

## 2017-2018 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> Collaborated with Faculty Development Committee to draft a survey to identify reasons employees may not participate in professional development. Planned implementation for fall 2018.
Implement a process for scaling up employee skills in relation to other teams' initiatives by fall 2017.	<b>Target Achieved.</b> Developed professional development framework template to assist other goal teams in providing professional development related to their strategic goals. Template is posted to the Harper Intranet Portal (HIP).
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> Continued development of initiatives, including the professional development dashboard and Flight of the Hawks training, 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 and pilot a professional development dashboard.
Develop materials and resources to train employees on the Flight of the Hawks for greater awareness of roles in supporting students.	<b>In Progress – On Target.</b> Partnered with the Academy for Teaching Excellence, Student Development, and the Title III Grant team to begin development of resources for training new and existing employees regarding using Flight of the Hawks to better support students.
<b>Accomplishments for FY2018:</b>	
<ul style="list-style-type: none"> <li>• Collaborated with the Faculty Development Committee to draft a survey to identify factors that influence professional development for all employees.</li> <li>• Developed, vetted and posted a Professional Development Planning Form to communicate professional development needs.</li> <li>• Developed professional development dashboard in collaboration with IT. Planned pilot implementation for FY2019.</li> </ul>	