

Miramar College Classified Senate

Professional Development

Definition (by ChatGPT):

Professional development in higher education refers to the ongoing process of improving and expanding the skills, knowledge, and expertise of faculty, staff, and administrators to enhance their effectiveness in teaching, research, leadership, and student support. It includes activities such as workshops, conferences, mentorship programs, research opportunities, certifications, and training in new technologies or pedagogical strategies. **The goal is to foster continuous learning, innovation, and career growth while improving institutional quality and student outcomes.**

Categories:

1. *Local (within SDCCD): Provides accessible and relevant development opportunities. Encourages cross-departmental collaboration and interactive sessions.*
 - a. Campus events (convocation, equity summit, PD Day, planning summit, etc.)
 - b. AFT events (workshops, mentor/mentee program, etc.)
 - c. Leadership Academies/Webinars ([from District PD office](#))
2. *Conferences (outside of SDCCD; requires travel): Exposure to broader industry trends.*
 - a. HACU, APAHE, NCORE, etc. (coordinated group travel, usually tied to specific funding i.e. LEAD Office/SEAP)
 - b. Study Abroad programs (open to faculty and classified professionals)
3. *Educational Incentive Program/Tuition Reimbursement ([refer to CBA](#)): Recognizes the importance of education/continued education and learning.*
 - a. CBA Article XV – Professional Growth (page 78-80)
4. *Certifications/Trainings (specific to classification/job responsibilities): Essential for compliance and skill-building.*
 - a. Cal OSHA trainings (i.e. for ILTs)
5. *Classified Senate ([4CS events](#)): Encourages leadership and advocacy.*
 - a. Fall & Spring Gathering of the Senates
 - b. Classified Leadership Institute (CLI) - annually in June
 - c. Senate President Retreat

DRAFT