

Each employee shall meet the professional development standards described by the College District's accreditor as well as any professional development required of the employee by state or federal law or administrative regulations.

Each employee shall seek approval prior to pursuing professional development in accordance with administrative procedures.

Cybersecurity Training

The 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. The President shall verify and report to DIR, in the form required by DIR, the compliance of each employee required to complete the program. The President may remove access to the College District's computer systems and databases for noncompliance with training requirements as appropriate.

The President shall periodically require an internal review of the College District to ensure compliance with the cybersecurity training requirements.

ASSISTANCE TO FACULTY WHOSE PRIMARY LANGUAGE IS NOT ENGLISH

In accordance with the Texas Education Code, a candidate for employment shall be asked to identify his or her primary language. Once the selection process is complete and the employment paperwork is processed, any candidate who identified his or her primary language as a language other than English shall be asked to take the "Test of Spoken English" of the Educational Testing Service or other similar test as may be approved by the College District and the Coordinating Board.

A faculty member who does not self-identify or who cannot document proficiency in English as his or her primary language shall be tested with an approved assessment instrument. Any instructor who fails to achieve a satisfactory score on the test shall be required, at his or her own expense, to take one or more appropriate courses until he or she is able to achieve a satisfactory score and demonstrate proficiency.