

POLICIES OF THE
BOARD OF TRUSTEES

11.1	Staff and Program Development	1 of 2
NUMBER	TITLE	PAGE

- (1) Roanoke-Chowan Community College is deeply committed to the professional and personal self-improvement of all employees of the College. To indicate the acceptance and belief in this concept, we the Board of Trustees of RCCC do hereby establish and adopt the following position of philosophy and policy regarding a program of staff development at the College.
- (2) “The quality of education in the community college depends primarily on the quality of the staff. If the community college in the future is to realize even a modicum of its potential, then the community college leaders must begin to pay as much attention to their staffs as to students, programs, buildings, and organizational structures. The priority of the future is a priority on persons, on the needs of the people who staff the people’s college.” –Terry O’Banion, Executive Director, League for Innovation Los Angeles, CA
- (3) The staff of an educational institution is its single greatest resource. In these terms alone, it is only good sense that the investment be allowed to appreciate in value and not be allowed to wear itself out or slide into obsolescence by inattention or neglect.
- (4) But in a more crucial sense, an institution’s staff is the expression of its purposes, the collective manager of its missions. As the school’s purposes change and adapt to the social and educational needs of its community, its staff deserves—must have—opportunities to adapt and change too.
- (5) In providing staff and program development, the College is committed to (1) implementing and maintaining a program of staff and program development designed to provide personal, career, and professional development through a variety of activities that result in improved job skills and competencies and (2) providing new and improved programs and courses, educational materials, and educational support processes that enhance curricula.

General Authority:
Revised: 09-29-81
Editorial Changes: 05-19-03

POLICIES OF THE
BOARD OF TRUSTEES

11.1	Staff and Program Development	2 of 2
NUMBER	TITLE	PAGE

- (6) The goals of the Staff and Program Development program are as follows:
 - (6.1) All employees of the institution will possess the necessary skills and competencies to perform effectively in their positions.
 - (6.2) The institute will develop and grow under the direction of a relevant and comprehensive mission and goals, an effective organizational development plan, and a personnel plan that utilizes competency-based job descriptions.
 - (6.3) The College will operate under, and according to, a formal system of decision making which includes a determined set of standard operating procedures.
 - (6.4) Students will clearly comprehend what is expected of them in their academic programs and courses of study.
 - (6.5) All full- and part-time faculty will possess teaching skills that will allow successful learning experiences by the College’s student clientele.
 - (6.6) College faculty will be aware of current information and research relating to improving instructions and facilitating learning.