

Grossmont College Professional Development

Who Are We:

The Office of Professional Development is a cross-functional team made of the Dean of Student Success and Equity, a faculty Professional Development Coordinator or Coordinators, and the Training Assistant. Housing the office under the Dean of Student Success and Equity provides the opportunity to have a college wide prospective as the Office of SSE reports to the office of the President and this creates the opportunity to work with and provide development for all areas on the campus. The Faculty Professional Development Coordinators are faculty members on release time that serve in an institutional capacity to plan and facilitate professional development. The Training Assistant is a classified staff member who serves as a permanent member of the office, retaining institutional knowledge on practice and procedure, works with the team to plan and facilitate professional development, and brings the classified voice and perspective to the department.

Why:

Professional Development is an integral part of institutional improvement. So much so, that it is included in the Accreditation review process: **Standard III. A.14** *The institution plans for and provides all personnel with appropriate opportunities for continued professional development, consistent with the institution mission and based on evolving pedagogy, technology, and learning needs. The institution systematically evaluates professional development programs and uses the results of these evaluation as the basis for improvement.* In addition to its inclusion in Accreditation, Professional Development is a vital support to Grossmont College's strategic goals of Outreach, Engagement, Retention, and Institutional Capacity. Campus driven professional development opportunities allow the college to provide institutional support unique to our college's culture, faculty, classified professionals, administrators and all stake holders that in turn support our students.

What Guides Our Work:

- Strategic Goals – outreach, engagement, retention + institutional capacity
- 2014 Needs Assessment
- 2017 Culture and Climate Survey
- Student Data
- Institutional needs from the College perspective

What We Do:

Work closely with the Professional Development Committees at Grossmont College:

- the college-wide Professional Development Committee is a participatory governance committee including representatives from each constituency group, receives updates and recommendations from the other two PD committees, and helps to inform prioritization and coordination of activities.
- the Faculty Professional Development Committee is a committee of the Academic Senate with purview over faculty flexible calendar obligations; and
- the Classified Professional Development Committee represents the voice and needs of Classified Professionals.

Each committee meets regularly to plan, evaluate, and identify future needs for professional development which the office executes.

Programing specific to GC needs based on strategic goals, needs assessments, culture and climate survey, student data, and institutional needs:

Faculty Focused Efforts:

- 12 Gateway – this program was designed to improve course success rates and decrease equity gaps in 12 high-enrollment, gateway courses. It is a dynamic, evolving, and ongoing project.
- New Full Time Faculty Yearlong Orientation – designed to introduce faculty to the expectations and culture unique to GC, offer institutional support as they begin their teaching journey, and offer best practices in teaching and learning.
- Part-Time Faculty Welcome – held each flex week these sessions are designed to institutionally support part-time faculty members by connecting them to campus resources, provide space to meet other faculty and staff members, and to orientat them to the physical spaces on campus.
- Transparent Assignment Design -
- Syllabus Redesign
- Get DEFT – This program is a result of a collaboration of the PD office and the DE Coordinator to meet the demand for training for online instructors. Get DEFT are Distance Education Faculty Trainings that are facilitated by the distance ed coordinator, the Instructional Design Tech Specialist, and members of the Canvas mentor's community.

Classified Focused Efforts:

- Campus Connect – provides classified professionals an opportunity to learn more about specific areas on campus by providing area tours, introductions to those that work in the area, and brief presentations of the work and support provided to students. These sessions increase institutional knowledge and support campus wide connections to break down silos.
- Lunchbox Leadership- provides classified professionals the opportunity to explore leadership, both formal and informal, roles on campus. Provides space for discussion, learning, and sharing of knowledge to empower classified professionals in their roles within their departments, as campus community members, and representatives in the participatory governance system.
- Caring Campus -
- Classified Professionals Institute

College Wide Focus:

- Governance training sessions
- S3 – Student Services Sessions aim to increase awareness of campus services and programs, to cultivate a deeper understanding of challenges students encounter, and strengthen partnerships across campus.
- What's Hap? - These sessions are designed to connect faculty and staff to the events, activities, and places on campus that increase student engagement in our campus community.
- We're All In
- Convocation
- Flex Week
- FELI
- Mediation Training