Profession Development at MCC

- Professional Development Plan
- Employee Development
- Full-Time Faculty
- Part-Time/Adjunct Faculty
- Preparing Faculty to Teach Online
Professional Development Team

- Pat Stejskal, Director of Institutional Effectiveness
- Laura Power, Faculty Development Chair
- Robin Deak, Adjunct Faculty Coordinator
- Peter Lilly, Coordinator of Professional Development in Technology
- Kathy Hayhurst, Professional Development Assistant

Professional Development Mission

Professional Development supports the mission of McHenry County College through a continuum of strategic professional enrichment opportunities for all faculty, staff, and administrators.
Professional Development Goals

- **Assist** employees in improving their job performance and service to students.
- **Support** employees in their career and academic advancement.
- **Collaborate** with all College departments to anticipate and address the needs of the College.
- **Promote** an environment of learning, research, teamwork, communication, and positive employee morale.

Connected to MCC

- MCC Mission and Vision
- MCC Strategic Initiatives—all 5!
- MCC President’s Goals and Objectives
  - Ensure the MCC faculty, staff, administration, and Board are prepared for the next phase of growth at the College, while focusing on helping MCC be the leading community college in Illinois.
  - Attract, retain, and develop good employees.
Strategic Initiatives

1. Increase Student Engagement, Completion and Success.
2. Maintain the College’s financial stability, and expand infrastructure and technology to establish State-of-the-Art Learning Environments that inspire postsecondary education and career development.
3. Ensure High-Quality Services and Learning Opportunities through a culture of continuous improvement, innovation, and accountability.
4. Engage in Partnerships that enable MCC students to succeed in a global economy.
5. Attract, develop and retain Quality Instructors who are outstanding scholars/teachers and an Excellent, Diverse Staff who are committed to the mission of MCC.

Professional Development Strategic Plan

- Approved by the Board of Trustees on May 24, 2012
- Dated: 2012-2015
Why we have a plan

- To foster excellence at a learning-centered College (p. 3)
- Philosophical base (p. 5)
- Direction for the College’s professional development (p. 11)
- Measurable goals & objectives (p. 18)

Highlights—Employee Development @ MCC

- Connecting New Employees to MCC
- “Training on Demand”
- Department specific training
- Leadership Development-Emotional Intelligence
- 2013 Professional Development Day
- 2014—Quality Service Initiative
Faculty Development at MCC

- Excellence in Teaching
- Faculty Development
- Networking
- New Faculty Orientation

Excellence in Teaching

- Subject Matter
- Pedagogy
- Assessment
- Professionalism
Mapping to Excellence in Teaching

- Subject Matter
- Pedagogy
- Assessment
- Professionalism
Resources for Excellence in Teaching

- Faculty Development Days (August & January)
- Stand Alone Workshops
- Connecting Link Graduate Courses
- Webinars

New Faculty Orientation
Networking: Social Media

Facebook: www.facebook.com/MCCFacultyDevelopment

Blog: www.mccfacultydevelopment.blogspot.com

Five Minutes of Faculty Development

Networking: Illinois Community College Faculty Development Network

Members:
- Black Hawk College, Moline, IL - Tawny Ethington
- College of DuPage, Addison, IL - Sheila Johnson
- College of Lake County, Grayslake, IL - Page Wolf
- Harper College, Palatine, IL - Lauren Skibitz
- Harvard Community College, Normal, IL - Deborah Gentry
- Illinois Central College, East Peoria, IL - Trudy Cooper & Justin Klempner
- Illinois Northern Community College, Alton, IL - Stacy Smith
- Joliet Junior College, Joliet, IL - Richard Conover & Tracy Rison
- Kishwaukee Community College, Sycamore, IL - Greg Bollinger
- Lake Forest Community College, Glendale Heights, IL - Ellie Hidalgo
- Lincoln Land Community College, Springfield, IL - Lillian Hamilton
- McHenry County College, Crystal Lake, IL - Laura Powers & Pat Gylded
- Rock Valley College, Rockford, IL - Tina Peterson
- Triton College, River Grove, IL - Mary Ann Jahn & Sarah Zupke
Preparing Adjunct Faculty at MCC

- Adjunct Faculty Orientation
- Spring of 2009 – Fall 2013 (10 Fall & Spring semesters)
  - Offered some mini-summer sessions
  - Offer “Crash Courses” on Workshop days in Fall & Spring
- Evolved from 6 week – 9 week program
- Covering approximately 32 topics

MCC, mission, grade reports, motivating students, canvas, syllabus development, service learning, classroom management, Dean/Chair interactions, library, IT resources, assessments, student characteristics, plagiarism, student code of conduct, professional development, Sage learning center, rubrics, communicating without confrontation, counseling, advising, professional ethics, campus safety, athletics, bookstore, and best practices panels.

Adjunct Orientation

- Why we’re excited:
  - We will reach over 100 Adjuncts this spring
  - Adjuncts & Faculty/Staff are initiating conversations with me
  - One department requires the orientation prior to teaching
  - MCC Grads coming back to teach
  - Survey results thus far: It’s working!
Informed about MCC

Sense of Competence in Teaching in the Classroom
Is the AFO Valuable?

This was absolutely fantastic...all the speakers were awesome.

It certainly made my first semesters teaching much less stressful.

I think that this should be the adjuncts required class.

I started out feeling unprepared, but after the training...I felt much more prepared.

Excellent and a much needed program, invaluable.

Thank you, thank you, thank you! I would highly recommend this program to all adjunct faculty members!

Train To Teach Online (Past, Present and Future)

- A course inside ANGEL titled Train To Teach Online
  - Focused on how to use ANGEL and some relevant topics

- Canvas (face-to-face training, online, and on-demand)
  - Monthly workshops (face-to-face)
  - Getting Started with Canvas (online)
  - Canvas Instructor Orientation (online)
  - MCC Canvas Training Commons (training on-demand)

- Plan for the future
  - Partnership with Illinois Online Network (ION) for online training courses
  - Develop a series of courses on online pedagogy – certification program
Many courses are available to our instructors through:

New MCC course for online instruction

- Under Development
- A team of experienced online instructors from MCC is designing the course
- Based on the format of the Adjunct training
- Hybrid course, part live, part online
- Our goal is to offer the first section in 2014
Team to develop new course

- Ray Lawson
- Robin Deak
- Gabe Decio
- Anne Humphrey
- Ann Esarco
- Clay Brown
- Peter Lilly
- Meri Winchester

Years of experience teaching online

Professional Development at MCC

What questions do you have?