



Professional Development

**Maximizing Individual Performance
to meet Divisional and Personal Goals**

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November 4, 2004**

Purpose of Professional Development

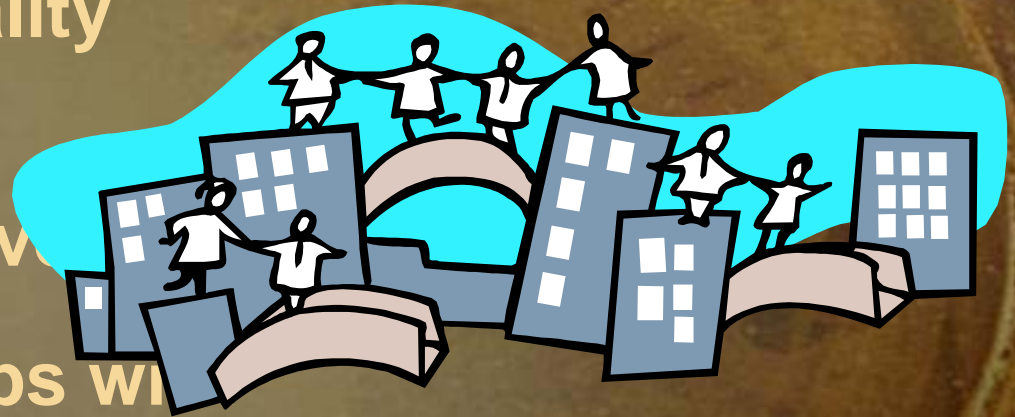
Continuous improvement of the organization and its team members in order to deliver increasingly excellent service to:

- students/parents
- academic partners
- the higher education community



Goals of Professional Development

- Facilitate implementation of the Strategic Plan
- Provide highest quality service to students
- Individual/career development
- Increase partnerships with faculty and peers



Goals of Professional Development

- **Ensure excellence and consistency division-wide**
- **Employee retention**
- **Create a “community of learners”**

Professional Development is best offered and experienced within a learning community of peers.”

-Joint Venture Silicon Valley Network

Professional Development Impact on Employee Retention

FACTORS	MANAGERS	EMPLOYEES
Full Appreciation for Work Done	8	1
Good Wages	1	5
Good Working Conditions	4	9
Interesting Work	5	6
Job Security	2	4
<i>Promotion/Growth Opportunities, Training</i>	<i>3</i>	<i>7</i>
Personal Loyalty to Workers	6	8
Feeling "In" on Things	10	2
Sympathetic Help on Personal Problems	9	3
Tactful Disciplining	7	10

Elements of Effective Professional Development

The background of the slide features a faded, sepia-toned image of an antique map. In the upper right corner, there is a detailed compass rose with a globe in the center, showing latitude and longitude lines. The map itself has various lines, curves, and text, though it is not clearly legible. The overall color palette is warm, with shades of brown, tan, and gold.

- **Supported by leadership**
- **Grounded in research**
- **Learner-based**
- **Job-embedded**

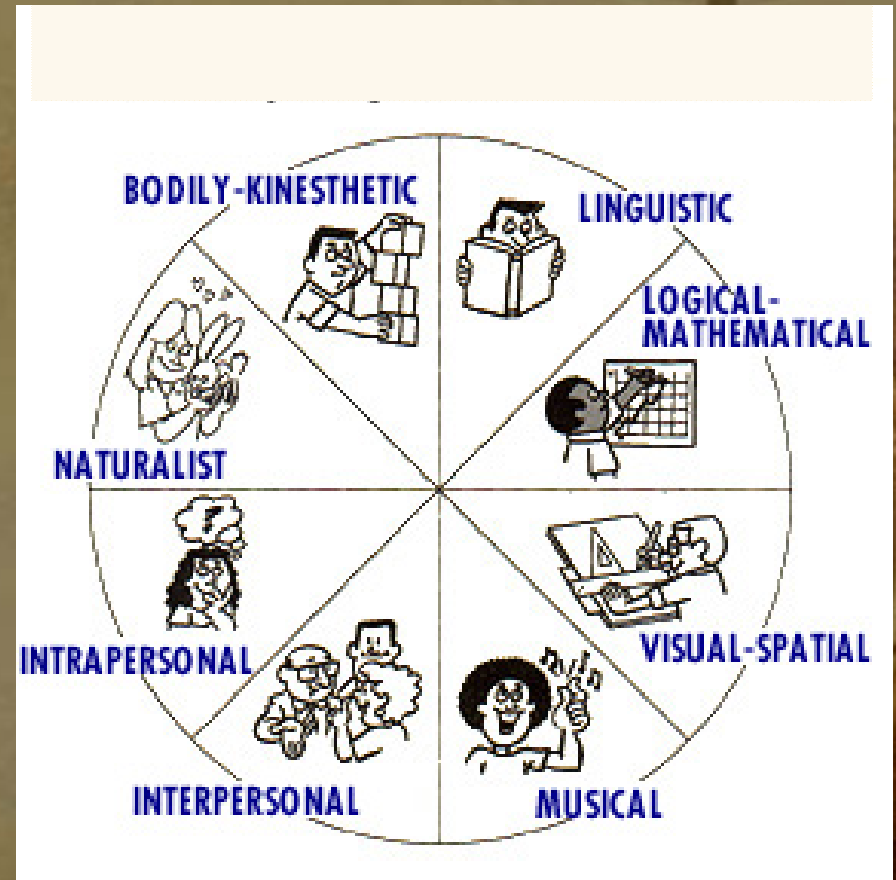
The background of the slide features a faint, sepia-toned image of a globe with a compass rose overlaid on it. The globe is positioned in the upper right quadrant, and the compass rose is centered on the globe. The overall background has a textured, aged appearance with warm brown and gold tones.

Elements of Effective Professional Development

- **Develops leadership capacity**
- **Provides follow-up**
- **Accountability-performance evaluations**
- **Utilizes assessment**
- **Planned collaboratively**

Multiple Learning Styles

- Howard Gardner's Multiple Intelligences
 - How do YOU learn?
 - How can Professional Development meet the needs of all learners?



History of Professional Development in Student Affairs at NIU

- 26 years
- Leadership from VP's office
- Directed by committee
- Services/Programs provided:
 - Formal educational programs
 - Informal learning sessions
 - Exchange visits with regional universities
 - Awards
 - Staff Orientation program
 - Mentor program
 - Topical speakers
 - Social events
 - Fitness walking program
 - Book club
 - Student Affairs Convocations

Comprehensive Professional Development Programs in Student Affairs

- **Divisional**
- **Departmental**
- **Individual**

Professional Development SWOT Analysis At the Division Level

- Strengths

- Weaknesses



Breakout Teams

- Opportunities

- Threats

Professional Development Planning

- Divisional
 - Topical programs
 - Competency series
 - Leadership
 - Customer Service
 - Benchmarking
 - Assessment



Breakout Teams

Future of Professional Development

Define Divisional Goals for:

- Presentations
- Professional representation
- Publishing
- Training
 - Speakers
 - Topics – series
- Partnerships
- Developmental Events
- Awards



Breakout Teams

Assessing Professional Development

- Alignment with Strategic Plan
- Vision, Mission, Goals and Objectives
- Departmental goals
- Individual development plan
- Tied to performance evaluations
 - Promotion path
 - Salary

The coherence of professional development with policies and other professional experiences is related to increased learning and improved practices.”

-Beatrice F. Birman, 2000

The background is a faded, sepia-toned image of a historical map or globe. It features a prominent compass rose with four directional points and a globe illustration in the upper right corner. The overall texture is grainy and aged, with various lines and markings visible on the map's surface.

Questions?