

Human Resources

Revised Jonathan Eldridge on 6/23/2022

Reviewed and approved by Nikki Harris on 6/29/2022

To Maria C. AS on 8-25-2022

BP 7160 PROFESSIONAL DEVELOPMENT**References:**

Education Code Sections 87150 et seq.;
ACCJC Accreditation Standard III.A.14

The District will provide employees with appropriate opportunities for continued professional development consistent with the college mission, institutional plans and identified teaching and learning needs.

Work schedules may be adjusted to permit *employees* to pursue approved professional development activities provided the schedule adjustment can be made without undue inconvenience or other disadvantage to the District.

Professional activities including but not limited to writing for publication, research, attending conferences, leading seminars, exhibiting artistic works and the like are also recognized as contributing to an employee's professional development. Accordingly, the Superintendent/President may recommend to the Board of Trustees, where appropriate, stipends for research and development activities.

Additional information regarding professional development may be found in the appropriate collective bargaining agreement.

Professional development aims to enhance employee performance and service to students to improve institutional effectiveness with the ultimate goal of supporting student success [in the context of Marin County's stark racial inequities](#). Professional development opportunities will align with the mission of the College by utilizing [the an equity-minded framework in the spirit of equity, diversity, and inclusion \(DEI\) in serving the College's student population which calls attention to the patterns of inequity in student outcomes and helps practitioners take personal and institutional responsibility for the success of students by critically reassessing their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American education.](#)

Also see AP 7341 Sabbaticals

Date Adopted: July 27, 2010 (*Replaced College of Marin Policies 5.0020 and 2.0007*)

Revised: June 21, 2022

Reviewed/Revised: