

**EASTERN REGION COLLEGE COMMITTEE ON HUMAN RESOURCES DEVELOPMENT  
FOUR-YEAR PLAN FOR HUMAN RESOURCES DEVELOPMENT  
2009 - 2010**

<b>Activity</b>	<b>Rationale</b>	<b>Target Audience</b>	<b>Cost for 2009-2010</b>	<b>Timeframe</b>
Focus on Learning	<ul style="list-style-type: none"> <li>Anticipation of a continuing trend of hiring faculty without significant formal training and/or teaching experience at the college level</li> </ul>	<ul style="list-style-type: none"> <li>Newly hired faculty</li> <li>40 participants for 2009-2010 cohort</li> </ul>	\$1,300 per participant  \$750 – Part 1 \$550 – Part 2	<ul style="list-style-type: none"> <li>Annual program</li> <li>Part 1 – August (5 days)</li> <li>Part 2 – June (3 days)</li> </ul>
Aligning and Building Curriculum (ABC)	<ul style="list-style-type: none"> <li>New programs and alternative delivery strategies that require curriculum expertise</li> <li>Most faculty do not have formal training in curriculum development</li> <li>With the Program Quality Assurance Process Audit, colleges are more accountable for program evaluation and program standards</li> </ul>	<ul style="list-style-type: none"> <li>Faculty with at least two years college teaching experience</li> <li>45 participants per cohort</li> </ul>	\$1,100 per participant  \$450 – Part 1 \$450 – Part 2	<ul style="list-style-type: none"> <li>Annual program</li> <li>Part 1 – October (3 days)</li> <li>Part 2 – May (3 days)</li> </ul>
Celebrating Great Teaching	<ul style="list-style-type: none"> <li>Foster pride in quality teaching by showcasing best practices</li> <li>Capture experience of seasoned faculty prior to retirement</li> <li>Opportunity for reflection, rejuvenation, and celebration</li> </ul>	<ul style="list-style-type: none"> <li>Experienced faculty</li> <li>55 participants per offering</li> </ul>	\$550 per participant	<ul style="list-style-type: none"> <li>3-day program</li> <li>offered biannually               <ul style="list-style-type: none"> <li>May 2008</li> <li>May 2010</li> <li>May 2012</li> </ul> </li> </ul>
Leadership Excellence in Academic Programming (LEAP) – Formerly Academic Program Coordinator's Conference	<ul style="list-style-type: none"> <li>Recognition of PD needs of the Academic Coordinator role</li> <li>Opportunity to develop skills related to the unique aspects of collegial leadership</li> </ul>	<ul style="list-style-type: none"> <li>Academic Coordinators</li> <li>55 participants per offering</li> </ul>	\$525 per participant	<ul style="list-style-type: none"> <li>3-day program</li> <li>offered biannually               <ul style="list-style-type: none"> <li>May 2009</li> <li>May 2011</li> </ul> </li> </ul>
Support Staff Conference	<ul style="list-style-type: none"> <li>College strategic plans and the KPI initiative requires leadership and customer service skills</li> <li>Opportunity for development of the skills integral to the role of a support staff employee</li> </ul>	<ul style="list-style-type: none"> <li>Support Staff</li> <li>40 participants per offering</li> </ul>	\$500 per participant	<ul style="list-style-type: none"> <li>Annual conference</li> <li>3-day program</li> <li>October</li> </ul>
Faculty Cyber Connections	<ul style="list-style-type: none"> <li>Connect faculty across the six colleges in an on-line environment</li> <li>Provide a delivery mode that ensures flexibility of content and access</li> </ul>	<ul style="list-style-type: none"> <li>Faculty</li> <li>35 per module</li> </ul>	Development and facilitator costs covered by each college	<ul style="list-style-type: none"> <li>5 different modules offered throughout each academic year</li> </ul>
Support Staff Cyber Connections	<ul style="list-style-type: none"> <li>Connect support staff across the six colleges in an on-line environment</li> <li>Provide a delivery mode that ensures flexibility of content and access</li> </ul>	<ul style="list-style-type: none"> <li>Support Staff</li> <li>20 – 25 per module</li> </ul>	Explore development and facilitator costs	<ul style="list-style-type: none"> <li>Pilot module (2009 – 2010)</li> </ul>
College Leader P.D. Program (provincial initiative)	<ul style="list-style-type: none"> <li>Anticipation of increasing numbers of new managers in our colleges with limited managerial and/or college experience</li> <li>Professional development/training opportunities for college administrative staff delivered regionally</li> <li>Networking opportunity</li> </ul>	<ul style="list-style-type: none"> <li>Managers</li> <li>15 – 30 participants per workshop</li> </ul>	To be determined	<ul style="list-style-type: none"> <li>½ day workshops</li> <li>ongoing delivery</li> </ul>
Support Staff Job Shadowing/Job Pairing	<ul style="list-style-type: none"> <li>Opportunity for support staff to share best practices across colleges</li> <li>Opportunity to develop a network and share resources</li> </ul>	<ul style="list-style-type: none"> <li>Support Staff</li> <li>5 – 10 participants for 2009 - 2010</li> </ul>	\$150 per participant includes accommodation in residence (if available) or hotel subsidy, travel and meal allowance	<ul style="list-style-type: none"> <li>1-day job shadowing timeframe</li> <li>begin second pilot project Spring 2009</li> <li>potential implementation Fall 2010</li> </ul>
25 <sup>th</sup> Anniversary – Eastern Region CCHRD Initiatives	<ul style="list-style-type: none"> <li>To recognize and build on the achievements of the Eastern Region initiatives over the past 25 years and the college employees who have participated in these events</li> </ul>	<ul style="list-style-type: none"> <li>All staff who have participated in any Eastern Region event.</li> </ul>	Funded by Eastern Region initiatives	<ul style="list-style-type: none"> <li>Web page to be developed by Spring 2010</li> </ul>