



PROFESSIONAL DEVELOPMENT

RRA

Academic Year 2019-20

Input Into the Plan

These professional development goals were determined by a combination of requests in unit, section, and division plans; strategic goals and institutional priorities; federal and state legislative mandates; and direct feedback from staff, faculty, and management representatives on the Professional Development Committee.

2019-20 Professional Development Threads

Enhance cultural sensitivity strategies for front line staff and culturally responsive teaching and learning for faculty

With the Chancellor's Office committing to narrowing equity gaps with the goal of completely eliminating achievement gaps for historically underperforming students within 10 years, training in this area has been and continues to be a high priority for the system and the college.

This need is identified explicitly in the **Academic Affairs** division plan and the **ESCC, CTE, and Letters and Sciences** section plans. In addition, this need is tied directly to the college's 2018-2021 strategic plan #2, Narrow Equity Gaps, and to the CCCCO's Vision for Success goal to reduce equity gaps by 40 percent within 5 years and fully close them within 10 years.

Envisioned for next year are a comprehensive series of flex activities, lunch-n-learns, Vision Resource Center webinars, faculty inquiry groups, instructional rounds, and regional and statewide train-the-trainer opportunities. SEA funds are available to pay for some of these activities. Guest speaker for fall flex day - **\$5,000.00**. Train-the-trainer conferences and local training events - **\$20,000**. Adjunct faculty stipends - **\$10,000**.

Improve accessibility awareness

As a public institution and part of the California Community College system, Cerro Coso Community College is mandated to ensure equal access to instructional materials and information and communication technologies for all, and particularly for individuals with disabilities in a timely manner. In accordance with California Government Code §7405, Government Code §11135, Government Code §11546.7, and best practices, Cerro Coso Community College must comply with the accessibility requirements of Section 508 of the

Federal Rehabilitation Act of 1973. This is true not just of Word and PDF documents but also Canvas and online tools.

This need is specifically captured in the **Academic Affairs** division plan, the **Distance Education** section plan, and the **ACCESS** unit plan. But as this is a matter of law and to ensure compliance, training is needed across the college for all employee groups.

Activities include lunch-n-Learns, Lynda.com courses, free webinars (for example, from the Vision Resource Center), POOCR team training through OEI, flex events, and train-the-trainer workshops. At this time, several members of the college have been trained—faculty, staff, and management. CVC-OEI funding and CTE funding may be available, and a Chancellor’s Office \$500K grant has been applied for. Attendance at accessibility workshops - **\$1,000**. POOCR Review stipends - **\$15,000** (50 classes at \$300 per review).

Increase data literacy

While different segments of the college continually need training in new technology, this goal is a continuation of the same 2018-19 goal that has the overarching objective to improve awareness of and skills with the data that can be gleaned out of these tools: Navigate, eLumen, Canvas, and Tableau tables.

This need is explicitly captured in the **Academic Affairs** division plan and the **Allied Health, Counseling, and Library** unit plans and is also a cornerstone of goals in institutional research and across student services.

Discussions have evolved in the last couple of years on a college-wide data summit, and that may still be in the works though only on alternative funding. Very likely this goal can be met through small group activities, such as lunch-n-learns, webinars, flex day breakout sessions, department meetings, presentations at senates, newsletters, or Progress Reports. At this time, no need for funding is anticipated.

Improve safety and security awareness

Like accessibility, safety and security awareness is a legal and regulatory mandate from the federal level on down. The intent of safety and security awareness training is to provide an educational environment for teaching and learning, free of crime and violence.

This need is primarily captured in the **Safety and Security** and **Human Resources** unit plans and in the **Administrative Services** division plan. Like accessibility, though, training is needed across the college for all employee groups.

The trainings will take place in a variety of formats, such as table-top exercises, webinars, lunch-n-learns, presentations at classified PD day, faculty flex days, and administrative retreats. At this time, no need for funding is anticipated.

Other College Initiatives

The Professional Development Committee also supports initiatives in particular units, sections, and divisions that do not rise to the level of all-college threads, including:

- Continued awareness and adoption of open educational resources (OER's)
- Continued improvement of communication with adjunct instructors
- Continued training as necessary for faculty teaching in math and English for the successful implementation of AB705
- Continued training/retraining of online instructors
- Continued training/retraining of incarcerated student education instructors
- Continued training of faculty and staff in dual enrollment and incarcerated student education best practices, such as trauma informed care training
- Continued training of BIT members
- Unit-specific professional development such as ACCESS technical training, mandated licensure training, coaching development, training on compliance and legal updates, individual skill attainment, and attendance at professional conferences that will increase student success, close achievement gaps, and help the college better address its mission and meet its strategic plan goals.

Finally, the Professional Development Committee is actively exploring a way to implement an all-staff PD day. Over the next year, it will work with the appropriate constituencies (Academic Senate, Classified Senate, Administrative Cabinet, Calendar Committee, etc.) to ensure that such a day can be scheduled in a way that all faculty, staff, and management can attend and participate in valuable college-wide professional development.

Total amount requested - \$51,000