

AQIP Professional Development Team Meeting

Date: Thursday, April 19, 2007
Time: 1:30 p.m.
Location: CM 1117
Attendees: A. Fugate, L. Koehler, B. Reich, K. Schamanek, S. Bradish, G. Ives, S. Robinson
Guest: Helen Burnstad, Facilitator
Absent: M. Rueterbusch, M. Kennedy

1. Steve asked for feedback on the April update that he put together.
2. Discussed new team member – Jennifer McDonald will provide Student Services perspective. Melissa R. will no longer be a team leader.
3. Introduction of Helen Burnstad, Facilitator.
4. Discussion surrounded the purpose and agenda for the full day retreat that is planned for Friday, April 20th.
 - a. Discussion points:
 - i. The hang up we're feeling is a time to focus
 - ii. Feel we're circling around steps 1 and 2
 - iii. Overwhelmed by the size of our "problem"
 - iv. TQM is a method of improving what IS. Doesn't say there's a problem, it's an improvement strategy.
 - v. We are asking for data that doesn't exist. Ask – what do we need to know and why?
 - vi. Will struggle with how to evaluate at the deeper levels.
 - vii. Idea is "Expanding the concept of professional development to impact everyone at the college"
 - viii. Better to design an evaluation system before we launch
 - ix. Discussed baseline data provided by the Constellation Survey
 - x. Stop looking for data that no one has kept
 - xi. The deadline is irrelevant, it's a journey
 - xii. We're jumping ahead of the culture of the college
 - xiii. Refer to the language in the CBA's
 - xiv. Use the knowledge of what we have
 - xv. Consider how we are communicating with the community
 - xvi. What does it mean to have something done "AQIP'y"?
 - xvii. Need to come to an agreement on a definition of terms
 - xviii. Inform everyone of what we plan to do
 - xix. Understand that this is an organizational change
 - xx. What are progress points we want to report about?
 - xxi. Different strategies for different people (ex: new hire, mid career, retirement ready)
 - xxii. Consider the lifecycle of the employee and how the organization impacts each at the different times in their career
 - xxiii. Provide training to support initiatives (ex: the job description initiative)
 - xxiv. Staff development is helping people be comfortable with change
 - xxv. Professional development is an underpinning to everything we do
 - xxvi. Concern that there is no continuous quality training
5. Discussed agenda for retreat
 - a. Review the chronology and progress of the last 9 months (share our journey so we all have a common understanding of where we are)
 - b. Do some actual brainstorming work

Next Meeting:

Friday, April 20, 2007