



STATE CENTER  
COMMUNITY COLLEGE DISTRICT

**PROFESSIONAL DEVELOPMENT  
YEAR END REPORT  
2023-2024**



**Office of EEO/Diversity and Professional  
Development**

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The SCCCD office of EEO/Diversity & Professional Development offered numerous workshops, trainings, and orientations on-line and in-person this year. This included the annual Classified Professionals Mega Conference, Management Development Academy, and the Leadership State Center cohort. Below is an outline of the professional development opportunities that were offered, the number and type of participants, and summaries of participant feedback.

### Compliance & Safety Training

The EEO/Diversity & Professional Development Office continued the assignment, recording, and tracking of new hire and compliance training in 2023-24. The Environmental Health and Safety Office continues to provide specialized training as needed. The following online training modules were assigned as required or requested to District employees, including all new hires. More than 1,200 individuals<sup>1</sup> were assigned some or all of these modules this year:

- Injury and Illness Prevention Plans
- GHS Hazard Communication
- Office Ergonomics
- FERPA – Higher Ed
- Mandated Reporter Training (CA AB 1432)
- Heat Illness Prevention Training
- Portable Fire Extinguishers
- Bloodborne Pathogens
- Cart Operator Safety Training
- Sexual Harassment Prevention for Supervisors (CA AB 1825/1661)
- Sexual Harassment and Discrimination- California Employees (SB1343)
- Cal/OSHA COVID-19 Employee Training
- SCCCD COVID-19 Information and Prevention Guidelines
- Cybersecurity

The District updated the SCCCD COVID-19 Information and Prevention Guidelines in response to the COVID-19 pandemic. This training discussed facts about COVID-19, prevention strategies, employer and employee responsibilities, and available benefit or leave options.



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<sup>1</sup> Individuals – could include employees, volunteers, student workers, students

## Human Resources Workshops

Human Resources presented multiple workshops throughout the year that were open to all employees. A total of 305 employees, consisting of classified staff, classified management, academic management, and full-time and part-time faculty, participated in these workshops.

### Topics included:

- Administrative Tips and Tricks
- Application, Equivalency, & Interview
- Benefits & EAP
- Complaints and Grievances
- EEO Training for Search Committees
- Financial Freedom
- Individual Learning Styles
- Invisible Disabilities
- Kaiser Medicare
- Leaves & Accommodations
- Mental Health Awareness – EAP
- PERS
- SCCC Retirement Process & Health Insurance
- STRS
- Title IX

With consideration to our Justice, Equity, Diversity and Inclusivity (JEDI) efforts, a new training on Invisible Disabilities was added.

Feedback from the HR workshops was positive, with participants either agreeing or strongly agreeing that the information was useful. Some of the feedback included:

- The scenarios and discussions were most memorable to me because they informed me on how to approach real life questions. – Complaints & Grievances
- The content was great, I would keep that. It really made me reflect on my customer service, my interaction with others, as well as my perspective. Also loved the resources at the end, and I plan on following up with some of those resources to keep a fresh perspective. – Administrative Tips & Tricks
- For me the Q&A was very helpful to be able to ask a question specific to your situation. Also to learn from others. But the presentation was very informative and I thought both presenters did a great job. Very clear and it was good that most questions were kept to the end. – Leaves & Accommodations

In addition to the EEO Training for Selection Committees session offered as an HR Workshop, the EEO/Diversity & Professional Development Office also conducted “on-demand” EEO sessions for search committees as well as online EEO training. Throughout the year, 320 committee members were trained in EEO and Implicit Bias.

### Personnel Commission Workshops

The EEO/Diversity & Professional Development Office partnered with the Personnel Commission to present multiple workshops open to employees and the general public. New to the trainings offered by the Personnel Commission workshops was Rising Through the Ranks. A total of approximately 73 individuals, including the general public attended the workshops. Topics included:

- Assessment & Interviewing Strategies 1.0 & 2.0
- Mock OB & Manager's Hiring Interview
- Resume & Application Preparation
- Rising Through the Ranks
- Understanding the PC

Feedback from these sessions was positive with participants either agreeing or strongly agreeing that the information was useful. Some of the feedback included:

- The eSkill platform is new to me, so I really liked how they showed how it works when you are interviewing and need to record yourself answering the interview questions. – Assessment & Interviewing Strategies 1.0 & 2.0
- Overall, it was very informative and what stood out to me was how we all experience a form of imposter syndrome and how we can navigate it through it in our current roles and future roles. – Rising Through the Ranks

### Management Development Academy

The Management Development Academy provided 6 training sessions open to all supervisory and management employees in the following topics:

- Budget Development & Management
- Classification and Out-of-Classification
- F.R.I.S.K. 2.0
- Learning Styles for Managers
- Management Essentials
- Title IX

The sessions were voluntary and participation averaged 13 district managers in each workshop. Evaluations from the Academy reflected that attendees agreed or strongly agreed that the sessions were beneficial to their professional development as managers. The sessions continued to provide networking opportunities for district managers to discuss relevant issues, meet with other leaders informally, and provide support to each other.

Some of the feedback included:

- As much as I dread these types of activities, I loved the mission-statement building activity. It forced me out of my comfort zone and was very grounding in terms of thinking about my "why", in conjunction with my role at my college and in the district. – Management Essentials
- The entire lesson was informative, especially hearing about the recent changes by the current administration. I also found the scenarios very helpful. – Title IX

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- The speaker is so knowledgeable so this made this training very effective. The slides/handout were very helpful for us to understand and follow along. – F.R.I.S.K. 2.0

### District-wide Managers' Meeting/Training

District-wide Managers' Meetings are mandatory and provided by the Chancellor's Office. Each meeting averaged 98 employees and included a message from the Chancellor, student speakers, District updates (diverse events, budget, evaluations) and training sessions coordinated by the Professional Development Office. The training topics for 2023/24 were:

- First Amendment & Academic Freedom Topics by Kirsten Corey, General Counsel and College Presidents
- Distinguished Administrators Seminar: Case Studies by Dr. Regina Stanback Stroud, CEO, RSS Consulting (2x)
- Management Evaluation Instruments with a DEIA lens by Julianna Mosier, Vice Chancellor of HR (2x)
- Being a Leader in Challenging Times by Campus Vice Presidents

Each meeting was structured to encourage networking, collaboration and dialogue across the campuses and the district office.



The Professional Development Office received feedback suggesting the following topics be included in future District-wide Manager's Meetings:

- Student Success strategies, guided pathways, and enrollment outreach
- Contract and conflict scenarios

Feedback from the District-wide management meetings indicated that most participants either agreed or strongly agreed that the information presented was useful.

## Classified Professionals

### Leadership State Center

Traditionally, Leadership State Center has been a cohort facilitated by Classified Professionals, for the development of Classified Professionals. The 2023-24 Leadership Class continued to incorporate the principles of GP PLACE (Guided Pathways) with Leadership State Center for a new way of looking at Leadership and incorporating the principles of Guided Pathways. The text used by the class was "Leaders Eat Last" by Simon Sinek. The participants were tasked with developing an idea or concept to improve areas that are facing barriers and incorporating GP. Some of the proposals included:

- Be a Basic Needs Champion
- Increase Reedley College Transfer Rates
- Putting the Path in Focus
- Staying the Path



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## Professional Development Year-End Report 2023-24

There were 18 total graduates from the 2023-24 Leadership State Center class, the 23<sup>rd</sup> inaugural Leadership State Center cohort.



### Classified Mega Conference

The 23<sup>rd</sup> annual Classified Mega Conference was held in person at Fresno State Resnick Student Union. This year's theme was "California Dreamin'" and 297 classified professionals attended.



Workshop topics included:

- Sign & Shine (Learn American Sign Language)
- Chillax and Flex (Chair Yoga)
- Avoiding Riptides (Self-Defense)
- Full Sail Ahead (Guided Pathways)
- Mind the Tide (Building Safe Spaces/Cultural Proficiency)
- Wave off Worries (Mental Health & Self-Care)
- Catch a Wave of Confidence (Public Speaking Tips & Tricks)
- Come Out of Your Shell (Overcoming Imposter Syndrome)
- Leveraging AI Technology in a Totally Tubular Way (Information Technology)
- Diving into Title IX
- Surf's Up! Ride the Way of Evaluation Excellence (Evaluations)

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The Classified Professionals Steering Committee honored 3 District employees for achievement recognition, welcomed 117 new employees, and recognized 48 employees that received job promotions. 26 employees were nominated for Classified Professional of the Year, with Monique Reyna, Senior Program Specialist – Student Services from FCC winning the annual award. Monique is also currently serving as Classified Senate President.



Overall, feedback on the event was positive with most participants reporting “excellent” or “very good” as their rating. Some of the specific comments were:

- “Enjoyed very much! Worth a day spent at FSU with my coworkers from the district.”
- “I’m glad that the vendor fair is back!!! Organized. I learned a lot this year compared to last year.”
- “This was my first conference and I enjoyed everything that was talked about and showed.”

Feedback to consider for future Mega Conference’s included:

- “Hopefully more vendors next year, more details on the schedule (agenda) would be nice. Great theme and great job overall!”
- “Keynote was pleasant, but I think I’d prefer lunch to be a networking opportunity/social hour.”

### Other Professional Development Strands

#### Technology

Each year, the District offers several professional development opportunities in the area of technology. Topics in 2023/24 included:

- OHC
- NeoEd Perform
- PeopleAdmin & TalentEd

30 individuals participated in these sessions. Overall feedback was positive.

Human Resources will continue to partner with the technology departments to continue support for these trainings in the upcoming year.

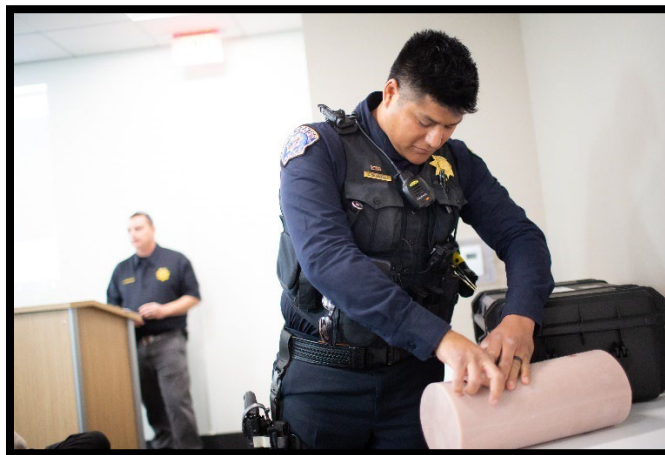
### Environmental Health & Safety, Operations and Public Safety

The Environmental Health & Safety Office provided specialized trainings to 257 participants throughout the year on the topics listed below:

- Fire Extinguisher
- Power Industrial Trucks (Forklifts)
- Incident Command System
- General Building Safety
- Safety Handling Equipment
- Emergency Response and Contingency Planning
- Facilities Inspection
- Heat Illness Prevention Program
- Wildfire Smoke Protection
- Emergency Procedures
- AED/CPR/First Aid
- Contingency and Emergency Response (CERS)
- Forklift Training
- Ladder Safety
- Hazard Identification Inspections Training
- Heat Illness Prevention

The SCCCD Police Department staff have gained new certifications which has grown their offerings in the past year and in 2023-2024, SCCCD Police Department added a new course titled Rape Aggression Defense (RAD) 12-hour course. SCCCD Police Department also offered trainings throughout the district to approximately 160 people including:

- Stryker Chair (8 trainings offered across FCC, CCC, Fulton DO and Herndon Campus)
- Emergency Training: Stryker Chair, Stop the Bleed, Active Shooter
- Coffee with a Cop (once a month, property crime prevention tips)
- Rape Aggression Defense (RAD)
- Self Defense



### Liebert, Cassidy, Whitmore (LCW) Trainings

The EEO/Diversity & Professional Development Office continued its partnership with Liebert, Cassidy, Whitmore (LCW) as part of our participation in the consortium to provide ten training sessions via video-conference, in-person instructor, and webinar to a total of 62 participants. The topics were:

- Office Hours (2x)
- Preventing Harassment, Discrimination, and Retaliation in the Academic Setting
- Disciplinary and Harassment Investigations
- Public Sector Employment Law Update
- An Employment Relations Primer
- DEIA, Evaluation and Title 5
- Frequently Used Education Code and Title 5 Sections for CCDs
- Emerging Issues Related to AI
- Leaves, Leaves, and More Leaves

### New Employee Orientation

The Professional Development Office coordinated and conducted four New Employee Orientation (NEO) sessions on July 27, 2023, August 31, 2023, March 7, 2024 and March 21, 2024. There was a total of 151 new faculty and classified employees in attendance. New employees had an opportunity to network, meet various department heads and receive valuable information on specific district processes, procedures and benefits. The all-day training is infused with equity with morning presentations by campus equity coordinators, a midday EEO presentation and a presentation on Guided Pathways in the afternoon. Participants also had dedicated time to meet with their respective campus Presidents and with their Union Representatives.

### Districtwide EEO Committee

The Districtwide EEO Committee is dedicated to ensuring equal employment opportunities and for sharing information about the equal employment policies and plans in our District. The EEO Committee is working on several projects including updates to the website, a guide for planning inclusive events, video recruitments and a mentorship program.

The EEO Committee also approved training to be used at onboarding for all new hires as of January 1, 2023. The training, "I Don't See Color, I Just See People: Becoming Culturally Competent", was developed by the California Community Colleges Chancellor's Office (CCCCO) and resides on the Vision Resource Center. <https://visionresourcecenter.cccco.edu>.

### Other Professional Development Collaborations

In addition to the Culturally Competent curriculum being assigned to all new hires, the CCCCCO released self-paced curriculum on the topics of EEO Data Analysis, Equitable Hiring Practices and Equity Centered Counseling Foundations. The CCCCCO hosted a DEIA Institute in September 2023 in San Diego. Participants included:

Dr. Angel Reyna, President of Madera Community College

Dr. Marie Harris, Vice President of Learning and Student Success, Madera Community College

Dr. Kim Armstrong, President of Clovis Community College  
Julianna Mosier, Vice Chancellor of Human Resources  
Gaby Holguin, Administrative Assistant, District Office Human Resources  
Nicole Page, Administrative Assistants in District Office Human Resources  
Lauren Lowe, Executive Assistant to the Vice Chancellor of Human Resources  
Ralph Marrufo, Business Office Manager, Reedley College  
Dr. Jesus Vega, Vice President Student Services, Reedley College  
Dale van Dam, Vice President of Instruction, Reedley College  
Dr. Darlene Murray, Student Equity Coordinator, Reedley College  
Dr. Carole Goldsmith, Chancellor

Christine Phillips, District Director of EEO/Diversity & Professional Development is a board member supporting the website for the statewide organization, California Community College Council for Professional Development (4CPD) which also offers periodic free webinars and an annual conference supporting the activities of people engaged in professional development at our California Community Colleges.

### Finance

The District Office Finance department hosted several trainings this year with a total of 154 who attended. The Finance Department also contributed to trainings such as Management Development Academy and Classified Leadership and are developing new training content for the upcoming fiscal year. The following were the trainings that were offered:

- Hotel Engine
- Budget
- SCIP
- Contract

Feedback from these sessions was positive with participants either agreeing or strongly agreeing that the information was useful. Some of the feedback included:

- The presenters were great! I thought all the topics were covered and contact information was provided for those that may have questions or need assistance. – Hotel Engine
- I appreciated the open opportunity to ask questions and get feedback. I also appreciated the run through of the process. – Contracts

### Training Systems

The California Community College State Chancellor's Office (CCCCO) provides a free Learning Management Software (LMS) system in the Vision Resource Center (VRC) called Cornerstone. VRC allows the District and campuses to create learning communities, it allows managers to assign and track training to their staff, and it allows us to share content systemwide, such as new EEO data collection training.

Additionally, the District currently partners with ASCIP to provide compliance training online. ASCIP's software platform is called Docebo and expects to be transitioning soon to their own self-designed LMS.

## Goals

In the coming fiscal year, the Office of Professional Development intends to continue to use the VRC as our primary LMS which allows us to host a catalog of training content, schedule, send notices, collect data and post recorded content.

The Office of Professional Development administered needs assessment surveys in order to align programmatic offerings with the needs of our workforce. A summary of the results is as follows:

	Classified Professionals	Faculty	Managers
Topics they would like to see	<ul style="list-style-type: none"> <li>• Career Growth</li> <li>• Wellness</li> <li>• Communication</li> <li>• Leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Student Centered Strategies</li> <li>• Active Shooter Training</li> <li>• Leadership</li> <li>• Technology</li> <li>• Career Growth</li> <li>• DEIA</li> <li>• AI</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership</li> <li>• DEIA</li> <li>• Computer Skill</li> <li>• Communication</li> <li>• Career Growth</li> <li>• Student Centered Strategies</li> </ul>
Speaker Recommendations	<ul style="list-style-type: none"> <li>• Maxine Shapiro</li> <li>• Rise2It</li> <li>• Christine Phillips</li> <li>• Dianna Whaley – True Colors</li> <li>• Elaine Craig – communication/conflict resolution</li> </ul>	<ul style="list-style-type: none"> <li>• Dr. Christopher Emdin</li> <li>• Jon Wilson (computer related)</li> <li>• Julie Kurtz (trauma response and resilience building strategies)</li> <li>• Nicole Lynn Lewis (author, professional speaker)</li> <li>• Lisa Wilson (Director of Equity &amp; Outreach, National Center on Early Childhood Development, Teaching, and Learning)</li> <li>• Delmar Larsen</li> <li>• Mary Stump</li> <li>• Dr. Luke Wood (Sacramento State President)</li> <li>• Tim Wise (American activist)</li> <li>• Asao B Inoue (academic writer and professor)</li> <li>• Zaretta Hammond (author Culturally</li> </ul>	

		<p>Responsive Teaching &amp; The Brain)</p> <ul style="list-style-type: none"> <li>• Jose Antonio Bowen (author and academic)</li> <li>• MK Asante (author, filmmaker, and professor)</li> <li>• Kevin Powell (American writer and activist)</li> </ul>	
Other Comments	<ul style="list-style-type: none"> <li>• More recorded/asynchronous trainings</li> <li>• Less trainings at the District Office</li> <li>• More trainings on the Zoom platform</li> </ul>	<ul style="list-style-type: none"> <li>• Mandatory DEIA</li> </ul>	<ul style="list-style-type: none"> <li>• Manager schedules are highly impacted, hard to attend trainings.</li> </ul>

The Office of Professional Development plans to collect more robust data on attendees such as demographics information to gauge interest and usage, and feedback on how training was retained and utilized. This office also intends to increase participation and develop new training content to reflect the needs of our District.

The EEO/Diversity & Professional Development Office remains committed to providing exceptional learning opportunities as needs are recognized throughout the District and to support the vision, mission and core values of SCCCDC, the District strategic plan and the standards for accreditation.

## Guiding Principles

### SCCCDC Vision

Advancing equitable student access and achievement is at the heart of our work at State Center Community College District.

### SCCCDC Mission

We – the faculty, classified professionals, administrators, and Trustees at our four colleges, off-campus sites, and District Office – are united by this commitment.

In collaboration across the District and with our community partners, we serve the diverse and vibrant Central Valley by efficiently delivering a comprehensive array of postsecondary educational programs and support services to meet a range of student needs and student goals, including associate and baccalaureate degrees, transfer, employment-ready certificates, and lifelong learning.

Together, we create innovative, inclusive, and antiracist teaching and learning environments at each of our four colleges – Fresno City College, Reedley College, Clovis Community College and Madera

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Community College – that are welcoming, accessible, and student-centered, designed to bolster our students’ social and economic mobility locally, regionally, and globally.

### SCCCD Core Values

1. Student-Centered: Access; Achievement; Careers; Success
2. Equity-Minded: Accessible; Antiracist; Inclusive; Social Justice
3. Community: Belonging; Partnering; Serving; Unity
4. Stewardship: Accountability; Adaptability; Fiscal Stability; Sustainability
5. Kindness: Collegiality; Respect; Responsive; Trustworthy
6. Innovation: Creativity; Curiosity; Excellence; Open-Mindedness

### ACCJC Accreditation Standards

#### *2024 Accreditation Standard 3.2*

The institution supports its employees with professional learning opportunities aligned with the mission and institutional goals. These opportunities are regularly evaluated for overall effectiveness in promoting equitable student success and in meeting institutional and employee needs.



## Sample Survey Questions

### Training Evaluation

*Current session evaluation questions:*

What part of the lesson struck you as most effective or memorable? (What was said or done and how did it make you feel?)
If you were teaching, what would you do differently and why?
What would you do the same?
What other topics would you like to see HR present in future workshops?

### Sample Follow-Up Survey, 6 months after Professional Development Event (new)

What is one thing that you learned in [WORKSHOP NAME] that has stuck with you?					
What is one thing from [WORKSHOP NAME] that you have implemented from the training?					
How has your work improved from [WORKSHOP NAME]?					
Did colleagues observe any of your new skills and discuss them with you?					
<b>My manager supported me in applying what I learned in this training.</b>	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
I would now like more training on:					

## Needs Assessment

*Managers – Annually (February)*

<b>In the last academic year, how often were there professional development opportunities specifically geared towards Managers?</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
<b>In the last academic year, how often did you participate in professional development events?</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
<b>I felt supported by my supervisor in continuous learning and attending professional development events.</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

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<b>I felt supported by my supervisor to spend time attending professional development events.</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I can find learning opportunities that align with my schedule/availability</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I can find learning opportunities that were of interest to me</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I know where to find learning opportunities</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I generally found the presenters to be high-quality presenters who could hold my attention</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I generally found the learning content to be high-quality content that I could use to improve my effectiveness at work</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>There are learning opportunities for managers to incorporate <u>Diversity, Equity, Inclusivity and Accessibility (DEIA)</u> into their duties</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>In the last academic year, how often did you participate in DEIA-related learning events?</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
<b>I am confident in my understanding of DEIA efforts and my ability to support them in my role</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>DEIA trainings have been safe spaces for me to share and grow</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

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<b>my understanding of the topic and concepts</b>					
<b>The modality I prefer is</b> (may select more than one)	One-time in-person session	One-time remote (ex: Zoom) session	Webinar series connected by topic	Multi-day in-person training	Asynchronous/self-paced/pre-recorded session(s)
<b>I am most often available on the following days</b> (may select more than one)	Monday	Tuesday	Wednesday	Thursday	Friday
<b>I am most often available at the following time of day</b> (may select more than one)	Mornings (8am-11am)		Midday (11am-1pm)		Afternoon (1pm-5pm)
<b>I am most interested in the following topic(s):</b> (please write in as many as you'd like EX: Communication, career growth, leadership, DEIA topics, student-centered strategies, role-specific training, wellness, customer service, technology/computer skills, processes/forms)					
<b>I prefer training off-site:</b> (yes/no)					
<b>I recommend the following off-site location:</b> (form fill, optional)					
<b>What promising practices (equity, budget, performance management) would you be willing to share with others?</b> (form fill)					
<b>I highly recommend the following trainer/speaker/keynote:</b> (optional)					
<b>Job Area</b>	Student Services (Outreach, A&R, Financial Aid, Student Activities, etc.)	Business Services (Business Office, Finance, HR, Payroll, etc.)	Maintenance & Operations (Police, Building Services, Grounds Services, Construction Services, etc.)	Information Technology	Instructional Support (Curriculum, Institutional Effectiveness, etc.)
<b>Campus</b>	FCC	RC	CCC	MC/OAK	DO
<b>Other comments/feedback</b>					

*Classified – Annually (March)*

<b>In the last academic year, how often were there professional development opportunities specifically geared</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
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<b>towards Classified Professionals?</b>					
<b>In the last academic year, how often did you participate in professional development events?</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
<b>I felt supported by my supervisor in continuous learning and attending professional development events.</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I felt supported by my supervisor to spend time attending professional development events.</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I can find professional development events that align with my schedule/availability</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I can find professional development events that are of interest to me</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I know where to find professional development opportunities</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I generally found the presenters to be high-quality presenters who could hold my attention</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I generally found the learning content to be high-quality content that I could use to improve my effectiveness at work</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>There are learning opportunities for classified professionals to incorporate Diversity, Equity,</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

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<b>Inclusivity and Accessibility (DEIA) into their duties</b>					
<b>In the last academic year, how often did you participate in DEIA-related learning events?</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
<b>I am confident in my understanding of DEIA efforts and my ability to support them in my role</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>DEIA trainings have been safe spaces for me to share and grow my understanding of the topic and concepts</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>The modality I prefer is (may select more than one)</b>	One-time in-person session	One-time remote (ex: Zoom) session	Webinar series connected by topic	Multi-day in-person training	Asynchronous/self-paced/pre-recorded session(s)
<b>I am most often available on the following days (may select more than one)</b>	Monday	Tuesday	Wednesday	Thursday	Friday
<b>I am most often available at the following time of day (may select more than one)</b>	Mornings (8am-11am)		Midday (11am-1pm)		Afternoon (1pm-5pm)
<b>I am most interested in the following topic(s):</b> (please write in as many as you'd like EX: Communication, career growth, leadership, DEIA topics, student-centered strategies, role-specific training, wellness, customer service, technology/computer skills, processes/forms, curriculum, etc.)					
<b>I highly recommend the following trainer/speaker/keynote:</b> (optional)					
<b>Job Area</b>	Student Services (Outreach, A&R, Financial Aid, Student Activities, etc.)	Business Services (Business Office, Finance, HR, Payroll, etc.)	Maintenance & Operations (Police, Building Services, Grounds Services, Construction	Information Technology	Instructional Support (Curriculum, Institutional Effectiveness, etc.)

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			Services, etc.)		
<b>Campus</b>	FCC	RC	CCC	MC/OAK	DO
<b>Other comments/feedback</b>					

*Full-time Faculty – Annually (April)*

<b>In the last academic year, how often were there professional development opportunities specifically geared towards Faculty?</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
<b>In the last academic year, how often were there professional development opportunities specifically geared towards your discipline?</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
<b>In the last academic year, how often did you participate in professional development events?</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
<b>I felt supported by my supervisor in continuous learning and attending professional development events.</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I can find professional development events that align with my schedule/availability</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I can find professional development events that are of interest to me</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

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<b>I know where to find professional development opportunities</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I generally found the presenters to be high-quality presenters who could hold my attention</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I generally found the learning content to be high-quality content that I could use to improve my effectiveness at work</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>There are learning opportunities for faculty to incorporate <u>Diversity, Equity, Inclusivity and Accessibility (DEIA)</u> into their duties</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>In the last academic year, how often did you participate in DEIA-related learning events?</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
<b>I am confident in my understanding of DEIA efforts and my ability to support them in my role</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>DEIA trainings have been safe spaces for me to share and grow my understanding of the topic and concepts</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>The modality I prefer is (may select more than one)</b>	One-time in-	One-time remote	Webinar series	Multi-day in-	Asynchronous/self-paced/pre-recorded session(s)

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	person session	(ex: Zoom) session	connected by topic	person training	
<b>I am most often available on the following days</b> (may select more than one)	Monday	Tuesday	Wednesday	Thursday	Friday
<b>I am most often available at the following time of day</b> (may select more than one)	Mornings (8am-11am)		Midday (11am-1pm)		Afternoon (1pm-5pm)
<b>I am most interested in the following topic(s):</b> (please write in as many as you'd like EX: Communication, career growth, leadership, DEIA topics, student-centered strategies, role-specific training, wellness, customer service, technology/computer skills, processes/forms, curriculum, etc.					
<b>I highly recommend the following trainer/speaker/keynote:</b> (optional)					
<b>Job Area</b>	<ul style="list-style-type: none"> <li><input type="radio"/> STEM</li> <li><input type="radio"/> Social Sciences</li> <li><input type="radio"/> Fine, Performing, Communication, Arts</li> <li><input type="radio"/> CTE</li> <li><input type="radio"/> Business Education</li> <li><input type="radio"/> Counseling</li> <li><input type="radio"/> Library/Tutorial</li> <li><input type="radio"/> Other (fill-in)</li> </ul>				
<b>Campus</b>	FCC	RC	CCC	MC	
<b>Other comments/feedback</b>					

*Part-time Faculty – Annually (April)*

<b>In the last academic year, how often were there professional development opportunities specifically geared towards Faculty?</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
<b>In the last academic year, how often were there professional development opportunities specifically geared towards ADJUNCT Faculty?</b>					



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<b>In the last academic year, how often were there professional development opportunities specifically geared towards your discipline?</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
<b>In the last academic year, how often did you participate in professional development events?</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
<b>I felt supported by my supervisor in continuous learning and attending professional development events.</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I can find professional development events that align with my schedule/availability</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I can find professional development events that are of interest to me</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I know where to find professional development opportunities</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I generally found the presenters to be high-quality presenters who could hold my attention</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>I generally found the learning content to be high-quality content that I could use to improve my</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree

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<b>effectiveness at work</b>					
<b>There are learning opportunities for adjunct faculty to incorporate <u>Diversity, Equity, Inclusivity and Accessibility (DEIA)</u> into their duties</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>In the last academic year, how often did you participate in DEIA-related learning events?</b>	Never	Rarely (1)	Occasionally (2-3)	Often (4-6)	Very frequently (6+)
<b>I am confident in my understanding of DEIA efforts and my ability to support them in my role</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>DEIA trainings have been safe spaces for me to share and grow my understanding of the topic and concepts</b>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
<b>The modality I prefer is (may select more than one)</b>	One-time in-person session	One-time remote (ex: Zoom) session	Webinar series connected by topic	Multi-day in-person training	Asynchronous/self-paced/pre-recorded session(s)
<b>I am most often available on the following days (may select more than one)</b>	Monday	Tuesday	Wednesday	Thursday	Friday
<b>I am most often available at the following time of day (may select more than one)</b>	Mornings (8am-11am)		Midday (11am-1pm)		Afternoon (1pm-5pm)
<b>I am most interested in the following topic(s):</b> (please write in as many as you'd like EX: Communication, career growth, leadership, DEIA topics, student-centered strategies, role-specific training, wellness, customer service, technology/computer skills, processes/forms, curriculum, etc.					

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<b>I highly recommend the following trainer/speaker/keynote: (optional)</b>				
<b>Job Area</b>	<ul style="list-style-type: none"> <li><input type="radio"/> STEM</li> <li><input type="radio"/> Social Sciences</li> <li><input type="radio"/> Fine, Performing, Communication, Arts</li> <li><input type="radio"/> CTE</li> <li><input type="radio"/> Business Education</li> <li><input type="radio"/> Counseling</li> <li><input type="radio"/> Library/Tutorial</li> <li><input type="radio"/> Other (fill-in)</li> </ul>			
<b>Campus</b>	FCC	RC	CCC	MC
<b>Other comments/feedback</b>				