

BP 7160 PROFESSIONAL DEVELOPMENT

Reference:

Accreditation Standard III.A.5

The District encourages faculty members to continue their professional preparation, consistent with the institutional mission and based on identified teaching and learning needs, through academic, scholarly, and professional endeavors.

The District also encourages ~~confidential~~, classified and management employees to continue to develop their professional preparation, consistent with the institutional mission and based on programmatic/departmental needs, through academic and professional endeavors.

- ❖ **From the current CLPCCD Policy 4220 titled College Fee Reimbursement**
[Policy 4220 is being moved into AP 7160]

College Fee Reimbursement

~~The District will reimburse to confidential or supervisory employees the costs of enrollment fees for approved course work taken within the District or other educational institutions. Eligibility for such reimbursement shall be based upon:~~

- ~~1. satisfactory completion of the course;~~
- ~~2. demonstration that the reimbursement does not exceed ten (10) semester units per year.~~

~~The District will reimburse the employee at the cost of the prevailing California Community College fee. The total District reimbursement will not exceed nine thousand dollars (\$9,000) per year.~~

NOTE: *This policy is required to address Accreditation Standard III. The language in **black ink** is from current CLPCCD Policy 4220 titled College Fee Reimbursement adopted on March 19, 1996 and revised on February 16, 1999. The language in **green ink** was added on July 31, 2013 during the review with Wyman, David, Diana, and Kit. This document was reviewed again by David and Kit on August 12, 2013. Changes in **blue ink** were made by David on May 29, 2015.*

Date Adopted:

(This policy replaces current CLPCCD Policy 4220)

Legal Citation for BP 7160

Standard III: Resources

The institution effectively uses its human, physical, technology, and financial resources to achieve its broad educational purposes, including stated student learning outcomes, and to improve institutional effectiveness.

A. Human Resources

The institution employs qualified personnel to support student learning programs and services wherever offered and by whatever means delivered, and to improve institutional effectiveness. Personnel are treated equitably, are evaluated regularly and systematically, and are provided opportunities for professional development. Consistent with its mission, the institution demonstrates its commitment to the significant educational role played by persons of diverse backgrounds by making positive efforts to encourage such diversity. Human resource planning is integrated with institutional planning.

5. The institution provides all personnel with appropriate opportunities for continued professional development, consistent with the institutional mission and based on identified teaching and learning needs.
 - a. The institution plans professional development activities to meet the needs of its personnel.
 - b. With the assistance of the participants, the institution systematically evaluates professional development programs and uses the results of these evaluations as the basis for improvement.