

2023 PD Needs Survey Showing Feedback on Committee

Overall, how would you rate the professional development offerings at Cerro Coso?

(Scale: 1 to 5 stars)

Adjunct Faculty	3.75
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Classified	3.00
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Full-time Faculty	3.80
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Management	2.86
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Grand Total	3.43
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How would you rate communication about professional development?

(Scale: 1 to 5 Stars)

Adjunct Faculty	3.88
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Classified	2.75
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Full-time Faculty	3.90
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Management	3.00
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Grand Total	3.45
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Elaborate on why you rated professional development offerings and communication the way you did.

- Seems like we have the same topics over and over. We were moving away from administration dictating the topics but it seems like we are back to doing what administration dictates.
- We used to receive more info about various offerings outside of the college, but that doesn't seem to happen as much.
- the faculty at CCC NEED TO LEARN HOW TO USE EMAIL properly, some of us are very tired of getting 'reply all' emails sent out by irresponsible faculty that refuse to use proper address line techniques, other colleges have solved the problem, so can Cerro Coso, our

data can be hacked with the rampant and irresponsible use of unrestricted list serv emails that allow 'reply all'.

- Good sessions in last few flex days and current chair good at sending out other opportunists as well as other admin.
- There are not many professional development offerings for classified staff - we are not often explicitly invited to flex days.
- Seems pretty average.
- I have not seen many PD events being promoted.
- The only professional development I have found to be truly useful is when we are able to meet with others from our district. Most other professional development offerings seem to be focused on accessibility for Ridgecrest employees and those who can be away from home for several days.
- Seems I don't hear about them often.
- I would like to see early (2-3-4weeks) communication improve. Why does it seem I learn of various training events after they have happened or without enough time to request and receive approval from my supervisor and make arrangements to attend?
- I do not think there is a wide range of opportunities offered at our college, but I also understand that we are small. Nonetheless, I would like to see more topics offered outside of instruction or Canvas and related to the student experience or our college and working culture and atmosphere, safety, health/well being, etc. Flex has offered these wider range topics but not equitably available to all. I also think if information is coming via email, it should come from an established email address. For example, when I receive communication from the Academic Senate president, it comes from academicsenatepresident@cerrocoso.edu and it's easier to filter, distinguish and pay attention to. Information should also not be coming from email- perhaps considering a Canvas shell that sends out email announcements and posts the information in one central location.
- Communication is fine for flex - we know the 3 days of flex and I always keep those dates in mind when planning my personal activities.
- The only reason I know professional development exists is because I truly believe in it for our classified employees. So I have dug into it and have scheduled many offerings for my staff.
- I don't feel that the online training is very targeted at what I'm trying to improve.
- Have attended some training without clear direction as to what my role for the training is, so it seems like a waste of time.
- It is frustrating for PD offerings to be coming from numerous people on campus. It would be helpful if all PD offerings came from a single email (like a professionaldevelopment@cerrocoso.edu type email). My inbox is often inundated by various people sharing different PD opportunities. It would also be helpful to have a PD at Cerro Coso website for dates and links for PD offered here or from recommended outside sources.
- Emails are sent but there is not a whole lot of detail of what exactly is going on during the training.
- I have not attended any.

- More money should be spent on classified staff to go on travel to workshops.
- The colleges provides plenty of opportunities for growth
- Very little experience with your Professional Development program.
- Depends on what is being speaking on such as helpful in relates to the course that I am teaching.
- It's hard for PD to be centralized and coordinated with no designated (assigned time or even FT) PD faculty lead. PD opps come through too many channels (DE, PD, IT, etc. etc. etc.). Many PD opportunities are missed (the development of a PD Canvas with PD modules on a variety of topics, etc.--for example--open to staff and faculty...or maybe one for each?)
- I haven't been able to participate in any professional development, so I can't rate it beyond neutral.
- At times, communication has been not particularly thorough for Classified opportunities, or at least doesn't necessarily indicate if Classified can participate.
- Very few and far between, most development opportunities offered are catch all and not specifically related to job skill building for the specific area a classified is working in.
- Classified don't receive regular and consistant information regarding professional development opportunities outside of OER.
- Professional development opportunities seem to only be geared toward faculty. Management PD primarily comes from District, and classified PD doesn't really seem to happen at all from within the college.
- Other than flex days I have not heard of any other professional development opportunities.
- the ones I have gone to were well done
- I feel like I'm notified far ahead of time
- The offerings are often similar from year to year, and would be better if they were more interactive.
- Satellite campuses felt forgot about.
- Since I try to take advantage of PD opportunities, I am quite satisfied with the offerings. I would like to see the "lunch and learn" return. I don't remember any of those this year.
- I don't hear of many opportunities. I often take courses and training on my own via WebAIM and LinkedIn Learning.

What is Cerro Coso doing well in regards to professional development that we should continue to do?

- Having meetings on a zoom format is a huge improvement.
- Offering sessions via Zoom is much more equitable than the exhaustive drive for those of us who live far away. Keep up the Zoom options!
- andrew does a good job, a breath of fresh air
- Offer flex days as option/hybrid to zoom or come in person. That helps all campuses and adjuncts that may live elsewhere be able to attend or attend what they are able to whereas full in person they may have to miss everything. Keep proving funding for non-Cerro Coso prof dev events to help faculty areas of expertise continuing education.
- I appreciated the convening - it's great to have information on the state of the college!

- Continue hosting PD events. Interesting topics.
- Emailing opportunities seems to work well.
- It is being strived for.
- CC has PD funds to assist full-time classified with college tuition and that they often assist employees with rental car costs to attend CC specific training & should keep this going.
- Flex has offered wider range of topics and they are relevant to the time/climate.
- I did appreciate the Zoom options for flex, although in person is better for catching up with and getting to know other faculty.
- Asking us like you are. If you do not ask us, than you assume things are fine.
- Paying adjuncts for their time to participate really helps.
- Making the training relevant, such as, the de-escalation training, CPR, and the counseling training brainstorming how we can improve services.
- Virtual FLEX has been really nice in allowing equitable attendance from faculty teaching at all sites.
- Offer online courses
- We appreciate that we have it on one day a semester.
- If I have specific professional development needs and find something of interest, it is typically supported. I think the February convening was cool. It should be on a Friday since it impacts the least amount of classes, students, staff, faculty, and admin. ESCC is typically off on a Friday, but if given enough heads up it is possible.
- FLEX. All-employee convocation was a great step forward.
- Cerro Coso listens to what the staff and faculty want to have available for professional development and then makes it happen.
- Continue to offer it.
- My department chair, Vivian Baker is supportive and an excellent communicator.
- We are often having trainings that are department-specific or classification-specific. We just need more communication about them.
- Having ongoing and supportive conversations. Continue growing this concept to expose more classified to more opportunities.
- liked having wider range of topics for spring
- Faculty are well served by the professional development.
- Good presentations
- Use peers to share their successes.
- Continually offering a variety of PD topics is good. I appreciate having a choice of times and days to attend the PD sessions, i.e., the de-escalation training was conducted on two different days, as were the AI discussions.

What could Cerro Coso be doing better in regards to professional development? Are there things we should stop doing?

- Stop letting administration dictate the topics for professional development. This is a ten plus one issue, faculty should be incharge.

- Have more sessions that are directly applicable to classroom instruction, edTech, what's new in Canvas, Canvas Gradebook...the stuff I need to use everyday.
- the faculty at CCC NEED TO LEARN HOW TO USE EMAIL properly, some of us are very tired of getting 'reply all' emails sent out by irresponsible faculty that refuse to use proper address line techniques, other colleges have solved the problem, so can Cerro Coso, our data can be hacked with the rampant and irresponsible use of unrestricted list serv emails that allow 'reply all'.
- Please invite classified to more professional development opportunities! Although the pedagogical sessions aren't necessarily relevant, many classified would benefit from trainings on accessibility tools, advancing equity, etc.
- Understand that IWV is not the only important campus. We seem to be divided into cliques. Work group behavior could be improved.
- Sharepoint could be used to house development opportunities/training. Have a "suggestion box" available online for staff to make professional development suggestions.
- Make it clear to the Directors that their employees should be supported in going.
- This survey is moving in the right direction. Asking the employees what do you want and how can we make it accessible. Thank you for asking! A ways to improve 1) Clear communication of resources: a designated person that makes the arrangements for each training or event, 2) said person provides full support - rents vehicles, secures hotel rooms, etc... essentially make it as easy as possible for the employee.
- It would be nice if we could do some fun team building activities that would allow classified staff from the different departments to get together. There are times when the professional development activities are offered on days or times where the Child Development Center Classified staff cannot attend because of the number of days they are contracted to be open for the families that are served.
- Why are entire departments gone at a time. Case in point, a small handful of managers go to seminars, symposiums and other such events and stay in contact with their staff and other managers relying on them to answer questions. The vast majority right off their day job and disappear for 1-3 weeks, without even an out of office reply. If you cannot leave as the manager without the place falling apart than your doing something wrong. However, you also have responsibilities, so if Professional Development is done right and it's in person, make it a short part of the day so people go back to their jobs.
- Offer flex at times that counselors can attend. Summer? Saturdays? Friday after 12?
- Opportunities for classified are limited - doing webinar conferences is extremely difficult because I am still in the office and interrupted.
- The flex offerings are scheduled during the Counseling Department's busiest week of the year. When you schedule events on Fridays, I cannot attend.
- More money should be spent on classified staff to go on travel to workshops.
- There were benefits that were discussed by HR during orientation such as continuing education, access to outside resources (Ei Lorman Education) etc., however, as a new hire, that information is a lot to take in. It would be nice to have a 2nd orientation/ meeting with HR regarding what the college offers, perhaps after 1 year of hire. That way, employees can revisit the information that were given to them during orientation and can actually take advantage of those benefits

- Flex on Flex Fridays - same schedule as base
- In person events that have a community building component-Eating and drinking
- Offer more trainings for online teaching
- Stop talking about survey that are not enough evidence such as not good data to be collected.
- .5 Staff + .5 faculty (co -led) PD team to coordinate and centralize PD at the college.
- Communication and location
- Just more communication, perhaps allowing Classified to participate in Flex days, or have days where the departments can close to accommodate more opportunities for Classified to participate.
- Stop using personality type trainings!
- would love to have more in-person options and community-building opportunities (cross-discipline)
- Developing classified professional development activities.
- Certainly begin to offer PD for all areas of employment, including interdepartmental collaboration. Simply inviting classified and management to flex days, when this extends beyond the work day, is not enough.
- Just need to offer a times that I can attend
- Ask faculty what they would like to see offered.
- I think having more interactive sessions that have follow-up would be beneficial. It is very easy to be excited about trying something, but that excitement dies down quickly.
- I would like the option to take classes that would suit me in my position. Excel, Adobe, etc. I would have to pay to take our classes online to better perform at my duties. Seems like we could be doing better with opportunities for our staff to better themselves and stay current with technologies we are using. You can only use the professional development reimbursement for every 12 units if I remember correctly, there is also a cap. A lot of us use that for our degrees. Something should be on-going if it is related to your job duties. There are some opportunities through "Journeyed.com" but they are limited and sporadic. I would also like to see more management training on how they speak and interact with other staff, from classified to other management. There is a lot of upward movement into higher positions (reclassified etc.) that I feel are not getting the proper "management" training they need. How you speak, write and work with staff can have a huge impact on morale, engagement etc. There is a lot of work to be done in this area in my opinion.
- No.
- Share opportunities and or make opportunities available to staff.

How can Cerro Coso support your professional and personal development as an employee?

- Have professional development topics that help me be a better instructor. Work life balance topics are scarce and much appreciated. Stop having cis white heterosexual males lead diversity training.
- Fund faculty conference travel to things besides Guided Pathways or other college initiatives. Allow us to attend conferences in our discipline more often.

- \$\$\$ for conferences outside of KCCD.
- it would be nice if adjuncts and their issues were included, and some of us like to talk with our faculty friends and we are not given the opportunity, speakers go long, our flex day breaks are too short, we don't get to talk with each other or have fun
- Same as 9. Offer flex days as option/hybrid to zoom or come in person. That helps all campuses and adjuncts that may live elsewhere be able to attend or attend what they are able to whereas full in person they may have to miss everything. Keep proving funding for non-Cerro Coso prof dev events to help faculty areas of expertise continuing education.
- I would like to see a presentation on 403(b) and other retirement account options available to KCCD employees.
- Provide a rundown of available PD events (in and out of Cerro Coso) available to us and flexibility from supervisors to attend events.
- Offer professional development within normally scheduled hours that does not require additional travel time. Self paced and outside training in currently used programs such as Canvas & Navigate would be most beneficial.
- Specialize in groups by our job titles.
- Promote and share opportunities available at the end of May and early August.
- Support PD at various departmental levels.
- Some trainings that are paid by the college for the staff members who are required to get a specific number of professional development hours every year.
- The "schools" and trainings I need to attend that are directly related to my job are very expensive. Some of this is very Niche, and costs \$10,000 by the time you travel and receive training. The Budget Committee should not be saying yes or no that I can attend training, and complain about cost. I get the impression the budget committee is the "approver" for development dollars, when that should be the VP's.
- Provide funding for me to attend conferences.
- Paid time to go to outside PD opportunities, more timely communication on in house events.
- Pay for my continuing education courses.
- Engage in alternative types of experimental education modalities and pedagogies.
- Some help with technology.
- I would love to participate in more trainings if there are more online opportunities
- Pay for travel and time to attend outside of contract hours.
- We appreciate your support and concern for our health and safety.
- Due to working two full-time schedules, I would be able to attend weekend or summer events if offered. Also, I would like help to organize community outreach events to promote our Allied Health programs.
- Reinstate funding for conference attendance/travel.
- Keep offering professional personal development
- Just provide more information on when the opportunities are available.
- Incentives for completing trainings in OER, live professional development activities.
- Host PD events that are relevant to what employees would like to engage in, make the events during the work day, and encourage attendance

- Continue to support annual budget funding requests for travel to conferences and professional development opportunities outside of the college.
- Video Tape the sessions for review later. If you are doing this let me know about this via email
- Take my advice in consideration from question 10?
- Personally, and I might be in the minority here, I'd like to hear the administrators' opinions on items or pedagogical strategies affecting faculty in a post-COVID, post-ChatGPT environment. I know that may be complicated given one's academic freedom, but I'm interested in hearing the administrators' points of view.
- Provide more opportunities, promote training/courses.