

PROFESSIONAL DEVELOPMENT

DK  
(LOCAL)

	<p>Each employee shall meet the professional development standards described by the <del>Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)</del> College District's accreditor [see GK] as well as any professional development required of the employee by state or federal law or administrative regulations.</p> <p>Each employee shall seek approval prior to pursuing professional development in accordance with administrative regulations.</p>
<b>Cybersecurity Training</b>	<p>The <del>College President</del> College President or designee shall determine, from the list of cybersecurity training programs certified by the Department of Information Resources (DIR) and published to DIR's website, the cybersecurity training program to be used in the College District. <del>The College President</del> The College President shall verify and report to DIR, in the form required by DIR, the compliance of each employee required to complete the program. <del>The College President</del> The College President may remove access to the College District's computer systems and databases for noncompliance with training requirements as appropriate.</p> <p><del>The College President</del> The College President shall periodically require an internal review of the College District to ensure compliance with the cybersecurity training requirements.</p>
<b>New Instructor Orientation</b>	<p>An orientation of all new instructors in the College District shall be conducted annually.</p>
<b>In-service</b>	<p>A continuing in-service program for all instructors in the College District shall be conducted to keep personnel abreast of current trends in junior college education.</p>
<b>Professional Organizations and Meetings</b>	<p>Attendance at conferences, professional meetings, workshops, and institutes is encouraged to keep employees informed of current developments within their respective fields.</p>
<b>Instructors with Primary Language Other Than English</b>	<p>Each newly hired instructor shall complete a statement identifying his or her primary language.</p> <p>Each instructor whose primary language is not English shall take the "test of spoken English" of the Educational Testing Service. Any instructor who fails to achieve a satisfactory score on the test, as determined by the appropriate instructional dean, shall participate in an independent study course designed to enhance the instructor's English proficiency.</p> <p>The independent study course shall be taught by a tutor hired by the instructor. The tutor shall:</p> <ol style="list-style-type: none"><li>1. Assess the instructor's proficiency level;</li><li>2. Write a prescription for enhancing that level; and</li></ol>

3. Engage in exercises with the instructor.

The instructor shall continue to participate in the course until he or she achieves a satisfactory score on the test as determined by the appropriate instructional dean.