

## 2016-2017 Annual Outcomes Report

### **Goal: Alignment of Employee Skills with Strategic Directions**

Expand and support professional development opportunities to enhance employee knowledge and skills with respect to the strategic directions and goals.

The enrichment of skills extends to all employees and includes the ability to pursue appropriate forms of relevant professional development. This goal places emphasis on inclusion for all employees, while promoting the acquisition of the knowledge and skills needed to support the College's strategic plan. There should be consideration for allocating sufficient financial resources in order to afford a variety of learning opportunities to engage in relevant professional development, and it should be recognized that Harper College is indeed fortunate to include unique employees with unique needs.

Goal targets	Status/Progress
Identify barriers to employee participation in professional development.	<b>In Progress – On Target.</b> Formed a subgroup of the goal team to identify the methods of assessment and the survey instruments that will be used.
Implement a process for scaling up employee skills in relation to other teams' initiatives by fall 2017.	<b>In Progress – On Target.</b> Developed draft professional development framework template to assist other goal teams in providing professional development related to their Strategic Goals.
Increase the percent of employees who are satisfied with support, recognition and value of professional development at Harper College by 5% from fall 2016 to fall 2019 (as measured by Personal Assessment of the College Environment (PACE) survey items).	<b>In Progress – On Target.</b> Began work to implement related initiatives prior to the next scheduled PACE survey in order to increase employee satisfaction of support, recognition and value of professional development at Harper College.
Design an online dashboard to communicate professional development opportunities.	<b>In Progress – On Target.</b> Collaborated with Information Technology (IT) to develop a draft professional development dashboard.

#### Accomplishments for FY2017:

- Began development of a survey tool to identify the reasons various Harper professional development opportunities are not used.
- Developed a draft professional development framework template to assist other in providing professional development related to the Strategic Goals. Gathered feedback on the template from the Curriculum and Instruction Team.
- Formed a subgroup and developed a draft professional development dashboard in collaboration with IT.