

FY 2008 Initiative Fund Staff Development Grant Project Report

MnSCU Institution
Hibbing Community College

Report submitted by:
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Project: HCC Staff/Leadership Development Needs Assessment

The project proposal was submitted to allow Hibbing Community College to go through the formal process of identifying staff development needs. The grant allowed us the opportunity to hire an outside professional to assist us in completing the project. The project was completed as planned and a final report issued to Hibbing Community College Administration.

A total of 67% of staff members responded to the needs assessment survey. Four focus group sessions were held to gain further participation and better define their specific development needs.

Project outcomes included:

1. Staff and Leadership development needs were identified.
2. A formal staff development philosophy was developed, adopted, and introduced to employees.
3. Training and program development recommendations were developed with the input of staff members.
4. An inventory of the current education levels of staff members was identified and documented.

