



## Blue Mountain Community College *Administrative Procedure*

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**Procedure Title:** Staff Development  
**Procedure Number:** 03-2005-0019  
**Board Policy Reference:** IV.D.

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**Accountable Administrator:** President  
**Position responsible for updating:** AVP, Human Resources  
**Original Date:** 12-16-05  
**Date Approved by Cabinet:** 01-31-06  
**Authorizing Signature:** *Signed original on file*  
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**Reviewed:** 07-13

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### **Purpose/Principle/Definitions:**

To insure that the Blue Mountain Community College's mission and vision statements are achieved, the College will recruit and retain qualified faculty and staff. The College will provide learning opportunities to keep personnel in compliance with the needs of the communities and students they are serving as well as with current professional, academic, and/or technical standards.

Accordingly, the President will execute Human Resources practices that:

- Actively seek those with outstanding potential for contributions to the College and with the motivations and desire to work with the demographics of the College District
- Encourage the advancement of the College's faculty and staff
- Encourage and maintain the standards of professional growth
- Encourage innovations in educational delivery
- Base evaluations on the individual's efforts toward the mission and visions statements of the College.

### **Guidelines:**

College employees will be encouraged to participate in the development and implementation of the College's staff development plan including provisions for the professional growth of employees.

**Legal References:**

ORS 341.290 (2)

OAR589-008-0100 (1)(g), (4)

Clackamas Intermediate Education District Association v. Clackamas Intermediate Education District, Case No. C-141-77, 3 PECBR 1848 (1978).

Eugene Education Association v. Eugene School District 4-J, Case No. C-93-79, 5 PECBR 2004 (1980).

Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (20002); 28 CFR Part 35 (20002)