Engaging in Accreditation: Using Staff Development to Achieve Total Participation

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Overview

- Context
- Self-study process summary
- Staff development – core course
- Summary & discussion

Context

- Metropolitan Community College
- Multi-campus, mostly urban setting
- 660 full-time employees
- 7,600 AFTE serving 23,000 individuals per year in credit and another 18,000 noncredit
- Award-winning staff development program

Self-Study Process

- Standard five criteria
- Inclusive – 100% participation
- Integrated – not a separate “thing”
- Accurate – reflect strengths and challenges with evaluative analysis
- Basic committee structure with coordinating and steering committees

Staff Development Core

- 1995 implemented required staff development for full-time employees
- 21 hours required (previously 32)
- Core course required – previous examples include systems thinking, dealing with change, organizational communication
- Daze of Our Lives – MCC Then and Now

Daze of Our Lives

- Believe It or Not
- College fact sheet comparing today with 10 years ago
- Individual reflection – activity
- Now – student learning
- Case studies from current students

Daze of Our Lives

- Accreditation overview
  - HLC/NCA light
- Criterion review
- Self-study draft review and responses
- Questions in the hallway

Summary

- **Benefits**
  - Utilized existing systems
  - Achieved goal of 100% participation
  - Gained useful feedback on self-study

Summary

- **Challenges**
- Getting everyone excited about the topic

Questions?