STAFF DEVELOPMENT

POLICY

Sherman College is dedicated to fostering an environment of continuous learning and professional growth. The college's commitment to staff development ensures employees have access to valuable opportunities to enhance skills, expand knowledge, and contribute purposefully to the institution. The Faculty Handbook outlines the development and promotion process for faculty members.

Professional Development Opportunities

The college encourages staff members to participate in relevant workshops, conferences, and training programs that support their professional growth. To facilitate this, the college provides financial assistance for approved activities, including registration fees, travel, and accommodations. Staff may attend seminars, conferences, or workshops annually, subject to supervisor approval and departmental budget allocations. Development requests must align with the staff members' current role or offer growth opportunities that benefit both the individual and the college.

Staff members may also request reimbursement for membership in a professional association. To qualify, they must submit a supporting document outlining the benefits the membership brings to Sherman College, along with the association application. All requests require supervisor approval. The college reserves the right to determine which training courses, certifications, and memberships are eligible for reimbursement.

Internal Training Programs

The college has provided training platforms for all employees, along with periodic internal training sessions designed to address skills gaps and encourage knowledge sharing across departments. Staff members are strongly encouraged to participate in these opportunities to refine their skills and support their professional development.

Additional information about available training may be found in the college's online employee reference manual.