



Santa Monica Community College District

REPORT ON 2022-2023 ANNUAL ACTION PLANS

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| ANNUAL ACTION PLAN 1 | | Lead Person: Superintendent/President Vice-President, Academic Affairs |
| Develop a Master Plan for Education, 2023-2028 | | Other Responsible Area(s): Senior Staff Academic Senate Task Force (tbd) |
| <input type="checkbox"/> Completed | <input type="checkbox"/> Not completed. | |
| and/or | <input type="checkbox"/> Substantially completed | |
| <input checked="" type="checkbox"/> Ongoing/Institutionalized | <input type="checkbox"/> Other (include reason if checked) | |
| <p>Summary: Work on SMC’s education master plan became a 2022-2023 DPAC Annual Action Plan initiated by former Vice-President of Academic Affairs Bradley Lane. In 2022, the education master plan initiative was transferred to Interim Vice President of Academic Affairs Jason Beardsley, who restarted the process of hiring a consultancy to guide SMC through the development process. The Kennedy & Company firm was approved by DPAC and retained by SMC in the spring of 2023, and the master plan development process will formally kickoff in the fall of 2023. An inclusive central planning group will work closely with Kennedy & Company to gather input from a broad range of essential stakeholders within Santa Monica College as well as in the surrounding community and workforce. The final report will be published in the spring of 2024.</p> <p><u>Report at DPAC Meeting, March 22, 2023</u></p> <p>The procurement timeline for selecting a consultant to assist the college with this effort occurred well into the Fall 2022 semester which resulted in only a nine-month timeframe for developing the MPE. It is suggested that the timeline be changed so the process will occur during the 2023-2024 academic year which allow for broader participation by college constituents in developing the MPE for 2024-2029. The consulting firm of Kenney & Company identified through procurement is supported by the Superintendent/President and will be presented to the Board for approval in May. See Kennedy & Company proposal here. Upon approval of the contract, the college will begin outreach and organization of the process.</p> | | |
| 2022-2023 Budget Information | | |
| Allocated: \$185,000 | | |
| Funding Source: Unrestricted Fund – One time | | |
| Expended: \$0 | | |
| Balance Left: \$185,000 | | |
| DPAC RECOMMENDATION: APPROVED | | |
| DATE: AUGUST 23, 2023 | | |



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| <p>ANNUAL ACTION PLAN 2</p> <p>Relaunch “The Center” to be a learning and professional development center for all employee groups.</p> | | <p>Lead Person: Dean of Equity, Pathways and Inclusion Human Resources Professional Development Coordinator</p> <p>Responsible Area(s): Human Resources Academic Senate CSEA Management Association</p> |
| <input type="checkbox"/> Completed and/or <input checked="" type="checkbox"/> Ongoing/Institutionalized | <input type="checkbox"/> Not completed. <input type="checkbox"/> Substantially completed <input type="checkbox"/> Other (include reason if checked) | |
| <p><u>Report at DPAC Meeting, May 10, 2023</u> The EpiCenter strives to build community and capacity among all employee groups to make SMC a place where everyone belongs and realizes their potential. The vision for 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.</p> <p>The report highlighted the following:</p> <ul style="list-style-type: none"> • Vision and Mission • Working Assumptions • Leadership • EpiCenter Administration Staff and Personnel • Progress-to-Date and Coming Soon • IEPO Steering Committee <p>Link to: Presentation at DPAC Link to: Professional Development Strategic Plan 2022-2027</p> <p>See next page for additional information included in the SMC 2022-2023 Annual Report</p> | | |
| <p>2022-2023 Budget Information Allocated: \$415,750/\$276,250 Funding Source: 01.0/01.3 Expended: \$189,041.77/\$50,339.44 Balance Left: \$226,708.23/\$225,910.56</p> | | |
| <p>DPAC RECOMMENDATION: APPROVED</p> | | |
| <p>DATE: AUGUST 23, 2023</p> | | |

Equity-minded Professional Innovation Center (EpiCenter)

Over the 2022-23 academic year, through the support of an Institutional Effectiveness Partnership Initiative (IEPI) grant, the interim Dean of Equity, Pathways, and Inclusion collaborated with the Academic Senate Professional Development Committee, Classified Professional Development Committee, Management Association, Human Resources and other key stakeholders continued their work to design a comprehensive Professional Development Plan and transform the EpiCenter into an equity-minded Professional Development Center for all employee groups on campus in an effort to meet the College's equity goals. A District Planning and Advisory Council (DPAC) Action Plan for 2023-24 was approved to offer on-going support of the IEPI grant-funded design and implementation of a comprehensive professional development plan for all employee groups with the outcome to improve student racial equity and sense of belonging on campus.

Vision: 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 supports the equity mission of Santa Monica College as well as the Vision for Success through coordination and facilitation of professional learning and growth opportunities for all employee groups that are grounded in the principles of equity-mindedness: race-conscious, action-oriented, institutionally focused, systemically aware, and evidence-based. 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.

2022-23 highlights include:

- The EpiCenter staff assisted with the Spring Professional Development Day workshop series. Faculty, staff, and administrators came together for a series of live sessions focused on best practices, student services, and creating a culture of equity-minded service to support historically marginalized students.
- The month-long, concentrated equity trainings offered through the Center for Organizational Research and Advancement (CORA) continued to be available to SMC classified staff and faculty focused specifically on the needs of Teaching and Supporting Men of Color.
- In partnership with the Student Equity and STEM Programs, work continued on the \$2,493,400 five-year National Science Foundation grant focused on providing in-depth, equity-focused training on probationary full-time faculty in STEM departments. The entire program continues to successfully rollout all its professional development activities for both Cohorts 1 and 2 remotely.
- The Equitizing Gateway Courses (EGC) successfully launched its professional development program fully online for both Cohorts 1 and 2. The program is a multi-semester, college-wide professional development opportunity for faculty to cultivate and deepen equity-centered pedagogical practices and to better serve today's students, particularly African American and Latinx students. 120 faculty completed the 4-semester program from Cohort 1 and 75 faculty have completed through semester 3 of Cohort 2. The 2nd cohort will conclude the program with their 4th semester in Fall of 2023.
- Successfully hired an Administrative Assistant I to support the EpiCenter and biannual professional development days
- Identified EpiCenter leads for each employee group: Faculty, Classified Professionals, and Managers/Administrators. The EpiCenter is grounded in a shared leadership model and leads will liaise with the Academic Senate Professional Development Committee, the Classified Professional Development Committee, Management Association and EPI to facilitate existing professional development opportunities, including biannual professional development days, as well as create new content when needs arise.
- Developed a comprehensive five-year professional development plan to serve all employees at SMC.
- Built a master calendar of Professional Development opportunities to consolidate information and serve as a "one-stop-shop" to learn about all professional development opportunities across the Campus for all employee groups.