

2018-2019 PROFESSIONAL DEVELOPMENT PLAN

INTRODUCTION

The faculty and staff at Danville Community College are the principal strengths of the College. These strengths merit constant cultivation and enhancement through a professional development plan that will enable the College to continue to meet the changing needs of its service region.

Among the factors which govern the success of any professional development plan are individual initiative, acceptance of opportunity, and commitment of appropriate financial resources. Management responsibilities include commitment to the program, allocation of resources, sincere interest in and support for individuals undergoing training, and encouragement for those who are hesitant to expand their growth and development.

As a part of the College's *Strategic Plan*, College Goal No. 2 states that *The College will have an excellent and diverse faculty and staff.* Objectives identified that relate to professional development include the following:

1. To annually review current faculty and staff qualifications and discuss professional development plans and activities with each employee.
2. To ensure each year that 100 percent of all full-time and part-time faculty meet or exceed qualifications of the Commission on Colleges of the Southern Association of Colleges and Schools, the Virginia Community College System, and other accrediting agencies.
3. Increase the awareness of all faculty/staff of the value of diversity.
4. To promote wellness, by providing opportunities for faculty and staff participation in planned activities.
5. To have 100 percent of full-time teaching faculty submitting Annual Performance and Professional Development Objectives every year, and to have 100 percent of other full-time faculty/staff submitting an Individual Development Plan or an equivalent plan once every four years or as determined by the functional area.

As reflected in the goals and objectives of the College, the purpose of the Danville Community College Professional Development Plan is to foster the accomplishment of the basic educational mission of the College by enhancing and promoting the skills of all employees. Through improvement of the professional level of our human resources, we can provide a better education and service to the students of DCC.

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Table of Contents Professional Development Paper Examples

1. Understanding the eBook Professional Development Paper Examples
 - The Rise of Digital Reading Professional Development Paper Examples
 - Advantages of eBooks Over Traditional Books
2. Identifying Professional Development Paper Examples
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Professional Development Paper Examples
 - User-Friendly Interface
4. Exploring eBook Recommendations from Professional Development Paper Examples
 - Personalized Recommendations
 - Professional Development Paper Examples User Reviews and Ratings
 - Professional Development Paper Examples and Bestseller Lists
5. Accessing Professional Development Paper Examples Free and Paid eBooks
 - Professional Development Paper Examples Public Domain eBooks
 - Professional Development Paper Examples eBook Subscription Services
 - Professional Development Paper Examples Budget-Friendly Options
6. Navigating Professional Development Paper Examples eBook Formats
 - ePub, PDF, MOBI, and More
 - Professional Development Paper Examples Compatibility with Devices
 - Professional Development Paper Examples Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Professional Development Paper Examples
 - Highlighting and Note-Taking Professional Development Paper Examples
 - Interactive Elements Professional Development Paper Examples
8. Staying Engaged with Professional Development Paper Examples

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Professional Development Paper Examples
- 9. Balancing eBooks and Physical Books Professional Development Paper Examples
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Professional Development Paper Examples
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Professional Development Paper Examples
 - Setting Reading Goals Professional Development Paper Examples
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Professional Development Paper Examples
 - Fact-Checking eBook Content of Professional Development Paper Examples
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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