



Professional 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

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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.

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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.

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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.

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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.

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Professional Development Strategic Plan

- Approved by the Board of Trustees
on May 24, 2012
- Dated: 2012-2015



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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)

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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

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Faculty Development at MCC

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Excellence in Teaching

- Subject Matter
- Pedagogy
- Assessment
- Professionalism

Commitment to Excellence

At McHenry County College (MCC), it is essential to providing a continuous, systematic opportunity to engage in our commitment to excellence in teaching. MCC continually engages in excellence in teaching through identifying, designing, and implementing the educational needs of our students and faculty, providing a quality experience for our students and our people.

Excellence in teaching at MCC and our commitment to excellence in teaching will help us succeed.

Strategic Planning

- Strategic Planning
- Academic Quality
- Educational Innovation
- Student Success

Excellence in Teaching at MCC

At McHenry County College, it is our goal to help each faculty member. This success is achieved by being engaged in educational activities to address a degree, a certificate or credit that provides best practices and student success.

Excellence in Teaching at MCC

The faculty at McHenry County College is committed to providing a continuous learning environment by providing a meaningful, transformative learning process using educational research and practices that promote deep and enduring learning. This is accomplished through ongoing and active in the following: subject matter, pedagogy, assessment and professional development.

- Strength and skills in subject matter, pedagogy or the discipline, learning and growth of professional development.
- Strength and skills in pedagogy includes teaching a student-centered learning environment by designing and planning a meaningful curriculum.
- Strength and skills in assessment includes using a continuous quality and assessing the process of student learning and best practices.
- Strength and skills in professionalization includes teaching professional ethics and best practices, promoting professional ethics and teaching their engagement, skills.

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Mapping to Excellence in Teaching

- Subject Matter
- Pedagogy
- Assessment
- Professionalism

Faculty Development Workshop Curriculum Map:

Workshop Title: _____ Presenter: _____ Presentation Date: _____

Definition of Excellence in Teaching at MCC	Target Pillars (mark all that apply)	Workshop Objectives	Workshop Connections
<p>The faculty at McHenry County College share a commitment to creating a student-centered learning environment by providing a meaningful, transformative learning process using educational theories and practices that promote deep and enduring learning. This is accomplished through strength and ability in the following: subject matter, pedagogy, assessment and professionalism.</p> <ul style="list-style-type: none"> • Strength and ability in subject matter includes proficiency in the discipline, currency and pursuit of professional enrichment. • Strength and ability in pedagogy includes creating a student-centered learning environment by designing and planning engaging curriculum. • Strength and ability in assessment includes using a systematic approach and evaluating the outcomes to inform teaching and make transformations. • Strength and ability in professionalism includes modeling professional ethics and academic rigor, encouraging professionalism in students and developing their employability skills. 	<input type="checkbox"/> Subject matter <input type="checkbox"/> Pedagogy <input type="checkbox"/> Assessment <input type="checkbox"/> Professionalism	Upon completion of the workshop, participants will be able to:	Workshop participants will be able to apply this skill base to their classrooms in the following ways:

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Mapping to Excellence in Teaching

- Subject Matter
- Pedagogy
- Assessment
- Professionalism

Faculty Development Workshop Curriculum Map:

Workshop Title: Cutting Edge: Emerging Tex Presenter: Timothy Linehan Presentation Date: August 15, 2013

Definition of Excellence in Teaching at MCC	Target Pillars (mark all that apply)	Workshop Objectives	Workshop Connections
<p>The faculty at McHenry County College share a commitment to creating a student-centered learning environment by providing a meaningful, transformative learning process using educational theories and practices that promote deep and enduring learning. This is accomplished through strength and ability in the following: subject matter, pedagogy, assessment and professionalism.</p> <ul style="list-style-type: none"> • Strength and ability in subject matter includes proficiency in the discipline, currency and pursuit of professional enrichment. • Strength and ability in pedagogy includes creating a student-centered learning environment by designing and planning engaging curriculum. • Strength and ability in assessment includes using a systematic approach and evaluating the outcomes to inform teaching and make transformations. • Strength and ability in professionalism includes modeling professional ethics and academic rigor, encouraging professionalism in students and developing their employability skills. 	<input type="checkbox"/> Subject matter <input checked="" type="checkbox"/> Pedagogy <input checked="" type="checkbox"/> Assessment <input checked="" type="checkbox"/> Professionalism	Upon completion of the workshop, participants will be able to: <ul style="list-style-type: none"> --use Twitter, Youtube, and other technologies to enhance classroom learning. --use Live Question Tool and Poll Everywhere to enhance classroom assessment. --use Wunderlist and other productivity apps to enhance professional efficiency and productivity. 	Workshop participants will be able to apply this skill base to their classrooms in the following ways: <ul style="list-style-type: none"> --implement projects and exercises based on concrete examples discussed in the workshop.

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Resources for Excellence in Teaching

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



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New Faculty Orientation

New Faculty Orientation Meetings Schedule Fall 2013 - Spring 2014

Your Own Research Informed Practitioner

Fall 2013. The dates listed here are subject to change.

Date	Time	Location	Topics
Wednesday August 15, 2013	8 a.m. - 3:30 p.m.	A210 (Outside - O'Brien) (Please Note)	<ul style="list-style-type: none"> • Welcome Reception and Registration • Historical Research Faculty Information (Historic Resources, J214) • Network Survival & Welcome • Meet Your • Introduction to Faculty Association with Co-Presidents, Anne Humphreys and Elaine Whalen • Introduction to New Faculty Orientation • Academic and Student Services and End of the Day Q&A with Terry Wilson
Thursday September 5, 2013	2:30 - 4:00 p.m.	A210	<ul style="list-style-type: none"> • Campus Tour, Part 2: Special Needs, L&C Learning Center, Tutoring Center, Student Services and Student Life • Instructional Support & Resources
****Thursday September 26, 2013	2:30 - 4:00 p.m.	A210	<ul style="list-style-type: none"> • Evaluation, Funding and Assessment (Robert McEvedy) • Roundtable with Faculty (Elise Zimmerman) • The Smart Classroom & Introduction to IT
Thursday October 10, 2013	2:30 - 4:00 p.m.	A210	<ul style="list-style-type: none"> • Faculty Association Information Session (Christina Gerla and Justin Hoy) • Grant Reports, Workshops, and Administrative Orgs (Candy Scardino) • Crash Bag: Giving Students Electronic Feedback
****Thursday October 24, 2013	2:30 - 4:00 p.m.	Library	<ul style="list-style-type: none"> • Getting to Know the MCL Library (Sara Swift and Joan Pridmore) • Crash Bag: Syllabus Building
****Thursday November 7, 2013	2:30 - 4:00 p.m.	A210	<ul style="list-style-type: none"> • Access Overview on Campus & Workplace Experience (Walter Glover) • MCL Coaching and Career Support (Pat Zukas)
Thursday November 21, 2013	2:30 - 4:00 p.m.	A210	<ul style="list-style-type: none"> • Where Do We Go From Here? An End of the Semester Discussion and Q&A (Terry Wilson, Joanne Masterson, and James Falco)
Spring 2014			
****Thursday January 16, 2014	2:30 - 4:00 p.m.	A210	<ul style="list-style-type: none"> • Evaluation at MCL (Pat Hinkley) • Crash Bag: Understanding and Using Student Evaluations of Instructors
****Thursday January 30, 2014	2:30 - 4:00 p.m.	A210	<ul style="list-style-type: none"> • Workplace Ergonomics (Lena Kulemba) • Stress Management (Jim Blaz) • Crash Bag: Summative & Formative Assessments and C&Ts
****Thursday February 6, 2014	2:30 - 4:00 p.m.	A210	<ul style="list-style-type: none"> • Learning Communities (Katie Mink) • Teaching in Adult Learning and Teaching in a Diverse Classroom (Janis Peltier)
Thursday February 20, 2014	2:30 - 4:00 p.m.	A210	<ul style="list-style-type: none"> • Academic Freedom and Responsibility (Tony Maki) • Student Code of Conduct and Disposition (Tara Fortin) • Crash Bag (Time Permitting)
Thursday March 6, 2014	2:30 - 4:00 p.m.	A210	<ul style="list-style-type: none"> • Year of L&C with other College Committees (Mike Roggen and Estelita Clemente-Castro) • Faculty Member Evaluation
Thursday March 20, 2014	2:30 - 4:00 p.m.	A210	<ul style="list-style-type: none"> • Tenure Portfolio Discussion (Terry Wilson) • End of Semester Evaluation
Thursday April 10, 2014	2:30 - 4:00 p.m.	Acad Room	End of Year Orientation!

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Networking: Social Media

Facebook:
www.facebook.com/MCCFacultyDevelopment



Blog:
www.mccfacultydevelopment.blogspot.com



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Illinois Community College Faculty Development Network



- Members:**
- Black Hawk College, Moline, IL - Teresa Frohng
 - College of Dupage - Judith Coates & Gna Paladino
 - College of Lake County, Graylake, IL - Page Wolf
 - Harper College, Palatine, IL - Lauren Salotti
 - Heartland Community College, Normal, IL - Dshorah Gentry
 - Illinois Central College, East Peoria, IL - Tami Cooper & Janire Kinsinger
 - Illinois Valley Community College, Oglesby, IL - Mary Smith
 - John Wood Community College, Quincy, IL - Christopher Kaelke
 - Joliet Junior College, Joliet, IL - Kristin Ciesmier & Chris Harvey
 - Kankakee Community College, Kankakee, IL - Craig Keigher
 - Lewis & Clark Community College, Godfrey, IL - Debbie Witsken
 - Lincoln Land Community College, Springfield, IL - Taibeh Husseinall
 - McHenry County College, Crystal Lake, IL - Laura Power & Pat Stejskal
 - Parkland College, Champaign, IL - Erika Hackman
 - Richland Community College, Decatur, IL - Kona Jones & Teena Zindel McWilliams
 - Rock Valley College, Rockford, IL - Susan Buzenbark
 - Triton College, River Grove, IL - Mary Ann Tobin & Marie-Ange Zischer

Networking: Illinois Community College Faculty Development Network

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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



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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.

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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!



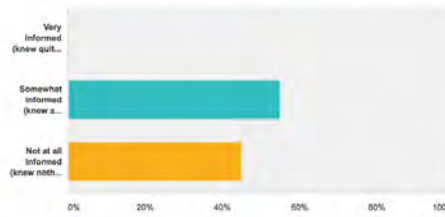
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Informed about MCC

How informed were you about MCC in general PRIOR to the Orientation?

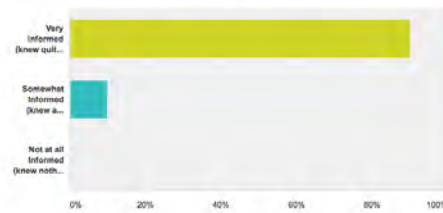
Answered: 20 Skipped: 0



Answer Choices	Responses
Very Informed (knew quite a bit about the mission, administrators, student services, etc)	0% 0
Somewhat Informed (knew a little about the mission, administrators, student services, etc)	55.00% 11
Not at all Informed (knew nothing about the mission, administrators, student services, etc)	45% 9
Total	20

How informed were you about MCC in general AFTER the Orientation?

Answered: 20 Skipped: 0



Answer Choices	Responses
Very Informed (knew quite a bit about the mission, administrators, student services, etc)	95% 19
Somewhat Informed (knew a little about the mission, administrators, student services, etc)	10% 2
Not at all Informed (knew nothing about the mission, administrators, student services, etc)	0% 0
Total	20

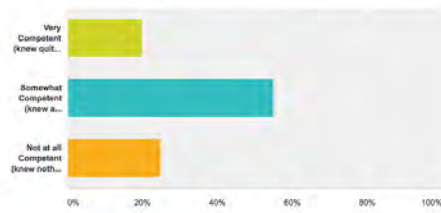
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Sense of Competence in Teaching in the Classroom

How competent did you feel about teaching in the classroom PRIOR to the Orientation?

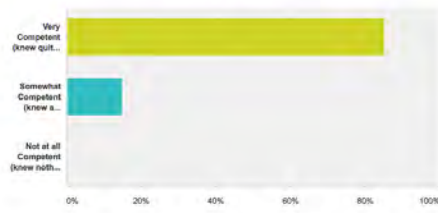
Answered: 20 Skipped: 0



Answer Choices	Responses
Very Competent (knew quite a bit about syllabi, classroom management, instructor resources, pedagogy, etc)	20% 4
Somewhat Competent (knew a little about syllabi, classroom management, instructor resources, pedagogy, etc)	55.00% 11
Not at all Competent (knew nothing about syllabi, classroom management, instructor resources, pedagogy, etc)	25% 5
Total	20

How competent did you feel about teaching in the classroom AFTER the Orientation?

Answered: 20 Skipped: 0



Answer Choices	Responses
Very Competent (knew quite a bit about syllabi, classroom management, instructor resources, pedagogy, etc)	85% 17
Somewhat Competent (knew a little about syllabi, classroom management, instructor resources, pedagogy, etc)	15% 3
Not at all Competent (knew nothing about syllabi, classroom management, instructor resources, pedagogy, etc)	0% 0
Total	20

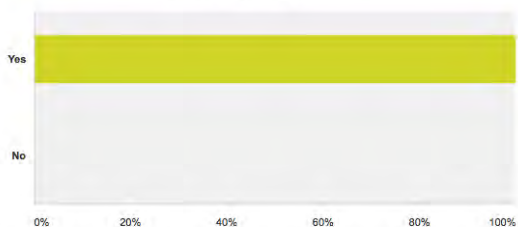
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Is the AFO Valuable?

Would you recommend this program to a colleague?

Answered: 20 Skipped: 0



Answer Choices	Responses	
Yes	100%	20
No	0%	0
Total		20

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!

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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

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Many courses are available to our instructors through:



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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

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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

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Professional Development at MCC

What questions do you have?

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