



<b>Policy Title</b> Management Staff Professional Development	<b>Original Adoption Date</b> 7/20/72	<b>Policy Number</b> HR-309
<b>Responsible College Division/Department</b> Human Resources	<b>Responsible College Manager Title</b> Chief of Human Resources & Talent Development	
<b>Policy Statement</b>		
<p>Professional Development allows individuals to access opportunities in lifelong learning, maintain and improve professional competence, enhance career progression, keep abreast of new technology and practice, and comply with professional regulatory organizations, if applicable. Management staff is required to complete a minimum of five professional development days per a year.</p> <p>Professional development is a broad term not strictly limited to career-related enrichment but also encompasses LTC’s strategic goals. This includes improving self-awareness, improving self-knowledge, developing strengths or talents and helping to develop the potential in others.</p>		
<b>Reason for Policy</b>		
<p>The district board considers professional development vital to the strategic goals of Lakeshore Technical College.</p>		
<b>Historical Data, Cross References and Legal Review</b>		
<p>Created/Adopted: 7/20/72; 6/15/78          Reviewed/Revised: 11/16/89; 5/19/93; 7/01/02; 7/01/03; 2/8/13; 1/16/15; 8/29/17          Legal Reference:          Cross Reference: Tuition Reimbursement Policy</p>		
<p><b>Legal Counsel Review and Approval: N/A</b>  <b>Board Policy: III.A. General Executive Constraint, III.B. People Treatment, III.C. Compensation and Benefits, III.D. Budgeting/Forecasting</b></p>		
<b>Definitions</b>		