**REGULAR MEETING OF THE BOARD OF TRUSTEES**

**OF PIERCE COLLEGE**

# February 7, 2018

Pierce College Puyallup

1:00 p.m.

NOTE: Study Session 12:00

AGENDA

1. Call to Order/ Establishment of a Quorum.

2. Safety Announcement

3. Flag Salute

4. General Matters.

A. Changes or Additions to the Agenda.

1. Approval of Minutes for January 10, 2018

5. Public Comment

6. College Input and Reports

A. Associated Students of Pierce College Puyallup (ASPCP) President.

Garrett Bown

1. Associated Students of Pierce College Fort Steilacoom (ASPCFS) President.

Elijah Ellis

1. Pierce College Federation of Teachers (PCFT) President.

Beth Norman

1. Washington Public Employees Association (WPEA) Chief Job Steward

Cindy Bassage

7. Setting Direction/Vision

A. Chancellor Report

8. Board Action

A. Board Action 2018-01 Puyallup S&A Fund Expenditure

9. Institutional Effectiveness Monitoring Report

A. Employee Learning and Development (ELAD) Metrics TAB1

10. Innovation and Student Success

A. Employee Learning and Development (ELAD) Direction

11. Board Business

1. Board Chair Report
2. Activities Calendar

12. Executive Session.

*Under RCW 42.30.110, an executive session may be held for the purpose of receiving and evaluating complaints against or reviewing the qualifications of an applicant for public employment or reviewing the performance of a public employee; consulting with legal counsel regarding agency enforcement actions or actual or potential agency litigation; considering the sale or acquisition of real estate; reviewing professional negotiations; and/or reviewing recommendations relative to the award or denial of tenure or renewal or non-renewal of faculty contracts.*

Date of Next Meeting. March 7, 2018 Fort Steilacoom

13. Adjournment



February 2018 Tab 1

**Employee Learning and Development (ELAD): Direction and Metrics**

**Brief Description**

The Excellence portion of our scorecard has historically had two main indicators (professional development plans and employee feedback) that inform how we gauge our success regarding the professional development objective. With the update of professional development to the broader concept of Employee Learning and Development (ELAD), we will discuss principles and direction of this objective, looking specifically at proposed metrics.

**How This Reflects Mission, Core Themes or the Board’s Annual Goals**

Professional development is associated with the Excellence core theme.

**Background Information and Analysis**

The degree to which Pierce has met our professional development objective has been improving since 2014, when it received our lowest (“yellow-red”) rating for that year. After process and measurement updates in 2016, we saw improvement. Following accreditation, the opportunity to expand our vision resulted in the concept of Employee Learning and Development (ELAD). All employees are part of mission fulfilment and our culture of student success. ELAD focuses on being learner centered for all employees within the college district. Evidence indicates that “one stop workshops” are not effective in supporting employees in their growth and success within an organization. It is also difficult to measure impact on meeting mission with this limited approach. CEAL has evolved into an organizational change agent. ELAD is at the heart of this evolution. This necessitates an update of the associated indicators. The “professional development plans” will be linked to the ATD Institutional Capacity Assessment Tool (ICAT) so that growth of capacities at the individual, department, and district level can be tracked and the data leveraged for laser focused improvement. We also plan to use Kirkpatrick’s sequential evaluation model to learn more about the professional development process, and document both learning and behavioral outcomes. Finally, for the “employee feedback” indicator, we will establish a common definition to better align survey responses with mission, and begin tracking specific types of organizational learning (e.g., Title III, adjunct faculty, communities of practice, etc.).

**Potential Questions**

1. What role do employees play in helping to set the direction for learning?
2. What processes need to be implemented or changed in order for further integration and alignment of ELAD with our mission?

Prepared by: Erik Gimness and Greg Brazell