



PROFESSIONAL DEVELOPMENT

Resource Request Analysis

Academic Year 2024-2025

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.

In 2022, KCCD opted into the Vision Resource Center as an all-in-one professional development clearinghouse. During the upcoming year, the college will continue to review the features of this platform to determine how it can best be used by the college and its stakeholders, including access to thousands of recorded and live webinars, seminars, and other professional development activities, as well as creation of playlists and curation of PD activities for specific purposes.

2024-25 Professional Development Threads

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

Continuation of a multi-year thread. 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 concentration is tied directly to the college's 2021-2024 Strategic Plan, the college's 2022-2025 Student Equity and Achievement Program plan, KCCD's 2022-2024 strategic plan addendum, and the CCCCO's Vision for Success. Equity considerations are also a major component of guided pathways, particularly ensuring that that faculty and staff critically

examine their role in advancing equity-minded teaching and customer service practices at the college.

Planned activities related to this professional development may involve Faculty Flex Events, lunch-n-learns, guest speakers, and possible train-the-trainer attendance at a dedicated equity conference or a conference with an equity emphasis. 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. Student Equity and Achievement, Guided Pathways, and Strong Work Force grants are possible alternative sources of funding. Speaker fees - **\$5,000**. Webinar and other conference registrations, train-the-trainer registrations and travel - **\$10,000**.

Enrich on-ground and online teaching strategies with a special focus on adjunct professional development

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. Most particularly, it directly addresses Pillar 4 of the Guided Pathways approach, Ensuring Learning, with its focus on hands-on, active, and other experiential learning opportunities.

Planned activities related to this professional development may involve Faculty Flex Events, lunch-n-learns, guest speakers, and possible train-the-trainer attendance at a dedicated equity conference or a conference with an equity emphasis. The committee would like to see a lot more innovative faculty-to-faculty activity in this area such as teaching rounds, book clubs, 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 - **\$10,000**. Travel for fall flex - **\$10,000**.

Increase Awareness of Generative Artificial Intelligence Across the Curriculum and Across the College

New stand-alone thread this year. With the rapid developments and recent public release of artificial intelligence (AI) 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.

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 - **\$2,000**.

Develop and deepen the awareness of education as care work

New combined thread this year. 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 - **\$3,000**.

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 incarcerated student education 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

- Faculty stipends (1419) - **\$17,000**
- Guest Lecturers (5151) - **\$8,000**
- Travel (5220) - **\$20,000**