

Professional Development Strategic Plan 2022- 2027 Overview

Presented by
IEPI Steering Committee



Institutional Effectiveness Partnership Initiative (IEPI)

- Designed to support community colleges as they strive to meet the goals set out in the *2017 Vision for Success*
 - Support from Partnership Resource Teams (PRT), a diverse group of community college leaders across the state who can provide technical assistance
- Specifically supports professional growth and breaking down silos
- Through HR, SMC applied for and received an IEPI grant focused on creating a comprehensive professional development plan for ALL employee groups
- During the 2020 – 21 academic year, the PRT came to campus (virtually!) and interviewed various stakeholders (including members of the PDC and CPDC) to help us ascertain our needs and priorities.
- The IEPI Steering committee has to produce a plan for the PRT and received a one year extension to complete its work

District Planning & Advisory Council (DPAC)

- 2022-23 DPAC Action Plan – Relaunch “The Center” to be a learning and professional development center for all employee groups
- District support for the work underway through the IEPI Steering Committee
- Professional development opportunities offered through “The Center” for all employee groups will align with SMC’s Equity, Redesign, and vision and goals
- Professional development activities will actively and intentionally foster greater collaboration, synergy, and coordinate action to advance student success and racial equity

CPDC/PDC & The Center currently

- CPDC & PDC (Classified/Professional Development Committee)
 - Classified members: Cindy Ordaz, Kennisha Green, Yosief Yihunie
 - Faculty members: Lea Hald, Julie Chekroun, Nick Fox, Jessica Krug, Marissa Moreno, Brian Rodas
 - Administrator PDC members: Kiersten Elliott (co-chair), Maria Muñoz
 - Largely PD day event planning.
- Approves funding for professional development.
 - We decide together who to invite as a keynote (such as Ruben Canedo) and reach out to groups we would like to see give a workshop, decide on the theme for the day(s).
- Separate from the Center.
 - *With much gratitude to former recent CPDC members: Aaron De La Torre, Estela Ruezga & Carla Alvarado .

PDC, CPDC & the Center: Where we are going

- PDC & CPDC: Still approve PD applications.
- PDC & CPDC: Develop professional development workshops based on wants/needs of community. Minimal role in "party planning" of big PD days.
- PDC & CPDC: Focus on PD throughout the year.

Center revitalization objectives: Year 1

- Create a strategic plan for the Center that includes our collective vision (all employee groups) and specific goals that align with our Student Equity Plan and the CCCCO *Vision for Success*--to be shared for feedback with constituency groups.
- Synthesis—Facilitate communication about existing professional development opportunities through constituency groups—help build a Master Calendar; lend support to existing work (specifically logistics) so that faculty, classified and management can focus on ideas and implementation.

Timeline and Intentions

Started crafting the document in Spring 2022 codifying:

- what the revitalized Center is,
- how the revitalized Center will work,
- what the revitalized Center will do and
- who will do it

It is a work in progress.

Where We're Going...

- All constituency groups have had a brief “first read”
- Building knowledge and support and modeling transparency
- NOT a final document
- Will pull out employee group-specific components for targeted feedback

IEPI Steering Committee Membership

ORIGINAL TEAM

Lea Hald–faculty

Aaron De La Torre–classified

Estela Ruezga–classified

Dagmar Gorman–classified

Scott Silverman–managers

Organizers: Cyrus Fernandez (classified), Maria Muñoz (manager)

Admin. assistant–Paige Glaves (classified)

CURRENT MEMBERSHIP

Cindy Ordaz–classified (joined 10/22)

Dagmar Gorman–classified

Lea Hald–faculty

Jessica Krug–faculty (joined 2/22)

Jamar London–faculty (joined 2/22)

Scott Silverman–managers

Silvana Carrion-Palomares-managers (joined 11/22)

Kiersten Elliott-managers (joined 11/22)

Organizers: Cyrus Fernandez (classified), Maria Muñoz (manager)

Admin. assistant–Paige Glaves (classified)

No longer
*The Center for
Teaching Excellence*

The EpiCenter

Equity-minded Professional
Innovation Center

It's going to be **EPIC!**

Vision

The EpiCenter=Equity-minded
Professional Innovation Center
It's going to be EPIC!

The EpiCenter strives to
build community and
capacity among all
employee groups to make
SMC a place where
everyone belongs and
realizes their potential.

Mission

The EpiCenter=Equity-minded
Professional Innovation Center
It's going to be EPIC!

The EpiCenter supports the equity mission of SMC and the Vision for Success through coordination and facilitation of professional learning and growth opportunities grounded in the principles of equity-mindedness. By offering a variety of opportunities tailored to the needs of all employees, the EpiCenter strives to be the center of growth, development, and professional excellence for all while also cultivating community and joy in our daily work.

Working Assumptions

The IEPI Steering Committee believes that:

- SMC, as a **learning institution**, should be a model of continuous growth and improvement—professional development and training—for all employee groups to better serve students;
- **All employees**—classified professionals, faculty, and managers—**want to improve their practice to better serve our** students, and particularly our **Black and Latinx students**;
- **All employees can get better at our jobs**—it is possible to learn, grow, and improve over time; and
- **All employees can transfer and actualize new knowledge with support.**

Constituencies to be Served

This plan assumes that all employee groups will be able and encouraged to participate in professional development and training activities. All employee groups share a commitment to student equity, inclusion, and completion, as well as maintaining currency and building knowledge and skills in their roles. All groups will focus on building equity-mindedness in opportunities designed specifically for their constituencies, and they will come together across the institution when appropriate.

Leadership

Our vision of the EpiCenter is grounded in a **shared leadership model**. The IEPI Steering Committee believes that each employee group knows its professional development needs, and leaders from each group should be more accessible and responsible to the requests of their constituent group. **The Committee envisions a group of leads for the EpiCenter: 2 faculty co-leads, 2 classified professional co-leads, and 2 management co-leads. These positions will rotate, giving many employees leadership opportunities.**

Support for Leads

The EpiCenter will have a dedicated administrative assistant, access to an instructional designer, and supporting staff to facilitate communication between employee leads and the professional development coordinator out of Human Resources to manage logistics of events as well as the budget. The support staff will report to the dean of Equity, Pathways, and Inclusion, which is the division in which the EpiCenter lives.

All constituent group leads will meet regularly with EpiCenter staff and the professional development coordinator to discuss institutional needs and priorities as well as any overlap or needed alignment between the work they are facilitating for their colleagues.

Next Steps

The EpiCenter hopes to serve as a repository of various resources for all employee groups on campus, including:

- **A physical library** of texts related to equity, pedagogy, and leadership in the brick-and-mortar space
- **A digital library** of recorded workshops from past events, including professional development days, as well as curated recordings on various topics of interest to our different employee groups, including trainings, on the EpiCenter website
- **Drop-in hours for collaboration and consultation** with all employee leads—faculty, classified professionals, and managers—for their constituents, both in the physical space and online
- A comprehensive **Master Calendar** of professional development opportunities on campus for all employee groups on the website
- Designing and facilitating workshop series for different constituent groups for authentic needs that arise
- Supporting the work of the PDC and CPDC during biannual professional development days via logistics

Future Directions

Our goal for the next strategic plan cycle will be to codify a plan for employees to earn units through their participation in professional development and training opportunities to incentivize our colleagues to learn and grow here and share their learning in-house with others, and creating an evaluation process for the above.