

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.

Definition (from CBA): Professional growth is the continuous purposeful engagement in study and related activities designed to retain and extend the high standards of classified unit members. Upon the approval of their supervisor, unit members are allowed to take advantage of professional development opportunities during their regular work hours, including travel and conference requests.

The Miramar College Classified Senate acknowledges that service on **shared governance committees (at the district and/or campus level) and hiring search/screening committees** are forms of professional development. However, these forms of service require additional work, and we are committed to advocating that Classified Professionals are compensated for their service on these important committees.

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. Shared governance committees (district and campus level)~~
 - ~~c. Hiring Search/Screening Committees~~
 - d. AFT events (workshops, mentor/mentee program, etc.)
 - e. Leadership Academies/Webinars (from District PD office)
2. *Conferences (outside of SDCCD; requires travel): Exposure to broader industry trends.*

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- 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