



San Diego Miramar College
Professional Development Plan
2021-24

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Approved by Professional Development Committee (PDC) Dec 2021

**PROFESSIONAL
DEVELOPMENT
SAN DIEGO MIRAMAR COLLEGE**

Table of Contents

<i>College Mission Statement</i>	3
<i>Mission of Miramar College Professional Development Program</i>	3
<i>Purpose and Charge of Professional Development Committee</i>	3
Fall 2020-Spring 2027 San Diego Miramar College Strategic Goals	4
<i>Timeline for Review of Mission, Goals, and Forms</i>	5
<i>List of Annual Activities</i>	5
Review of Activities Fall 2021	6
1. DECC (Data & Equity Coaching Communities) Program	6
2. Campus Read Program.....	6
3. Community of Inquiry: Indigenous Issues/Land Acknowledgement Development.....	7
4. Implement PD Rubric for PD Funding Proposals (PDC)	8
5. Update PD proposal forms (PDC)	8
6. Develop general evaluation form for all PD events.....	9
Planned Activities Spring 2021	10
1. Flex Keynote speaker - Dr. Manulani Aluli Meyer (University of Hawaii, West Oahu campus)	10
2. DECC SP21.....	10
3. Campus Read SP21.....	10
4. FLOC (either SP22 or SU22) - Led by Online Mentor (Anne Gloag).....	10
5. Develop Faculty PD Needs Assessment Surveys	10
7. Develop Professional Development Handbook.....	10
8. Community of Practice: Ungrading.....	10
9. Community of Inquiry: Indigenous Issues/Land Acknowledgement.....	10
10. Faculty Onboarding & Mentor Program.....	10



College Mission Statement

Miramar College's mission is to prepare students to succeed in a complex and dynamic world by providing quality instruction and services in an environment that supports and promotes diversity, equity, and success, while emphasizing innovative programs and partnerships to facilitate student completion for transfer, workforce training, and/or career advancement.

Mission of Miramar College Professional Development Program

To enhance the college community by providing and supporting opportunities for professional growth aligned with our college strategic goals.

Purpose and Charge of Professional Development Committee

Develop and promote a professional development program which supports the educational mission of the Institution to include activities that enhance and improve the college atmosphere and cultivate a positive culture on campus; oversee the disbursement of professional development funds for faculty, classified professionals, and administrators.

(Source: [College Governance Handbook 2021](#))

Fall 2020-Spring 2027 San Diego Miramar College Strategic Goals

- 1) **Pathways** – Provide student-centered pathways that are responsive to change and focus on student learning, equity, and success
- 2) **Engagement** - Enhance the college experience by providing student-centered programs, curriculum, services, and activities that close achievement gaps, engage students, and remove barriers to their success
- 3) **Organizational Health** - Strengthen Institutional Effectiveness through planning, outcomes assessment, and program review processes in efforts to enhance data-informed decision making
- 4) **Relationship Cultivation** - Build and sustain a college culture that strengthens participatory governance, equity efforts, and community partnerships
- 5) **Diversity, Equity, and Inclusion (DEI)** - Build an environment that embraces diversity, equity, inclusion, anti-racism, and social justice for the benefit of the college community.

Campus Professional Development (PD) Goals 2021-24

	PD Goals	2020-27 Campus Strategic Goal Alignment
1	To support equity efforts on campus by developing, supporting, and promoting equity-focused PD	2,5
2	To support the annual campus theme by developing, supporting, and promoting PD for all campus employees	1,2,3,4,5
3	To support professional learning that increases understanding of student DI populations	2,5
4	To clarify, refine, and make more transparent the processes of requesting, participating in, and receiving compensation for PD	3
5	To collect and make available data and evidence related to PD participation across campus	3

Timeline for Review of Mission, Goals, and Forms

Review with governance approvals will take place on a triennial cycle, with the next review in 2024. The plan will undergo annual updates within the Professional Development Committee.

Semester	Action	Who
Spring	Develop plan for upcoming academic year	Professional Development Coordinator
Spring	Approve plan for upcoming academic year	Professional Development Committee
Fall	Approve plan for current academic year	College Council

List of Annual Activities

1. Keynote speaker Flex Week (Fall and Spring)
2. PD Events that support the college annual theme (at least one per semester)
3. PD Events that support the CCC Vision for Success (at least one per semester)
 - a. Vision for Success Goals
4. Campus Read
5. Additional activities that support the Campus Professional Development Goals
 - a. Community of Inquiry and/or Community of Practice
 - b. Updating and improving PDC procedures and documents
6. Conduct evaluations of PD activities
7. Faculty Onboarding/Mentoring

Review of Activities Fall 2021

1. DECC (Data & Equity Coaching Communities) Program

Description

The DECC program uses data coaching in a 5-week mentor-cohort structure. Faculty access their data through a Tableau dashboard and are able to disaggregate student retention and success by a number of identifiers, including age, gender, ethnicity, Veteran status, on-campus vs. online course modalities, DSPS, etc. Faculty are given resources to complete a workbook. By the end of the program, they implement goals to decrease equity gaps they have discovered in their classes. This semester the DECC program runs Oct 18 - Nov 19, 2021.

Goals

This program supports:

- Professional Development Goals 1,2,3.
- 2020-27 Campus Strategic Goals 2 & 5
- 2021-22 campus annual theme (Becoming a Student-Ready Campus)
- Vision for Success goals

Funding

The DECC program for Fall 2021 is funded by a Strong Workforce grant (Point of Contact: Jon Kropp). Each mentor receives 1 ESU; each participant receives 0.5 ESU. The program costs \$19K for a full slate of four mentors and 30 participants.

Campus Collaboration

This program is heavily supported by the campus Research Office and Researcher Xi Zhang in particular, who creates and updates the dashboards for each DECC session.

2. Campus Read Program

Description

The Campus Read is a college-wide book club in which campus employees read the same book and then discuss it. Books are chosen each semester with an open request for candidate titles and then a cross-campus vote to choose the title. The conversations are managed by the Campus Read Interest Group, who volunteer to host or co-host discussions.

Goals

This program supports:

- Professional Development Goals 1 & 3
- 2020-27 Campus Strategic Goals 2 & 5
- 2021-22 campus annual theme (Becoming a Student-Ready Campus)

Funding

Books for the Campus Read program are funded by the Professional Development Committee (PDC). Voting and funding approval for both Fall and Spring semesters' titles takes place at the end of the spring semester in each school year.

Campus Collaboration

The PDC's Campus Read program collaborates with the Bookstore in order to purchase and receive books, as well as to provide a central location where books may be picked up. For Fall 2021, the Campus Read book is *Disability Visibility: First Person Stories from the 21st Century* edited by Alice Wong (2020). Campus Read is partnering with DSPS to help host our informal discussions led by members of the Campus Read interest group (open to all campus employees).

3. Community of Inquiry: Indigenous Issues/Land Acknowledgement Development

Description

This is a cohort-based program that we are running for the first time in Fall 2021. Open to the entire campus employee community, it is a professional development community of learning and conversations on various relevant topics. For fall 2021, the focus of the Community of Inquiry is Indigenous Issues, in particular, settler colonialism, the history of local Native tribal nations, modern Kumeyaay local issues, Native student needs, and developing a meaningful Land Acknowledgement for our college. This program begins October 8, 2021 for a 6-week session of 1.5 hours each (9 meeting hours total). Additionally, there will be approximately 5-6 outside reading/viewing hours. This program culminates with a college-wide speaker: Dr. Deondre Smiles (Leech Lake Band of Ojibwe) from University of Victoria, BC, Canada.

Goals

This program supports:

- Professional Development Goals 2,3
- 2020-27 Campus Strategic Goal 5
- 2021-22 campus annual theme (Becoming a Student-Ready Campus)

Funding

This activity was completed as part of the Professional Development Coordinator's regular compensation. There is no funding at this time for participants, who engage on a volunteer basis only.

Campus Collaborations

This program was designed and is run by the Professional Development Coordinator. Speakers from SDSU Native Resource Center, the Southern Indian Health Council, University of Guelph, Ontario Canada, and the Museum of Us (formerly the Museum of Man) donated their time for conversations and guidance.

4. Implement PD Rubric for PD Funding Proposals (PDC)

Description

In an effort to make the Professional Development Committee funding process more transparent, a PDC working group developed a rubric. The rubric provides expectations for approval of proposals, and will be added to the proposal instructions.

Goals

This activity supports:

- Professional Development Goal 4
- 2020-27 Campus Strategic Goal 3

No funding nor collaborations were needed for this activity, as it was part of normal PDC functionality.

5. Update PD proposal forms (PDC)

Description

Proposal forms require updating due to the implementation of new college Strategic Goals.

Goals

This activity supports:

- Professional Development Goal 4
- 2020-27 Campus Strategic Goal 3

No funding nor collaborations were needed for this activity, as it was part of normal PDC functionality.

6. Develop general evaluation form for all PD events

Description

A collaboration between the Professional Development Coordinator, Research Analyst, and Online Mentor produced the first campus-wide universal evaluation form. This form will be sent to all Flex presenters as well as the host of any professional learning event that could be eligible for Flex credit as stated on the District Flex website. The evaluation form fills a need for evidence of campus-wide professional development, and asks specific questions to support data gathering for our 2020-2027 Campus Strategic Goals.

Goals

This activity supports:

- Professional Development Goal 5
- 2020-27 Campus Strategic Goal 3

Funding

This activity was completed as part of the Professional Development Coordinator's regular compensation.

Campus Collaborations

This project is a collaboration between the Professional Development Coordinator, Institutional Research Analyst, and Online Mentor.

Planned Activities Spring 2021

1. Flex Keynote speaker - Dr. Manulani Aluli Meyer (University of Hawaii, West Oahu campus)
2. DECC SP21
3. Campus Read SP21
4. FLOC (either SP22 or SU22) - Led by Online Mentor (Anne Gloag)
5. Develop and distribute Faculty PD Needs Assessment Surveys
7. Develop Professional Development Handbook
8. Community of Practice: Ungrading
9. Community of Inquiry: Indigenous Issues/Land Acknowledgement
10. Faculty Onboarding & Mentor Program (TBD)