



PROFESSIONAL DEVELOPMENT

Resource Request Analysis

Academic Year 2025-2026

Input Into the Plan

These professional development goals are determined by a combination of requests in unit, section, and division plans; the results of the annual Professional Development Needs Assessment survey; institutional priorities as expressed in college strategic goals; federal and state legislative mandates; and direct feedback from staff, faculty, and management representatives on the Professional Development Committee.

2025-26 Professional Development Threads

Increase Awareness of Artificial Intelligence—Its use, its challenges, its impact in the classroom

Multi-year thread. With the rapid developments and recent public release of artificial intelligence (AI) large language models, this committee considers training related to the role of AI in higher education to be significant to college faculty and staff, particularly in the areas of detecting AI-generated text in assignments, incorporating AI language models in curriculum development, and utilizing AI to improve workplace efficiency.

This thread directly relates to almost everything the college does across instruction, student services, and administrative services, and therefore addresses the college's 2021-2024 Strategic Plan, the KCCD 2022-2024 Strategic Plan Addendum, any number of the CCCCCO's Vision for Success goals in completion.

Training on AI may take the form of activities held at Faculty Flex Events, lunch-n-learns, presentations to administrative cabinet or staff of operational units, train-the-trainer training, and attendance at conferences that focus on AI in higher education. Guided Pathways, Student Equity and Achievement, and Strong Work Force grants are possible sources of funding to offset the costs of these activities, as well as operational unit budgets. Faculty Flex Stipends - **\$15,000.**

Enrich on-ground and online teaching strategies

Continuation of a multi-year thread. A perennial high-ranked request in faculty PD needs assessment is learning more about teaching strategies that work. The college has long focused on improving the ways it engages, nurtures, focuses, directs, values, and connects to students. In addition, it is important and necessary to get adjuncts involved in this conversation, as adjuncts account for over 60% of the credit instruction at the college.

This thread directly addresses the college's 2021-2024 Strategic Plan, the KCCD 2022-2024 Strategic Plan Addendum, any number of the CCCCO's Vision for Success goals in completion; and such college and state initiatives as Strong Work Force and AB705 and AB1705 implementation.

Planned activities related to this professional development may involve Faculty Flex Events, lunch-n-learns, guest speakers, and possible train-the-trainer attendance conferences. The committee would like to see a lot more innovative faculty-to-faculty activity in this area such as teaching rounds, book groups, or inquiry groups. In addition, online providers such as the Vision Resource Center, Lynda.com, and the CA Perkins Joint Special Populations Advisory Committee offer free and for-cost webinars. Guided Pathways, Student Equity and Achievement, and Strong Work Force grants are possible sources of funding to help with these activities. Stipends for peer-to-peer sharing of effective teaching strategies - **\$5,000**. Adjunct faculty stipends to attend flex days - **\$15,000**.

Increase Awareness of College Departments and Operational Units

New stand-alone thread this year. Emerging largely from both an internal classified senate survey and the college-wide PD Needs Assessment Survey, there is a strong desire to know more about what the different college units do, how they are organized, what their responsibilities are, who to contact, etc.

This thread directly addresses all college initiatives related to strengthening institutional effectiveness, including those in the 2021-2024 Strategic Plan and the KCCD 2022-2024 Strategic Plan Addendum. Because its ultimate impact is focused on students, it indirectly impacts all student performance metrics at the college and Vision 2030.

Since this is very specifically related to Cerro Coso, training would take the form of lunch-n-learns and activities held at Faculty Flex Events, presented by the supervising administrator requiring little or no cost for preparation or delivery. Production of videos that can be posted to a training library in this area - **\$5,000**.

Develop and deepen the awareness of education as care work

Continuation of a multi-year thread. Physical and mental well-being is integral to education—both for those on the receiving end and for those on the giving end. This thread combines previous PD initiatives and themes that the college has been working on: basic needs and mental health focused on students together with workplace well-being focused on faculty. We are all this together!

Activities include guest speakers, lunch-n-learns, presentations at classified PD day, faculty flex days, and administrative retreats. The Vision Resource Center and LinkedIn Learning provide online workplace well-being training free of charge. Guest speaker in one of topics mentioned above - **\$5,000**.

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 training around accessibility
- Continued training around AB1705 implementation and equitable placement strategies
- Continued awareness and adoption of open educational resources (OER's), including the possibility of applying for a Z-degree grant
- Continued training/retraining of online instructors
- Continued training/retraining of Rising Scholars instructors
- 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.

Total amount requested - \$45,000