



Policy Title Instructional Staff Professional Growth	Original Adoption Date 7/20/72	Policy Number HR-143
Responsible College Division/Department Human Resources	Responsible College Manager Title Chief Human Resources Officer	
Policy Statement		
<p><u>Professional Development:</u></p> <p>Professional development activities are mutually planned and developed to help staff members acquire or improve job/college performance skills and/or new technologies within the position responsibilities.</p> <p><u>In-Service:</u></p> <p>The college offers a scheduled number of in-service days for gaining organizational understandings and insights. Participation in in-service activities is required by the college.</p> <p><u>College-Initiated Activities:</u></p> <p>College-required activities help staff members acquire or improve job/college performance skills and/or new technologies within the position responsibilities. The college will pay the actual registration, books, materials, and travel costs. This does not include HLC instructor qualification requirements and Faculty Quality Assurance System requirements.</p>		
Reason for Policy		
<p>The district board considers professional growth vital to the mission, vision, and strategic directions of Lakeshore Technical College.</p>		
Cross References and Legal Review		
<p>Reviewed/Revised: 6/15/78; 11/16/89; 5/19/93; 07/01/02 Instructional and Management Staff Development</p> <p>Legal Counsel Review and Approval: Board Policy: III.A. General Executive Constraint, III.B. People Treatment, III.C. Compensation and Benefits, III.D. Budgeting/Forecasting</p>		
Definitions		