



Classified Professionals Program

“Don’t Plan About US
Without US!”

Classified Professionals PD Taskforce



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Agenda



Program
Overview

Program
Goals

Program
Details

Program
Structure

Program
Participation

Classified Professionals Program

The Classified Professionals Program is an employee-driven program that allows participants to identify their career and professional development aspirations within a framework that guides and supports their goals.

- Professional Pathway for Classified Professionals
- 1 Year in Length
- A commitment of 16.5 hours



Employee-Driven vs. Management-Driven Professional Development

Employee Driven

- Long Term
- Learning oriented outcomes
- Connects to Personal & Career Growth
- Meet the expectation of career aspirations
- Guided by employees professional wants and needs and are evolving
- Measured by employee

Management Driven

- Short Term
- Predetermined outcomes
- Connects to company /departmental goals
- Meet the expectations of current position
- Guided by employer and are duty specific
- Measured by manager/supervisor

Program Goals

Goals and Expected Outcomes

- Improve Classified Employee retention and morale
- Engage employees in GCCCD Values
- Encourage Classified Professionals to take ownership and invest in their personal and professional growth & development
- Develop and enhance workforce skills
- Create a culture of learning for classified professionals
- Create a unified and motivated work climate



Program Details

1 Year

16.5 Hours in four core specific areas

Guided Framework

Program Launch 4/1/2019

Program Structure

Essential
Skills

Engagement
Skills

The Core Four

Leadership
Skills

Workforce
Skills

Program Structure

Essential Skills

- Personal development that helps to facilitate the human connection.

Leadership Skills

- Exploring and developing personal leadership.

Engagement Skills

- Creating the opportunity to share values, build culture and strengthen employee relationships.

Workforce Skills

- Skills that straddle the workforce across various sectors.



Program Structure

Each core area is built with the following:

- Goals
- Objectives
- Essential Questions
- Reflection

Classified Professionals Program
Structure

Individual Professional Development Plan (IPDP)

IPDP plans may include any combination of the following:

- Work towards Associate, Bachelor, Master or Doctorate Degrees
- Workshops
- Conferences
- Seminars
- Campus specific PD Departments
- District PD Catalog
- [IPDP](#)



Program Participation

Eligibility: Classified Professionals who've passed probation

Enrollment Procedure:

- Schedule Intake Appointment w/ PD Specialist (Program Overview, Requirements, Responsibilities)
- Complete Enrollment Documents
- Management Notification (Participant and PD Specialist)
- Create Individual Professional Development Plan (IPDP)
- Post-Program Participation Reflection/Evaluation
- Completion Certificate and Badge in Workday
- Districtwide Participant Completion Celebration

W.I.F.M

(What's In it For Me)

- Professional Self-Care
- Work towards your own current and future goals
- Explore professional development opportunities outside of your current role
- Networking with GCCCD Classified Professionals outside of your department
- External Networking
- Develop or strengthen the relationship between you and your manager



Program Launch

- April 1, 2019
- Nashona will support Grossmont College participants
- Anaid will support Cuyamaca College and District Services participants
- PD Specialists will switch campuses every six months.



QUESTIONS?

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Thank you!!