**Faculty Development**

**Standing College Committee**

**Report on FALL 2014 PROFESSIONAL DEVELOPMENT (FLEX) ACTIVITIES**

Written summary by Kim Hoffmans

Summary Information:

For the three days of self-assigned Flex Days (8/12, 8/13, and 8/14), the college had 34 presentations (15 “Student Success and Equity at the Course/Program Level”, 13 “Student Success and Equity at the College Level,” and 6 “Student Success and Equity at the Institutional Level.”). On 8/15, the college conducted a day of Mandatory Flex activities. Over the four days, approximate attendance totals included 636 faculty, staff, and managers. This number includes duplicate head counts for individuals who attended more than one event.

On Thursday, we hosted two guest speakers: Dr. Estela Bensimon, Co-Director of the USC Center for Urban Education and Carols Amezcau, local celebrity and news anchor. In attendance were approximately 54 faculty, staff, and managers to listen to Dr. Bensimon help frame equity discussions and support institutional effectiveness. For the President’s Luncheon, the college had approximate 87 members of its community attend a guest lecture by Carlos Amezcua on “Knowledge, Wisdom, & Action: A Teacher’s Path.”

Outcome Measurements:

For the Fall 2014 Professional Development Event, the outcomes below were developed and measured as part of paper survey passed out to participants who attended presentations.

1. Faculty/staff will find the workshops satisfying
2. Faculty/staff will find the sessions informative
3. Faculty/staff will gain practical knowledge and/or skills to be utilized in their job.
4. Faculty/staff will have sufficient opportunities to learn from and interact with presenter and colleagues.
5. Faculty/staff will find the sessions provided sufficient time to cover the topic, were well organized.
6. Faculty/staff will be able to identify one item of value that they learned from the session.

Approximately, 345 surveys were returned. The survey contained a Likert scale of 1-5 (5 being the highest) and three short answer responses; (1) List one item learned that was valuable to you (2) Provide one example of how you would apply the information learned to your work (3) Additional comments.

The sessions were reported individually and the Institutional Researcher provided aggregated data per day and disaggregated data for each presentation. Aggregated data is summarized in this report. Individual session information was distributed to presenters and kept for reference by the Committee’s Dean Co-Chair.

Summary from 8/12- Student Success & Equity at the Course/Program Level:

97 Surveys were collected with the following results on a Likert Scale:

|  |  |
| --- | --- |
| Overall satisfaction | 4.5 |
| Was the session informative | 4.6 |
| Gain of practical knowledge/skill applicable to work | 4.4 |
| Sufficient opportunities to learn from colleagues | 4.2 |
| Sufficient time to cover the topic | 4.3 |
| Well organized session | 4.6 |

Sample of short answer responses:

|  |  |
| --- | --- |
| Item of value learned | “Multiple teaching methods valued by students”  “Student ideas to encourage interaction”  “the BIT form process, ACCESS, health services and library resources on campus are invaluable”  “(Library) Database list available & searching”  “Breakdown of hiring process”  “How to make facilities & tech requests (on Program Plan)”  “Program planning submission detail” |
| One example of how you would apply the information learned to your work | “I will do more group activities- increase student interaction in the classroom.”  “Ask students more provoking questions”  “Incorporation of course outline of record into syllabus”  “Recommend (library) databases students should use for their research papers in class”  “Revise resume to include accomplishments”  “Treat (hiring) committee as your class”  “Be more clear in the request (program planning)” |
| Additional Comments | “Good Job!”  “Student services orientations should be done throughout the semester”  “Wish we had more time to cover Portal and D2L Q&A topics”  “I appreciate the exceptional faculty presentation and organization of resources”  “Thank you!”  “A very useful session…” |

Summary from 8/13- Student Success & Equity at the College Level:

95 Surveys were collected with the following results on a Likert Scale:

|  |  |
| --- | --- |
| Overall satisfaction | 4.3 |
| Was the session informative | 4.4 |
| Gain of practical knowledge/skill applicable to work | 4.2 |
| Sufficient opportunities to learn from colleagues | 4.1 |
| Sufficient time to cover the topic | 4.3 |
| Well organized session | 4.5 |

Sample of short answer responses:

|  |  |
| --- | --- |
| Item of value learned | “Practical examples (strengthening SLO link with Program Plans)”  “I learned more about the accreditation process and the purpose of EdCAP.”  “More information on (emergency) drills”  “Helpful to see the ways mindfulness impacts students.” |
| One example of how you would apply the information learned to your work | “I now have a new way to generate ideas for our PP (Program Plan), & more understanding of how each “tab” links to the next”  “Review my instructional methods to align with SLO’s”  “Knowledge of what our campus is going to be addressing/working on to prepare for accreditation”  “Be aware of your surroundings, identify exit points & plan for emergency”  “Take Emergency drill seriously to prepare for real Emergency”  “Begin each class (with mindfulness techniques) to bring our students into the present moment.” |
| Additional Comments | “Essential session for PP’s (Program Plans)”  “Thank you”  “Good place to vent your experiences from the (emergency) drills”  “Professional development in training to help students succeed” |

Summary from 8/14- Student Success & Equity at the Institutional Level:

58 Surveys were collected with the following results on a Likert Scale:

|  |  |
| --- | --- |
| Overall satisfaction | 4.5 |
| Was the session informative | 4.5 |
| Gain of practical knowledge/skill applicable to work | 4.3 |
| Sufficient opportunities to learn from colleagues | 4.3 |
| Sufficient time to cover the topic | 4.5 |
| Well organized session | 4.5 |

Sample of short answer responses:

|  |  |
| --- | --- |
| Item of value learned | “The idea of doing culture research within one discipline/dept.”  “How I frame my syllabus can dictate the preparation of student retention from diverse demographic backgrounds”  “Presentation on first day of class to be inclusive and approachable”  “It became obvious to me that I need to advocate better for students who don’t come in with all the tools they need to succeed”  “Older student need assistance to fit in”  “New cognitive ways to think about equity”  “The history of community college in America and its unique contribution to Higher Education” |
| One example of how you would apply the information learned to your work | “Syllabus ideas…creating and using syllabus as a strength building opportunity for my students”  “As a Latina, continue to present myself as accessible & a resource to them”  “Try to engage student in and out of class to help success”  “Discuss tone of class/syllabus with faculty to support equity”  “Focus on those student who seem disinterested and reach out to them to get them involved”  “Discuss with students the important role that community colleges play” |
| Additional Comments | “Great topic and way to address issues of inequity on this campus…”  “Great presentation- important topic (equity)”  “Great conversation with colleagues”  “Talk need to be more directly applicable (President’s Lunch)” |

Summary of Mandatory Flex Day:

95 Surveys were collected with the following results on a Likert Scale:

|  |  |
| --- | --- |
| Overall satisfaction | 4.1 |
| Was the session informative | 4.1 |
| Gain of practical knowledge/skill applicable to work | 3.9 |
| Sufficient opportunities to learn from colleagues | 4.0 |
| Sufficient time to cover the topic | 4.2 |
| Well organized session | 4.3 |

Sample of short answer responses:

|  |  |
| --- | --- |
| Item of value learned | “Explanation of census day and LDA”  “Some interesting facts about the history of the college”  “Communication of bigger college picture”  “Understanding our fiscal situation…”  “B.I.T. (Behavioral Intervention Team) info”  “Learning about student equity”  “Student success tools” |
| One example of how you would apply the information learned to your work | “Make sure to drop non attending students”  “I endeavor to help all my student, but I’ll make an extra effort to tell them I am there for them”  “I will think about past professor and how his teaching style inspires me to inspire my students”  “I will verify that all students attending are enrolled”  “Being more on top of student retention” |
| Additional Comments | Nils Slattum’s (Distinguished Faculty Chair) presentation was fantastic”  Inajane is always informative and greatly helpful”  “Julius is a clear, fair, compassionate communicator”  The 5, 10, 15 year awards could be shortened to just a power point slide & applause at one time”  “Can’t wait till semester starts” |

The information gathered for this summary provides evidence to support that the Fall 2014 Professional Development Presentations afore mentioned objectives were met.