

Educational Planning Committee Report
Academic Year 2019-2020
Year 1 of the *Strategic Plan 2019-2022*
Year 1 of the *Educational Master Plan 2019-2025*

EMP Focus Area and Goal: Instructional Programs Goal 5
Champions: Assistant Vice President of Instructional Support

[Timeline for Implementation](#)

EMP 6-Year Goal and Strategic Plan 3-Year Objectives:

Instructional Programs EMP Goal 5: Create opportunities for faculty to collaborate and share effective teaching methodologies.

IP Goal 5 Performance Indicator: Faculty participation in professional learning opportunities meets and exceeds Flex requirements and is reflected in Program Review. Baseline is participation in 2019-2020 activities.

Strategic Plan Objective IP5.1: The College will have a comprehensive, integrated professional learning program.

Progress Indicator IP5.1: The College has a comprehensive professional learning program that integrates FLEX and COMMUNITY Hour with identifiable themes that emerge from Action Step 1.1.

Strategic Plan Objective IP5.2: The College will have a clear vision and plan for a teaching and learning center.

Progress Indicator IP5.2: The College has a plan and vision for a teaching and learning center.

- 1. What actions have been taken toward achieving the objectives above? Please describe (reference action steps when relevant). Attach or add links to relevant documentation for each objective. Note: For attachments, clearly identify which objective the evidence supports. URLs are fine but please attach a screenshot of a webpage if the page will change over time.**

Strategic Plan Objective IP5.1 (Action steps: 1.1, 1.2, 1.3):

Action Step 1.1:

- The Professional Learning Committee has reviewed the 2017-2020 Professional Learning Plan. The PLC reviews the PD elements of the strategic plan (IP Goal 5 Evidence 1: Professional Learning and Strategic Plan 2019-2022 Crosswalk) before planning for PD days. The PLC has discussed how to approach the next comprehensive, integrated professional learning plan (redesign with Vision for Success in mind); a working group connected to PLC will be convened in the fall of 2020 and new three-year plan ready by Spring 2021.
- Spring 2020 work on Program Review process and new template is making substantial progress towards connecting Program Review and SLO assessment outcomes to identification of professional learning needs.

Action Step 1.2:

- Flex Week in August 2019: *Transforming the Student Experience by Expanding the Equity Toolkit*. Included Joe Feldmen’s Grading for Equity presentation, Dr. Cesar Cruz keynote, Student Success Series workshops and Equity Series workshops. [IP Goal 5 Evidence 2: Flex Week August 2019 Session Descriptions](#).
- Flex Week in January 2020: *Expanding and Reflecting on Our Equity Toolbox of High Impact Practices*. Flex At-A-Glance January 2020. Included Grading for Equity series to reflect on practices, Student Leader Panel on student success strategies, and Project Based Learning series. [IP Goal 5 Evidence 3: Flex Week January 2020 Session Descriptions](#).
- Faculty Toolkit that includes strategies from research that was conducted in 18-19 academic year and will be included in the comprehensive professional learning program. See IP Goal 5 Evidence 4: First Gen Scholars / AB 705 Report.
- COMmunity Hour launch in fall 2019 with programming M/W of activities to build community across faculty/students/staff. Flex credit eligible for most sessions. Teaching and learning sessions included monthly Stem Brown Bag discussions in the Stem Center. Live calendar available here: [COMmunity Hour Event Calendar](#)
- Increase in use of ProLearning and substantial supportive outreach to faculty by PD coordinator and administrative staff; direct communications, new support materials, drop-in trainings, and individualized communication. Reduced by half the number of people not fulfilling their Flex obligation in ProLearning between May 2019 and December 2019.

Action Step 1.3:

- Faculty mentoring program continues with new full-time faculty hires.

Strategic Plan Objective IP5.2 (Action Steps.1.1 and 1.2):

- Visits to community colleges in Spring 2019 and Spring 2020 to look at professional learning centers (Mesa and Paloma Colleges) to gather ideas for physical space and location of staff. Contact with other prominent sites of TLCs to gather best practices.
- Currently, a faculty member is on sabbatical researching this topic and report will come back in early fall. Research is being done on faculty teaching and learning centers including books, publications from professional organizations, and online resources. This includes information about teaching and learning centers within the CCC system, community colleges in other states and a selection of four-year colleges. These resources have provided information about the mission, programming, staffing and fiscal requirements, and layout.
- Advocacy for professional learning center with the architects (current dialogue with architects) – “the hub” in the new building. See IP Goal 5 Evidence 2: Teaching and Learning Center Recommendations from the Professional Learning Committee.

2. Are you on track to achieve the objectives above? Please answer these questions for EACH of the objectives separately.

- Please self-rate your progress toward achieving each of the above objectives:



Red: No progress



Yellow: Substantial progress

 Green: All action steps implemented, and objective achieved

- b. What evidence supports your judgment of progress made toward this objective? Include progress indicator data for each of the progress indicators above.
- c. Where are you not on track? What will you do differently for next year / what else needs to happen?

Strategic Plan Objective IP5.1:

- a. **Yellow: Substantial progress**
- b. In progress. See above in action step descriptions. Spring 2020 work on Program Review process and new template is making substantial progress towards connecting PR and SLO assessment outcomes to identification of professional learning needs. Next steps will be to develop the new PD Plan to encompass all relevant initiatives and clear connection to strategic plan.
- c. On track.

Strategic Plan Objective IP5.2:

- a. **Yellow: Substantial progress**
- b. In progress. See above in action step descriptions. The current focus is on identifying best practices and ensuring that the architects are aware of the current and future PD needs.
- c. On track.

3. Performance Indicator Data for EMP 6-Year Goals: Please input Year 1 performance indicator data below:

2019 – 2020:

251 faculty with Flex obligation. 177 successfully completed/recorded their full Flex hours in ProLearning for fall 2019 semester. 70.5% completion in ProLearning.

4. EPC Use Only:

[EPC Meeting Minutes February 24, 2020](#)

EPC supports the “substantial progress” evaluations for all objectives in IP Goal 5.