHS</b></p> <p>What is NECC doing really well presently to achieve this goal?          What areas of the college are our greatest assets in creating and meeting this theme's goals?</p> <p>Strengths Notes:          → we do a lot.</p>
<p><b>OPPORTUNITIES</b></p> <p>What are the best opportunities for NECC to achieve your vision of this theme?          How could we partner internally and externally to achieve this?</p> <p>Opportunity Notes:          → multiple modalities          * less touchy feely <del>and</del> but also practical          → department/division / area specific          * PD          * findn alternate * social events</p>
<p><b>ASPIRATIONS</b></p> <p>To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p> <p>Aspiration Notes:          NECC will have a culture where all <del>of</del> employees are connected.</p>
<p><b>RESULTS</b></p> <p>What will we measure to determine if we have met your vision and implemented opportunities?          What will the change be that we are known for?</p> <p>Results Notes:          larger attendance @ meetings.</p>



SFH

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THEME: Professional Development

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<p><b>STRENGTHS</b> What is NECC doing really well presently to achieve this goal? What areas of the college are our greatest assets in creating and meeting this theme's goals?</p>
<p>Strengths Notes: programs/courses for faculty/staff</p>
<p><b>OPPORTUNITIES</b> What are the best opportunities for NECC to achieve your vision of this theme? How could we partner internally and externally to achieve this?</p>
<p>Opportunity Notes: more of the above</p>
<p><b>ASPIRATIONS</b> To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p>
<p>Aspiration Notes: more opportunities for AFSCME staff and lower level staff</p>
<p><b>RESULTS</b> What will we measure to determine if we have met your vision and implemented opportunities? What will the change be that we are known for?</p>
<p>Results Notes: measure by promotions; raises;</p>

SOAR FORUM

SFH

THEME: Professional Develop

Please talk with participants at the table, or reflect personally, and record your thoughts, ideas, and vision about an opportunity that supports our strengths at NECC around this theme. *Please feel free to use multiple sheets.*

<p><b>STRENGTHS</b></p> <p>What is NECC doing really well presently to achieve this goal?          What areas of the college are our greatest assets in creating and meeting this theme's goals?</p>
<p>Strengths Notes:</p> <ul style="list-style-type: none"> <li>→ We have great quantitative databases.</li> <li>→ We have people that want to learn + use the data</li> <li>→ we pride ourselves on the AtD culture - data driven decisions</li> <li>→ data team - new analytics program (warehouse)</li> </ul>
<p><b>OPPORTUNITIES</b></p> <p>What are the best opportunities for NECC to achieve your vision of this theme?          How could we partner internally and externally to achieve this?</p>
<p>Opportunity Notes:</p> <ul style="list-style-type: none"> <li>→ IPASS grant → language → "factbook" that is project specific</li> <li>→ leveraging grant planning committee</li> <li>→ each division has a team to drive data/reporting w/ IRP group</li> <li>→ PD on writing/reports/evaluation</li> </ul>
<p><b>ASPIRATIONS</b></p> <p>To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p>
<p>Aspiration Notes: "we do the research" is a new tagline          More sophisticated use of data using predictive analytics as a campus. →          Everyone wants to do the "background" research and measurement" as part of daily lives.</p>
<p><b>RESULTS</b></p> <p>What will we measure to determine if we have met your vision and implemented opportunities?          What will the change be that we are known for?</p>
<p>Results Notes:</p> <ul style="list-style-type: none"> <li>NECC created a campus "Dashboard" / fact book</li> <li>IRP established (w/ IRB)</li> <li>→ will see an increase grant writing</li> </ul>

Links: student success!

Aspirations → operational IRP + IRB  
on campus!

→ there is a Dashboard

SFH

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THEME: 1st E. Dev.

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Strengths Notes:
<b>OPPORTUNITIES</b> What are the best opportunities for NECC to achieve your vision of this theme? How could we partner internally and externally to achieve this?
Opportunity Notes:
<b>ASPIRATIONS</b> To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented
Aspiration Notes: <i>- more opportunities for conf. attend.</i>
<b>RESULTS</b> What will we measure to determine if we have met your vision and implemented opportunities? What will the change be that we are known for?
Results Notes:

574

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**STRENGTHS**

What is NECC doing really well presently to achieve this goal?

What areas of the college are our greatest assets in creating and meeting this theme's goals?

Strengths Notes:

Support of the professional development area is a strength. We've created a great office to manage the goals of professional development.

**OPPORTUNITIES**

What are the best opportunities for NECC to achieve your vision of this theme?

How could we partner internally and externally to achieve this?

Opportunity Notes:

We have a need to determine where development is needed. We need to know ~~enough~~ enough to know what we don't know and ask professional development to provide that training. The responsibility falls on the end users.

**ASPIRATIONS**

To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented

Aspiration Notes:

I would love for new staff to tell their colleagues at other schools that NECC is great at training. Having a reputation for well trained staff is my goal.

**RESULTS**

What will we measure to determine if we have met your vision and implemented opportunities?

What will the change be that we are known for?

Results Notes:

NECC will be a contact and model for area schools on how they successfully train staff to be leaders and experts in their fields.

JFH

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<p><b>STRENGTHS</b></p> <p>What is NECC doing really well presently to achieve this goal?          What areas of the college are our greatest assets in creating and meeting this theme's goals?</p> <p>Strengths Notes:          NECC has a dedicated professional development area. I'm not sure other community colleges have this positive influence.</p>
<p><b>OPPORTUNITIES</b></p> <p>What are the best opportunities for NECC to achieve your vision of this theme?          How could we partner internally and externally to achieve this?</p> <p>Opportunity Notes:          Staff and faculty are encouraged to apply for professional development funding on a regular basis. I think it would be helpful to hold workshops to familiarize staff with paperwork and past prof. dev. funded programs or projects.</p>
<p><b>ASPIRATIONS</b></p> <p>To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p> <p>Aspiration Notes:          Perhaps via Employee orientation, new faculty and staff can be educated as to the professional development opportunities. In addition, they could be oriented with other areas of the college so everyone knows what <del>others at the college do.</del></p>
<p><b>RESULTS</b></p> <p>What will we measure to determine if we have met your vision and implemented opportunities?          What will the change be that we are known for?</p> <p>Results Notes:          When faculty and staff regularly share information regarding their professional development experiences, with others it will become mainstream. All faculty and staff will get excited about the possibilities and seek out professional development funds.</p>

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<p><b>STRENGTHS</b></p> <p>What is NECC doing really well presently to achieve this goal?          What areas of the college are our greatest assets in creating and meeting this theme's goals?</p> <p>Strengths Notes:          NECC yearly professional development day and opportunities to attend professional development activities off site through professional development funds          - Additional funding offered by Academic Affairs from professional specific activities</p>
<p><b>OPPORTUNITIES</b></p> <p>What are the best opportunities for NECC to achieve your vision of this theme?          How could we partner internally and externally to achieve this?</p> <p>Opportunity Notes:          - Need to explore bringing outside professional development lectures + opportunities to NECC          - More cross collaboration between the state community colleges in regards to professional development</p>
<p><b>ASPIRATIONS</b></p> <p>To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p> <p>Aspiration Notes:          - Sufficient funding to allow faculty to explore new professional development opportunities          - Offering webinars to faculty + staff</p>
<p><b>RESULTS</b></p> <p>What will we measure to determine if we have met your vision and implemented opportunities?          What will the change be that we are known for?</p> <p>Results Notes:          - Increased funding <sup>for</sup> number of professional development activities offered at NECC          - Increase in Number of on-line/webinar prof. dev. activities</p>

SFL

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THEME: Professional Development

Please talk with participants at the table, or reflect personally, and record your thoughts, ideas, and vision about an opportunity that supports our strengths at NECC around this theme. Please feel free to use multiple sheets.

<b>STRENGTHS</b>	
What is NECC doing really well presently to achieve this goal?	
What areas of the college are our greatest assets in creating and meeting this theme's goals?	
Strengths Notes:	
<ul style="list-style-type: none"> <li>- conference attendance</li> <li>- options for learning through no cost courses at NECC for faculty &amp; staff</li> </ul>	
<b>OPPORTUNITIES</b>	
What are the best opportunities for NECC to achieve your vision of this theme?	
How could we partner internally and externally to achieve this?	
Opportunity Notes:	
College	<p>eg. NECC to partner w/ Quincy Community College</p> <p>would ideally like to take a course at Quincy Community College but there is no <sup>tuition</sup> reduction as Quincy Community College is not part of the state system.</p>
<b>ASPIRATIONS</b>	
To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented	
Aspiration Notes:	
Interested parties	<p>Banner instruction / Degree works instruction</p> <p>Karen MacDonald Fellow</p> <p>Marci Wentz</p> <p>Jodi (in student engagement Dvinity campus)</p> <p>Stefanie Brown - Merrimack Fellow</p>
<b>RESULTS</b>	
What will we measure to determine if we have met your vision and implemented opportunities?	
What will the change be that we are known for?	
Results Notes:	
being proficient in Banner; Degree works	



**Moore, Ashley**

**From:** Soar Forum Professional Dev <no-reply@wufoo.com>  
**Sent:** Friday, November 06, 2015 10:31 AM  
**To:** Shaffer, Wendy; Lavery, Cathy  
**Subject:** Professional Development [#4]

**Strengths:**

What is NECC doing really well presently to achieve this goal?  
What areas of the college are our greatest assets in creating and meeting this theme's goals?

Professional Day, funding for conferences, professional development workshops, leadership academies

**Opportunities:**

What are the best opportunities for NECC to achieve your vision of this theme?  
How could we partner internally and externally to achieve this?

Ideally, the college would come together as a whole for a series of professional development days where all staff could attend. Much of what happens is geared toward faculty. Staff would also benefit from a professional day that focuses on other aspects of work at the college, not just what happens in the classroom.

**Aspirations:**

To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented.

A day when the entire college can shut down to participate in a day of professional development activities.

**Results:**

What will we measure to determine if we have met your vision and implemented opportunities?  
What will the change be that we are known for?

A day of professional development for all employees.

**Moore, Ashley**

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**From:** Soar Forum Professional Dev <no-reply@wufoo.com>  
**Sent:** Friday, November 13, 2015 11:44 AM  
**To:** Shaffer, Wendy; Lavery, Cathy  
**Subject:** Professional Development [#5]

**Strengths:**

What is NECC doing really well presently to achieve this goal?

What areas of the college are our greatest assets in creating and meeting this theme's goals?

We have been committed to professional/staff development and we do look for newer strategies to fulfill the needs of the faculty, staff/administration.

SOAR FORUM

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<p><b>STRENGTHS</b></p> <p>What is NECC doing really well presently to achieve this goal?          What areas of the college are our greatest assets in creating and meeting this theme's goals?</p> <p>Strengths Notes:</p> <ul style="list-style-type: none"> <li>* Professional development funding opportunities - spread throughout year, allow for many different things to be done</li> <li>* professional day in spring - it's really nice to share with each other what we're good at / enjoy</li> </ul>
<p><b>OPPORTUNITIES</b></p> <p>What are the best opportunities for NECC to achieve your vision of this theme?          How could we partner internally and externally to achieve this?</p> <p>Opportunity Notes:</p> <ul style="list-style-type: none"> <li>* Partner with yr colleges to gain access to their internal PD - (not to funding - just knowing what they're doing) ex: Umass PD offerings in depts where we are offering/planning pathways; it would help align schools through faculty</li> <li>* Non-classroom based opportunities - learning new ways to teach by having new learning experience <sup>out-</sup> <sub>self!</sub></li> </ul>
<p><b>ASPIRATIONS</b></p> <p>To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p> <p>Aspiration Notes:</p> <p>Everyone has the chance to engage in professional development, including support to find funding, substitute instructors (if classes will be missed), and a forum to sharing what they've learned</p> <p>↳ Even a website where we can share resources would be helpful!</p>
<p><b>RESULTS</b></p> <p>What will we measure to determine if we have met your vision and implemented opportunities?          What will the change be that we are known for?</p> <p>Results Notes:</p> <ul style="list-style-type: none"> <li>* At least 80% of Full time + adjunct faculty would be engaging in professional development outside the college during a given academic year.</li> <li>* Better attendance at professional development on campus.</li> </ul>

SOAR FORUM

THEME:

Professional Development

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<p><b>STRENGTHS</b>          What is NECC doing really well presently to achieve this goal?          What areas of the college are our greatest assets in creating and meeting this theme's goals?</p> <p>Strengths Notes:          Having a Professional Day.</p>
<p><b>OPPORTUNITIES</b>          What are the best opportunities for NECC to achieve your vision of this theme?          How could we partner internally and externally to achieve this?</p> <p>Opportunity Notes:          - Partner with the Campus Gay Straight Alliance to create a small 30 min class on dealing with LGBTQ+ students and their issues          - outsource from BiNet or PFlag.</p>
<p><b>ASPIRATIONS</b>          To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p> <p>Aspiration Notes:          - To have a more inclusive NECC for a larger variety of students          - to create inclusive safe spaces within the classrooms at NECC          - well informed, educated staff/faculty.</p>
<p><b>RESULTS</b>          What will we measure to determine if we have met your vision and implemented opportunities?          What will the change be that we are known for?</p> <p>Results Notes:          - The campus GSA will be better known.          - less transfers because of discrimination against students because of their lifestyles          - less cases of students being attacked because of sexual orientation</p>

**Lavery, Cathy**

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**From:** Soar Forum Professional Dev <no-reply@wufoo.com>  
**Sent:** Friday, November 20, 2015 9:43 AM  
**To:** Shaffer, Wendy; Lavery, Cathy  
**Subject:** Professional Development [#7]

**Strengths:**

What is NECC doing really well presently to achieve this goal?  
What areas of the college are our greatest assets in creating and meeting this theme's goals?

New Hire orientation was informative and educational. I think this sets a precedent of the types of values and high standards that are set for the employees. It also allows for new employees to meet other people on campus.

Bringing in speakers to the college is also something that I think the college is doing well and should continue to do.

**Opportunities:**

What are the best opportunities for NECC to achieve your vision of this theme?  
How could we partner internally and externally to achieve this?

Professional Development Days

SF 02

**Lavery, Cathy**

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**From:** Soar Forum Professional Dev <no-reply@wufoo.com>  
**Sent:** Wednesday, December 02, 2015 3:45 PM  
**To:** Shaffer, Wendy; Lavery, Cathy  
**Subject:** Professional Development [#8]

**Opportunities:** organizations in the fields of professional staff and faculty

What are the best opportunities for NECC to

achieve your vision of this theme?

How could we partner internally and

externally to achieve this?

SFNEC/LAC

SOAR FORUM

THEME: Professional Development

Please talk with participants at the table, or reflect personally, and record your thoughts, ideas, and vision about an opportunity that supports our strengths at NECC around this theme. Please feel free to use multiple sheets.

<p><b>STRENGTHS</b></p> <p>What is NECC doing really well presently to achieve this goal?          What areas of the college are our greatest assets in creating and meeting this theme's goals?</p> <p>Strengths Notes:</p> <ul style="list-style-type: none"> <li>- training, lectures, professional development opportunities</li> <li>- plenty of emails</li> </ul>
<p><b>OPPORTUNITIES</b></p> <p>What are the best opportunities for NECC to achieve your vision of this theme?          How could we partner internally and externally to achieve this?</p> <p>Opportunity Notes:</p> <ul style="list-style-type: none"> <li>- All employees get to attend HR orientation</li> </ul>
<p><b>ASPIRATIONS</b></p> <p>To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p> <p>Aspiration Notes:</p> <ul style="list-style-type: none"> <li>- better understanding of the union at NECC - communication &amp; benefits</li> </ul>
<p><b>RESULTS</b></p> <p>What will we measure to determine if we have met your vision and implemented opportunities?          What will the change be that we are known for?</p> <p>Results Notes:</p>

SFWEC/LAC

SOAR FORUM

THEME: Professional Dev

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<p><b>STRENGTHS</b>          What is NECC doing really well presently to achieve this goal?          What areas of the college are our greatest assets in creating and meeting this theme's goals?</p>
<p>Strengths Notes:          internal information exchange from one department to another, email information funds provided for professional dev</p>
<p><b>OPPORTUNITIES</b>          What are the best opportunities for NECC to achieve your vision of this theme?          How could we partner internally and externally to achieve this?</p>
<p>Opportunity Notes:          new employees regardless of hours worked (non benef. tied emp) should attend new hire orientation &amp; once hired</p>
<p><b>ASPIRATIONS</b>          To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p>
<p>Aspiration Notes:          - better explanation of the different unions why does professional staff person - not faculty - pay same as faculty person who teaches</p>
<p><b>RESULTS</b>          What will we measure to determine if we have met your vision and implemented opportunities?          What will the change be that we are known for?</p>
<p>Results Notes:</p>



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<p><b>STRENGTHS</b>                  What is NECC doing really well presently to achieve this goal?                  What areas of the college are our greatest assets in creating and meeting this theme's goals?</p>
<p>Strengths Notes:                  offer a wide range of workshops, trainings, etc.                  lots of emails                  funds available</p>
<p><b>OPPORTUNITIES</b>                  What are the best opportunities for NECC to achieve your vision of this theme?                  How could we partner internally and externally to achieve this?</p>
<p>Opportunity Notes:                  new employee orientation should be available to all staff/faculty regardless of # of hrs.</p>
<p><b>ASPIRATIONS</b>                  To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented</p>
<p>Aspiration Notes:                  Better understand union, etc</p>
<p><b>RESULTS</b>                  What will we measure to determine if we have met your vision and implemented opportunities?                  What will the change be that we are known for?</p>
<p>Results Notes:</p>

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THEME: Professional Development

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**STRENGTHS**

What is NECC doing really well presently to achieve this goal?

What areas of the college are our greatest assets in creating and meeting this theme's goals?

Strengths Notes:

- Communication between offices
- Profs. Development Options / Funds for Conferences
- Lots of emails

**OPPORTUNITIES**

What are the best opportunities for NECC to achieve your vision of this theme?

How could we partner internally and externally to achieve this?

Opportunity Notes:

Make sure all employees regardless of hours go to Orientations

**ASPIRATIONS**

To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented

Aspiration Notes:

all of us would be on the ~~same~~ note.  
 we would all have some foundations  
 know more about Union Issues.

**RESULTS**

What will we measure to determine if we have met your vision and implemented opportunities?

What will the change be that we are known for?

Results Notes:

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SOAR FORUM

THEME: Professional Development

Please talk with participants at the table, or reflect personally, and record your thoughts, ideas, and vision about an opportunity that supports our strengths at NECC around this theme. *Please feel free to use multiple sheets.*

<b>STRENGTHS</b> What is NECC doing really well presently to achieve this goal? What areas of the college are our greatest assets in creating and meeting this theme's goals?
Strengths Notes: - inter-campus communications - - offers a lot of workshops/trainings - <del>the</del> offer to full staff for professional growths as incentives.
<b>OPPORTUNITIES</b> What are the best opportunities for NECC to achieve your vision of this theme? How could we partner internally and externally to achieve this?
Opportunity Notes: - workshops/trainings always offering - make sure <u>all</u> PT/FT or any hours gets new/old orientations?
<b>ASPIRATIONS</b> To what do we aspire? Please describe your vision of a preferred future for NECC with this theme successfully implemented
Aspiration Notes: - Better understanding abt benefits, etc.... - Set info sessions for anyone who needs to know or to learn more.
<b>RESULTS</b> What will we measure to determine if we have met your vision and implemented opportunities? What will the change be that we are known for?
Results Notes: -