

**DEVELOPMENTAL FOCUS***Professional***LENGTH****3 days**

This event focuses on the design and creation of a three-year strategic plan for faculty and staff development programs or Centers of Excellence in Learning and Teaching. Participants conduct an in-depth analysis of their institution's strategic plan to optimize its successful implementation. They ensure that their faculty/staff development plans align with and support the strategic plans of their institutions. Faculty/staff development plays a critical role in the transformation of an organization.

**OUTCOMES**

- Develop an appreciation of the change process, the various roles played in the change process, the phases of change, and the role of resistance.
- Analyze the tools and skills that one needs to be an agent of change within one's own work environment.
- Develop the draft of a strategic plan document. The strategic plan will contain the following: a vision statement, a mission statement with objectives, operating principles, measurable outcomes, an operating plan, a resource plan (that includes internal funding, collaborative funding, external funding, and grant writing), a management plan, annual activities, a faculty recruitment plan, a marketing plan, an assessment plan, and a communication plan.
- Determine the design specifications for a Center of Excellence in Learning and Teaching. Discuss topics such as physical space, location, a resource library, meeting places, a learning environment, capital resources, and interfaces with other units and spaces.
- Develop a network by working with colleagues from around the country and sharing ideas, problems, resources and collaborative projects.

**INSTITUTE FOCUS AND ACTIVITIES**

This three-day event is set up to result in real work occurring in real time. On the first day, teams from the participating institutions are expected to declare their goals for the event so that others can assist them in meeting their desired ends. The workshop guides teams through a series of discovery questions that serve to facilitate the background analysis needed and the subsequent development of the strategic plan. Throughout the event, there are large group discussions as portions of the individual plans are developed so that teams have the opportunity to receive feedback in real time and consider improvements based upon the feedback received.

**PERFORMANCE AREAS**Assessor  
LearnerCollaborator  
MeasurerDesigner  
MentorEvaluator  
PlannerFacilitator  
Problem SolverInnovator  
ResearcherLeader  
Teacher