

**PENSACOLA STATE COLLEGE**  
**POLICIES OF THE DISTRICT BOARD OF TRUSTEES**

Policy Title:	Staff Professional Development	<u>Number</u> 6Hx20-4.026
Legal Authority:	s. 1001.02(1), s. 1001.02(9)(d), s. 1001.64(18), s. 1001.02(1), s. 1001.64(2), s. 1011.82(1), s. 1010.01, s. 1010.02, Fla. Stat.	<u>Page</u> Page 1 of 2
Law Implemented:	Rule 6A-14.029, F.A.C.	

Recognizing that Pensacola State College needs a well-trained and effective staff operating as a community of learners, that the College must continuously seek to be more efficient and effective, and that the College must promote the research and development of new programs to meet community needs, administration will set aside a portion of the College budget every year for the following:

1. Activities to improve the overall efficiency and effectiveness of the College;
2. Activities in support of implementing effective Equal Access/Equal Opportunity within the College;
3. Innovation and pilot testing of new academic and student support programs;
4. Evaluation and continuous improvement of existing programs;
5. Professional development and training of all employees through activities which improve their performance and update or upgrade employee competence for current or planned positions; and
6. Participation of faculty and staff at conferences and workshops to share best practices.

Monies specifically budgeted for SPD activities not expended within a given fiscal year shall be carried over into future years for use by the College in the ways defined above.

The Board of Trustees may require that all or certain classes of employees participate in specific training or professional development when it is in the best interest of the College. Such training and professional development may include the following as well as other topics:

1. Health and safety issues and training;
2. Diversity and multiculturalism;
3. Sexual harassment; and
4. Workplace violence.

In collaboration with the appropriate supervisor and with the concurrence of the appropriate senior administrator, every full-time faculty, executive, administrative, and professional employee will develop an individualized personal professional development plan (PPPD). Each PPPD will be annually reviewed for progress by the employee and supervisor, and appropriate changes made with the concurrence of both parties and approval of senior administrator.

All other employees will have the opportunity to develop such an individual professional development and training plan on a voluntary basis.

History: Adopted 2/21/06.

President's Signature:

Date: 02/21/2017

A handwritten signature in blue ink, appearing to read "E. J. Meadows".