Mission
The mission of the Student Success Professional Development Program will be to provide an avenue to enhance the professional and personal growth of Student Success staff members and to enhance the quality and effectiveness of their services and interaction with the University of Kansas community. Student Success is committed to the continuing education and enhancement of the professional skills of staff members.

Student development theories will guide this professional development program. If staff members are successful, they will create an environment that will assist students in being successful at the university. Ultimately professional development programs for staff will enhance the continuing improvement of Student Success services. A domino effect will occur which will promote student learning, enhance student learning persistence, as well as enable staff to increase the quality and effectiveness of their work.

Recommendations
The Staff Development & Enhancement Priority Group created a professional development model that creates an environment for all staff members to participate, builds upon a flexible schedule that allows people to leave their work station/site to participate, becomes part of their job and creates an environment that is inclusive.

The primary focus to this report is directed towards:
- Creating a Professional Development Committee;
- Developing a “Personal Professional Development Plan” for individual staff members;
- Offering on-going interactive programs for the Student Success “Community” that will develop an organizational environment that promotes inclusion and connectedness;
- Outlining a potential year-long calendar of professional development programs and activities;
- Recommending a budget for implementation of the recommended model; and,
- Identifying assessment needs.

Ownership
In order to create this environment for all staff members to participate, individual staff members, supervisors & unit directors will need to “buy into” the concept that the professional development program is for all staff members and all staff members are considered “professional” in the work that they do.

Outcomes
- Professional development for staff members will occur at 4 levels – employee, unit office, Student Success and university.
- The crucial component for implementation of the attached proposal is the recommendation for 50% release time for a staff member to lead/manage the Student Success professional development program. Equally important will be the selection and appointment of the Professional Development Committee members.
- This plan recognizes the importance of the intangible items, or the in-kind contributions, that will be provided by a variety of resources to insure the success of the professional development initiatives.