

FALL NEWSLETTER [2019]

District Services, PD Team

Fall has been a period of internal growth and development in our department. With both of our PD Specialists hitting their year mark with the district, we have had some time to reflect on and celebrate our work, solidify partnerships, and strengthen our programs. As we end this year and prepare for all of the exciting things we have in store for next year, we'd like to honor what we've done and celebrate those we've collaborated with.

Our Classified PD Program has increased slightly, including new employees who've passed probation. We've been able to offer courses that speak to the needs of our Classified Professionals. A few of our participants have also attended campus specific training to meet their growth and development goals as well as having utilized the Vision Resource Center (VRC) for online training. We are in the process of developing our spring schedule which we will make available shortly. We're looking forward to next year's work, as we have collaborated with the Career Center's on each campus to extend our offerings. Additionally, we have connected with the PD offices on each campus to ensure that there is no overlap in our work and to work toward filling gaps and complementing the work that we're doing for Classified Professionals.

We have also launched our Manager/Supervisor Program which has been very well received. New Manager Hires have participated in the new Orientation, specifically designed for their role. This orientation includes information on employee classifications and contracts, Performance Management, BP's and AP's, Ed Code, Title 5, GCCCD Culture and an overview of relevant Software Systems. It's designed to help with onboarding, and providing top level information that they can later access and explore as just-in-time resources when the support is more relevant and needed.





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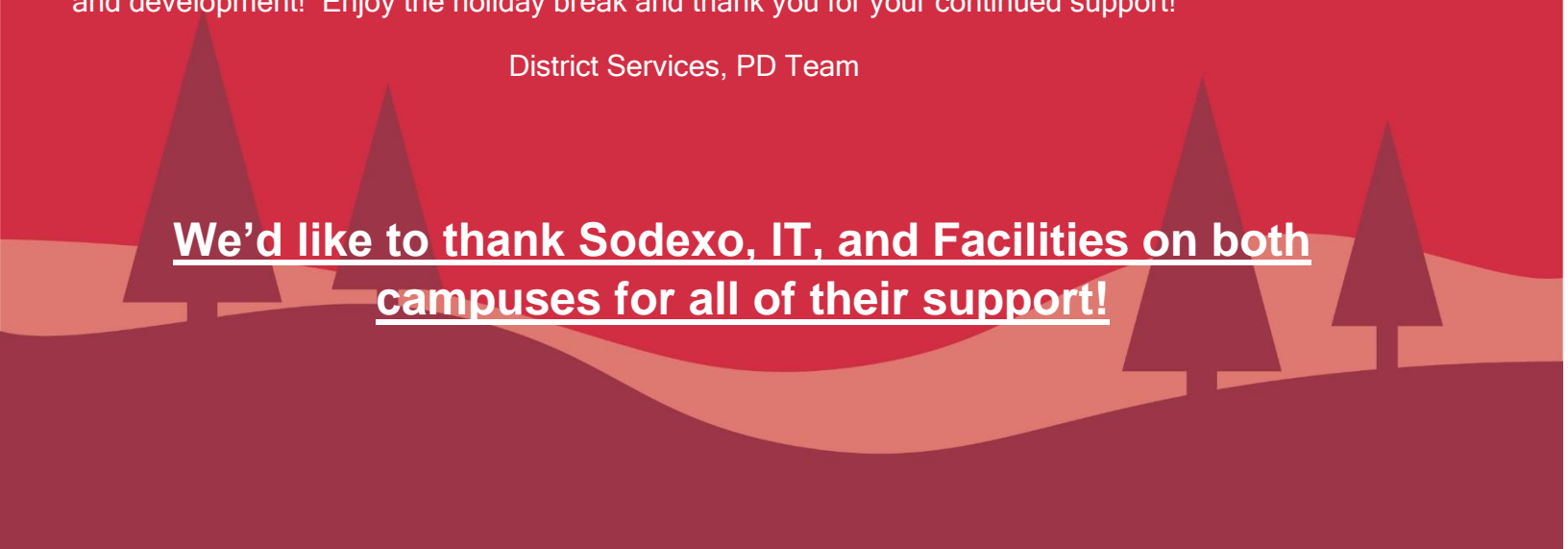
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Additionally, the Manager/Supervisor Program has now covered two of its four tracks, to include Leading and Managing, with Communicating scheduled in the New Year. Each track begins with a speaker from our Executive Leadership team that shares lessons learned for the respective topic. This element adds depth to the track, creating a space of vulnerability and openness that participants enjoy. Participants are also taking advantage of the opportunity to solicit feedback from their teams and using it to identify goals that are truly impactful and meaningful to all stakeholders involved. Through coaching and peer-learning participants then create action plans to ensure their goals are successfully realized.

Our department has also extended itself to our Classified Senate Teams on each campus supporting the development of their newly appointed leadership teams, and working on teambuilding with their Senators. In support of the leadership development of the executive board members on each team, we attended a Group Facilitator's training in San Francisco where we were offered tools on facilitating meetings that would allow us to lead meetings that are inclusive of all styles of communication, and that are collaborative and healthy for the whole team. Additionally, we used Patrick Lencioni's book, *The Advantage*, helping each Senate identify their "Why We Exist" statements, as well as identifying behaviors and goals that will guide their work. We have also offered them tools for serving on committees and counsels that will allow them to effectively gather, share, and advocate for the voice of Classified Professionals, as well as bringing back information to their Senates that might impact Classified Professionals. We're excited about the development of our Classified Senate teams and are prepared to continue to support them.

We look forward to continuing to support the needs of the district through professional growth and development! Enjoy the holiday break and thank you for your continued support!

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We'd like to thank Sodexo, IT, and Facilities on both campuses for all of their support!