



GROSSMONT COLLEGE
Professional Development Committee
March 17, 2021
2:00 p.m. – 3:30 p.m.

Meeting Notes

Join Here: <https://cccconfer.zoom.us/j/99465424965>

Purpose: The Professional Development Committee carries out planning and evaluation of professional development programming which enhances the college's readiness to achieve its strategic goals and mission. It also supports the institution's continuous improvement and its diverse personnel. The committee identifies emerging trends from annual unit plans and program review to inform professional development.

CO-CHAIRS (Voting Members)	ASSOCIATED STUDENTS OF GROSSMONT COLLEGE (Voting Members)	ADVISORY (Non-voting members)
<input checked="" type="checkbox"/> Lida Rafia, Chair	<input type="checkbox"/> Diego Osuna	<input type="checkbox"/> Aaron Starck
<input checked="" type="checkbox"/> Maite Valladolid, Faculty Co-Chair	<input type="checkbox"/> Javier Covarruvas	<input checked="" type="checkbox"/> Marshall Fulbright
		<input type="checkbox"/> Bill McGreevy

ACADEMIC SENATE (Voting Members)	CLASSIFIED SENATE (Voting Members)	ADMINISTRATORS' ASSOCIATION (Voting Members)
<input checked="" type="checkbox"/> Christen McGaughey-Gilreath	<input checked="" type="checkbox"/> Ryan Cline	<input checked="" type="checkbox"/> Niko Crumpton
	<input type="checkbox"/> Rachel Benson	<input checked="" type="checkbox"/> Veronica Romero

EX-OFFICIO (Voting Members)	RECORDER (Non-Voting Member)
<input checked="" type="checkbox"/> Sharon Sampson / <input checked="" type="checkbox"/> Taneisha Hellon	<input checked="" type="checkbox"/> Bernadette Black
<input checked="" type="checkbox"/> Brian Rickel / <input checked="" type="checkbox"/> Karen Hern	
<input checked="" type="checkbox"/> Lorena Ruggero	
<input type="checkbox"/> Rochelle Weiser	

ROUTINE BUSINESS	
1. Welcome / Public Comments	Maite and Lida welcomed the members.
2. Additions/Deletions to Agenda	No additions or deletions were made to the agenda.
3. Approve Meeting Notes – 2/17/21	Christen suggested highlighting in the notes the fact that at the end, we noted that this would enhance existing professional development workshops through a one-on-one learning experience that is working on supporting a culture of effective equitable practices. With that addition, the meeting notes were approved.

NEW BUSINESS	
4. Other	Lida reminded the committee to register for the upcoming professional development series with Dr. Lasana Hotep on equity next Tuesday, March 23 rd . There are 125 registration seats available and so far, 40 people have signed up. She asked constituents to share with their groups and encourage participation.

DISCUSSION

5. Feedback about the learning observations

Lida indicated that at last meeting, constituent reps were asked to bring this idea of learning observations to their constituent groups for feedback. Learning observations is a way to share best practices among colleagues for a positive experience. It is meant to be a productive learning experience and not meant to be evaluative. Each group reported out their feedback.

Classified Professionals: Ryan indicated he took this to Classified Senate and the idea came across positive. Staff felt like they can learn from other departments and what they do.

Administrator’s Association: They discussed it briefly at their last meeting which received positive reception. There were some questions about details; however, they were in support of the overall concept.

Faculty: Christen stated that this has not been up for discussion at Academic Senate and will follow up with Denise. Brian added that this will be a culture shift. There is a concern from faculty that this is evaluative so we have to roll this out so people understand that is not the case. Karen indicated that this was brought to the FPDC and they were hoping for something more open ended, like being provided a list of suggested prompts. The idea seemed responsive as far as willing to invite people to be trial runners.

Lida indicated the PD office met with Brian and Karen for professional development planning and they were shown a form was originated by the We’re All In Campaign which was heavily focused more on faculty. Although the form was looked at positively, it will take some finessing so can be presented in a way that doesn’t feel punitive. More details were shared about the We’re All In Campaign which originated from Convocation a few years ago.

In moving forward, Lida asked members to reiterate what the idea is so we can have consistency in language. Niko stated that the idea is to have an opportunity for employees to collaborate and learn from other employees during observations so they can see how other people are operating, learn best practices, and have a more collaborative culture. Veronica added that a concern was also brought up that this is not an evaluative tool as we do not want people to feel like they are being evaluated or criticized. The goal is to do this in a positive light and learn skills from other people.

There was further discussion about whether this opportunity is for cross constituency groups. Taneisha reported that from what she understands, this would provide an opportunity for faculty to visit one of their colleague’s classrooms to observe best practices or pick up new skills to implement in their classroom. It also allows students to see more faculty members as well as building community. Further, we would encourage faculty to visit faculty in different departments, however, after having discussions with some faculty in the STEM department, they felt like they would learn more from colleagues within the same discipline which would allow them to build a community within the department. Overall, the goal is to create an opportunity for people to build community with colleagues, and experience new and creative ways of teaching and possibly bringing that into their practice, and advancing opportunities for student members to meet more faculty.

Further, Lida asked about how to do intrusive professional development. How can we gain trust and build community? How do we take what people are good at and seeing it in action?

Maite stated that in regards to timeline, we want to reevaluate the feedback and concerns and have constituents bring this back out to their groups for a second round, and possibly a third round with the hope to have something finalized by May. Lorena stated that Administrator's Association has monthly meetings and indicated it would be helpful if there were specific questions we want answered so a mini-survey can be sent to the group before their meeting. If the survey can be deployed before their meeting, then they will be able to have these conversations. Marshall asked what we hoped to gather from bringing this back out to the groups again. Maite responded that she wanted to gather everyone's feedback to create a new proposal and address people's concerns. He further asked why we are doing this and if it's a part of something else. He has seen other colleges do a mentorship program that pairs up people who wanted to be involved. There was a goal and purpose. Taneisha added that she loves the idea of wrapping this idea around our Communities of Practice. Christen added that she felt like the purpose of the person coming to the classroom needs to be defined, and reiterated that this is not about providing feedback, but rather taking ideas from the classroom and applying it to their own.

Lida stated that right when our strategic goals were developed, the Professional Development office wanted to make the strategic goals something that people connected to and understood. We took two goals - retention and engagement - and became proactive in increasing student engagement and retention. We learned that people loved having conversations about best practices. So now, in order to gain trust and having those difficult conversations, this concept is a step forward in achieving that. Marshall noted that we need consistency to create systematic change and perhaps having this be part of a "We're All In Two" campaign.

Maite asked about where do we want to go from here. It was suggested spending more time talking about why this is important and how to create it and market it so that it will work. Lorena suggested perhaps having a subcommittee dig into this further with a constituency from each group present to share what they envision. We need intentional design.

In recap,

- we need to identify why this opportunity is important;
- how are we framing it;
- we need clear goals and outcomes;
- we need this shared in positive language.

COMMITTEE REPORTS	
6. Classified Advisory Committee	<p>Bernadette will follow up with Ryan to see if he wants to add an update to the notes.</p> <p>Ryan's Notes:</p> <p><u>Sexual Assault/Relationship Violence Awareness Training</u> Encourage folks to attend. Want to see if it can be an event collaborated with all of the senates (including faculty & students).</p> <p><u>Re-population Team Report</u> Encouraged folks to visit the DEC emergency response team website through intranet.</p> <p><u>Guided Pathways</u> We shared an idea to ask the Guided Pathways Leadership team to do a presentation to share overview about GP and any updates. The idea was inspired by a visit to the GP office hours & a presentation by Mesa College classified about their leadership in their GP work. The group liked the idea & it was presented at Senate. Senate agreed to learn more about Guided Pathways.</p> <p><u>Water Cooler Wednesdays</u> A doodle poll for the upcoming Water Cooler Wednesday sessions and group members can sign up to whichever date they would like to host.</p>
7. Faculty Professional Development Committee	<p>Karen reported that they are working on mid-semester flex opportunities. Brian is in contact with a facilitator to do a workshop after spring break on supporting Trans. Taneisha also has a couple of opportunities that we might introduce in April. She also reminded the group about the workshop series on equity next week led by Dr. Hotep. The other thing that FPDC is working on is coming up with a document where we process for reoccurring department meetings that request PD credit so they are not always coming to FPDC for approval. Their goal is to have by April a document that guides faculty with various documents, what gets entered in VRC, and what needs approval.</p>
8. Office of Professional Development	<p>Taneisha stated that the Office of Professional Development now has the faculty Online Community of Practice (CoP) opportunities available to anyone who wants to participate. Some information went out today with details. They will also embed recordings so people can watch when convenient for them. They will be working hard to promote the upcoming CoP sessions.</p>
9. Other	<p>Song selection for next meeting: Pharrells' Happy</p>

FOR CONSENSUS	
10.	

FOLLOW-UP		
Who	Item	Timeline

NEXT MEETING: Wednesday, April 21, 2021 @ 2:00-3:30

Zoom information:

Join from PC, Mac, Linux, iOS or Android: <https://cccconfer.zoom.us/j/99465424965>

Or iPhone one-tap (US Toll): +16699006833,99465424965# or +13462487799,99465424965#

Or Telephone:

Dial:

+1 669 900 6833 (US Toll)

+1 346 248 7799 (US Toll)

+1 253 215 8782 (US Toll)

Meeting ID: 994 6542 4965

International numbers available: <https://cccconfer.zoom.us/j/99465424965>

Or Skype for Business (Lync):

SIP:99465424965@lync.zoom.us