

PIE Narrative Summary



PIE - Professional Development: Professional Development Unit

2021-22

Contact Person: Lisa Rodriguez

Email/Extension: lisa.rodriguez@mtsac.edu/4177

Summary of Notable Achievements: Achievements Listed by College Strategic Plan Goals (New 2022):

Program Planning for Retention and Success: (See Equity)

Program Planning for Equity: Ensure all offerings on equity include considerations for lesser-addressed domains of accessibility or gender/sexuality. Heavy training emphasis placed on anti-racism in 2020-2021. Constituent groups requesting more programming on pronouns/chosen name, Latinx student supports. Micro-credentials in development for addressing these student groups in teaching for equity. Budget support for faculty development in these areas centers on Title V, SEAP.

External and Internal Conditions Analysis: 1. Post-pandemic return to campus has yielded expanded opportunities to reach more learners. Professional development activities are designed to reach the employee's training and growth needs in a traditional "event" style on campus. The past two years have been a heavy lift to shift services fully online and continue services in a hybrid modality to meet those needs. The POD staff has become proficient in Zoom and tracking attendance for virtual participants. Re-training internally for staff has been gradual and are now fully sustainable.

2. The department has been actively planning a move to remote work for some of the staff as the upstairs LOFT in building 6 will soon be renovated. Temporary space and storage has been a top priority for planning to support the campus PD needs at the same level of excellence as previous years. A vacancy is soon to be filled which will even out the work load for staff who have taken on increased project duties as a result.

Critical Decisions Made by Unit: Change of leadership from Lianne Greenlee (Director) and Lisa Rodriguez (Assistant Director) to Lisa Rodriguez (Acting Director) and Lizette Henderson (Project/Program Manager) in mid-March affected the year-end closeout and challenged continuity of implementation as adjustments are always time consuming. The division of labor for 5 staff, 3 professional experts, and 1 vacant position (which is a top priority) have resulted in decisions based on efficiency and effectiveness to the benefit of the college.

Contributors to the Report: Lisa Rodriguez, Tania Anders, Lizette Henderson, POD Staff

1. Assessment Plan - Three Column



PIE - Professional Development: Professional Development Unit

Narrative Reporting Year

2021-22

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Email/Extension: lisa.rodriguez@mtsac.edu/4177

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2. The department has been actively planning a move to remote work for some of the staff as the upstairs LOFT in building 6 will soon be renovated. Temporary space and storage has been a top priority for planning to support the campus PD needs at the same level of excellence as previous years. A vacancy is soon to be filled which will even out the work load for staff who have taken on increased project duties as a result.

Critical Decisions Made by Unit: Change of leadership from Lianne Greenlee (Director) and Lisa Rodriguez (Assistant Director) to Lisa Rodriguez (Acting Director) and Lizette Henderson (Project/Program Manager) in mid-March affected the year-end closeout and challenged continuity of implementation as adjustments are always time consuming. The division of labor for 5 staff, 3 professional experts, and 1 vacant position (which is a top priority) have resulted in decisions based on efficiency and effectiveness to the benefit of the college.

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2018-19

Contact Person: Lianne Greenlee

Email/Extension: greenlee.lianne@gmail.com/6044

Critical Decisions Made by Unit: Development of a new Mt. SAC Professional Development Plan has increased collaboration with college departments, committees, and constituent groups across the college. The new plan is outcomes based and will increase PODs ability to gather data regarding the impact of professional learning for Mt. SAC employees.

POD leadership stability has allowed for consistent outreach to campus departments and committees, been positively received, and resulted in new partnerships for training

across the campus.

Targeted communication strategies, a redesigned website, and large campuswide POD events have increased the visibility of and participation in professional learning opportunities on campus.

The POD LOFT (Learning Opportunities for Transformation) has expanded POD's ability to serve employee training and collaboration needs across campus. This learning space has become a critical resource for employees of the campus.

Contributors to the Report: Lianne Greenlee, Yolanda Haro, Maria Cardenas, Elda Blount, Brenda Dial

2017-18

Contact Person: Lianne Greenlee

Email/Extension: greenlee.lianne@gmail.com/6044

Critical Decisions Made by Unit: POD leadership stability has allowed for consistent outreach to campus departments and committees, been positively received, and resulted in new partnerships for training across the campus. Targeted communication strategies, a redesigned website, and large campuswide POD events have increased the visibility of and participation in professional learning opportunities on campus.

POD has annexed a new learning space in Building 6. The POD LOFT (Learning Opportunities for Transformation) has expanded POD's ability to serve employee training and collaboration needs across campus.

Contributors to the Report: Lianne Greenlee, Yolanda Haro, Maria Cardenas, Elda Blount, Brenda Dial

2016-17

Contact Person: Lianne Greenlee

Email/Extension: greenlee.lianne@gmail.com/6044

Critical Decisions Made by Unit: POD leadership has been restructured. A new Director of Professional and Organizational Development was hired to begin the 2017-18 year.

The Professional Learning Academy and VOICES Committee have been integrated into POD.

Outreach to campus departments and committees in 2016-17 has been positively received and has resulted in new partnerships for training across the campus

Communication strategies and large campuswide POD events have increased the visibility of professional learning opportunities on campus.

Contributors to the Report: Lianne Greenlee, Yolanda Haro, Maria Cardenas, Elda Blount, Brenda Dial

<i>Unit Goals</i>	<i>Resources Needed</i>	<i>1. Where We Make an Impact: Closing the Loop on Goals and Resources</i>
Collaboration - Collaborate with key stakeholders to gather input, leverage resources, and develop and implement professional learning opportunities to support all faculty, managers, and staff. Status: Active Goal Year(s): 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23 Date Goal Entered (Optional): 08/08/2017	Report directly on Goal	Reporting Year: 2018-19 % Completed: 50 During the 2018-19 academic year POD actively collaborated with programs, committees, and departments across the campus to provide 746 individual professional learning activities for employees, a 62% in offerings over the last 3-years. (10/10/2019) <hr/> Reporting Year: 2018-19 % Completed: 25 POD worked with Human Resources to provide 170 adjunct faculty with onboarding as well as training to support their applications for full-time faculty positions by offering a new

Unit Goals	Resources Needed	1. Where We Make an Impact: Closing the Loop on Goals and Resources
	<p>Report directly on Goal</p>	<p>workshop entitled, "Getting a Full-Time Faculty Job at a Community College". This session was recorded for the Magic Mountie podcast and was the most listened to episode of 2018-19. (06/14/2019)</p> <hr/> <p>Reporting Year: 2018-19 % Completed: 50 POD has established joint collaborative efforts to offer ongoing training with departments across campus including IT, Faculty Center for Learning Technology, Emergency Preparedness, Wellness Center, Health Center, Human Resources, the Writing Center, ACCESS, Facilities, and academic departments within Instruction. (06/14/2019)</p> <hr/> <p>Reporting Year: 2018-19 % Completed: 100 POD Collaborated with Fiscal Services to provide training for implementation of Workforce timesheets for all classified and managers. (06/14/2019)</p> <hr/> <p>Reporting Year: 2017-18 % Completed: 25 During the 2017-18 year POD collaborated with committees and departments across the campus to develop and support employee workshops, retreats, and conferences. Examples include the Instruction Team Managers Retreat, EAS Retreat, and Biology Department training. (07/17/2018)</p>
	<p>Request - No Funding Requested - Collaborate with the Wellness Committee to support wellness activities and training at Mt. SAC *Lead: Lizette Henderson, ECC, and Wellness Committee What would success look like and how would you measure it?: Effective and wide use of programs that support wellness for employees. Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.</p>	<p>Reporting Year: 2017-18 % Completed: 25 POD collaborated with the Wellness Committee to offer monthly wellness training classes on topics from stress reduction to Healthy Cooking classes. Additionally, 47 employees participated in the Mindfulness for Wellness series which was offered in fall, winter, and summer to teach the concepts and practice of Mindfulness Based Stress Reduction (MBSR). (07/17/2018)</p> <hr/> <p>Reporting Year: 2016-17 % Completed: 50 POD supported a needs wellness assessment through Qualtrics, funded a keynote evening address by Dr. Sears, and collaborated to host a monthly wellness speaker. (08/30/2017)</p>

Unit Goals	Resources Needed	1. Where We Make an Impact: Closing the Loop on Goals and Resources
	<p>Planning Unit Priority: Medium Total Funding Requested: NA</p> <p>Request - No Funding Requested - Collaborate with the Director of Risk Management to provide ongoing training for Mt. SAC employees, including Return to Campus Protocols, an annual Emergency Preparedness month with focused training opportunities, and online learning resources. *Lead: Lisa Rodriguez, Risk Management, Emergency Preparedness Committee What would success look like and how would you measure it?: Effective emergency preparedness training Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees. Planning Unit Priority: Medium Total Funding Requested: NA</p>	<p>Reporting Year: 2016-17 % Completed: 25 Yolanda Haro developed and piloted a Mindfulness for Wellness series in Summer 2017, with 20 employees participating for five weeks. This pilot will be fully implemented in 2017-18 (06/29/2017)</p> <p>Reporting Year: 2017-18 % Completed: 25 POD collaborated with the Director of Emergency Preparedness to cluster offer 22 workshops in October 2018, as well as monthly classes which including the addition of CERT and DSW-in-Action offerings. Additionally, data gathering and planning for mandatory training was done in Spring 2018 with anticipated implementation planned for fall 2018 (07/17/2018)</p> <p>Reporting Year: 2016-17 % Completed: 50 Through ongoing collaboration Disaster Service Worker training was offered during October 2017 and integrated into the New Employee Welcome Series. (08/30/2017)</p>
	<p>Request - No Funding Requested - Collaborate with the IT trainer to support essential technology skills development for hardware and software. *Describe Plans & Activities Supported (Justification of Need): Ongoing collaboration for training employees *Lead: Lisa Rodriguez</p>	<p>Reporting Year: 2017-18 % Completed: 25 POD collaborated with IT to provide training for O365 implementation in Fall 2018. Technology training for BoardDocs and document accessibility were jointly supported as well. Additionally, 68 workshops in support of collegewide operational systems were offered during 2017-18 in collaboration with the IT trainer. (07/17/2018)</p>

Unit Goals	Resources Needed	1. Where We Make an Impact: Closing the Loop on Goals and Resources
	<p>What would success look like and how would you measure it?: Ongoing training opportunities for software and hardware development; positive feedback by constituent groups seeking to expand employee productivity and work skills.</p> <p>Type of Request: IT SUPPORT: Requests for projects related to the implementation, integration, application, delivery, and support of information and instructional technologies.</p> <p>Planning Unit Priority: Medium</p> <p>Total Funding Requested: \$0</p> <p>Request - Full Funding Requested - Collaborate with the Faculty Professional Development Council, the Vice President of Academic Senate, and the FLEX Day Committee to support Flex Day events.</p> <p>*Describe Plans & Activities Supported (Justification of Need): Each year the FLEX Day Opening session includes a keynote speaker address. Survey data indicate 98% overall satisfaction with this format and evidence of informed changes in the classroom to support student learning. Resources to fund the speaker are not consistent, with guided pathways, equity funds, EEO funds, and other resources utilized but not always available. Ongoing FLEX Day funding will ensure college-wide student success efforts are supported with speakers and materials at future FLEX Events.</p> <p>*Lead: Lisa Rodriguez and Academic</p>	<p>Reporting Year: 2018-19</p> <p>% Completed: 100</p> <p>POD co-sponsored Kimberly Papillon in presenting the Neuroscience of Decision-making at four sessions in 2018-19 with a focus on addressing the topics of unconscious bias and equity in hiring practices. 386 staff, faculty, and managers attended these sessions. (06/14/2019)</p> <hr/> <p>Reporting Year: 2017-18</p> <p>% Completed: 25</p> <p>The Director of POD collaborated with the FLEX Taskforce to support implementation of two FLEX Days during 2017-18. The addition of an equity speaker to the Spring FLEX day Opening Session increased attendance for both full-time faculty and resulted in the highest levels of participation of adjunct faculty (166) in a FLEX Day over the last four years. (07/17/2018)</p> <p>Related Documents:</p> <p>FLEX Day Adjunct Participation 2014-2018.pdf</p>

Unit Goals	Resources Needed	1. Where We Make an Impact: Closing the Loop on Goals and Resources
	<p>Senate Vice President(s)</p> <p>What would success look like and how would you measure it?: Dedicated funding to support keynote speakers at FLEX Day activities</p> <p>Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.</p> <p>Planning Unit Priority: Medium</p> <p>On-Going Funding Requested (if applicable): 10000</p> <p>Total Funding Requested: 10,000</p> <p>Request - No Funding Requested - Collaborate with the Faculty Center for Learning Technology, Presentation Services, and other interested departments to provide high quality professional learning for supporting faculty integration of instructional technology.</p> <p>*Lead: Lisa Rodriguez, Presentation Services, and the FCLT Team</p> <p>What would success look like and how would you measure it?: Contemporary, equitable, cost-effective, and efficient use of instructional technologies.</p> <p>Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.</p> <p>Planning Unit Priority: Medium</p> <p>Total Funding Requested: None</p>	<p>Reporting Year: 2017-18</p> <p>% Completed: 25</p> <p>POD collaborated with Presentation Services to provide training in Audio Visual Classroom Basics for all faculty teaching in the new Business Center Complex. Additionally, Carousel Digital Signage and Dynamic Presentations Using an Interactive Whiteboard were developed. POD also brought FCLT and the LLC together to assist with the first collaboration of Learning Technology Week offered in April 2018. (07/17/2018)</p>
	<p>Request - No Funding Requested - Collaborate with FPDC and Salary and Leaves Committee to support implementation of Professional</p>	<p>Reporting Year: 2017-18</p> <p>% Completed: 25</p> <p>During the 2017-18 year all backlog of courses submitted for PGI review to Salary and Leaves were completed and</p>

Unit Goals	Resources Needed	1. Where We Make an Impact: Closing the Loop on Goals and Resources
	<p>Growth Increment contractual language.</p> <p>*Lead: Lisa Rodriguez and Faculty Professional Development Coordinator</p> <p>What would success look like and how would you measure it?: Satisfied faculty receiving PGI/PGH credit for PD efforts.</p> <p>Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.</p> <p>Planning Unit Priority: Medium</p> <p>Total Funding Requested: None</p> <p>Request - No Funding Requested - Collaborate with the VOICES Committee to identify, develop, and communicate employee recognition activities and awards.</p> <p>*Describe Plans & Activities Supported (Justification of Need): Annual budget in support of materials and staffing for employee recognition activities.</p> <p>*Lead: Lizette Henderson and VOICES Committee</p> <p>What would success look like and how would you measure it?: Budget allocation and use. Employees self-report motivation and pride for working at Mt. SAC.</p> <p>Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.</p> <p>Planning Unit Priority: High</p> <p>Total Funding Requested: None</p>	<p>updated lists of approved courses are posted on the POD website. (07/17/2018)</p> <p>Reporting Year: 2018-19 % Completed: 75 With support from POD, The VOICES Committee implemented two new employee recognition programs in 2018-19, "High 5" and "Light in the Night". 86 employees were recognized by their colleagues and sent a "Shout Out" in appreciation of their excellent work. (06/14/2019)</p> <hr/> <p>Reporting Year: 2017-18 % Completed: 50 An ongoing budget of \$3,500 was secured through the PIE resource request process to support implementation of three new employee recognition programs through the VOICES Committee. 102 individual "Shout Outs" for excellence were distributed. The Way to Go Joe quarterly department award was created, and the first annual Celebration of Excellence was held. (07/17/2018)</p>

Unit Goals	Resources Needed	1. Where We Make an Impact: Closing the Loop on Goals and Resources
	<p>Request - No Funding Requested - Collaborate with School of Continuing Education faculty in the development and implementation of an annual professional development day.</p> <p>*Describe Plans & Activities Supported (Justification of Need): Noncredit faculty vision and planning</p> <p>*Lead: Lianne Greenlee and noncredit faculty professional learning team.</p> <p>Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.</p> <p>Planning Unit Priority: Low</p> <p>Request - No Funding Requested - Collaborate with Guided Pathways leaders to develop professional learning opportunities in support of full initiative implementation.</p> <p>*Describe Plans & Activities Supported (Justification of Need): Work with the Guided Pathways leaders to define professional learning activities that will support ongoing implementation of the initiative.</p> <p>*Lead: Lisa Rodriguez and Faculty Professional Development Coordinator.</p> <p>What would success look like and how would you measure it?: Scalable and sustainable outcomes set forth in grant and POD goals.</p> <p>Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT</p>	<p>Reporting Year: 2017-18 % Completed: 50 80 noncredit faculty participated in the first annual noncredit professional development day. POD assisted the faculty leadership planning team in development of the agenda and provided logistical support throughout the day. (07/17/2018)</p> <p>Reporting Year: 2018-19 % Completed: 50 POD partnered with Guided Pathways to institute an annual Faculty Focus Retreat in which 30 faculty from across the college engaged in dialogue and planning with other colleagues about Guided Pathways pedagogy. (06/14/2019)</p>

Unit Goals	Resources Needed	1. Where We Make an Impact: Closing the Loop on Goals and Resources
	<p>(POD): Requests that provide professional learning opportunities for Mt. SAC employees.</p> <p>Planning Unit Priority: High</p> <p>Total Funding Requested: None</p> <p>Request - No Funding Requested -</p> <p>Power of our Data Annual Event to engage employees with actionable research</p> <p>*Describe Plans & Activities</p> <p>Supported (Justification of Need):</p> <p>The Power of our Data annual event will provide an opportunity for employees to attend conference sessions on campus to engage in the following: (1) research being conducted on campus by our employees and others for their doctorate/master, (2) research being conducted on campus by our employees to improve programs and services, and (3) research and evaluation tools (Qualtrics). The sessions will use Data Coaching and pedagogical techniques to engage attendees in the research and how to use the findings for action. This conference will be part of a larger series of events to engage the campus in reflective and actionable research using Data Coaching. Various project areas will be highlighted: Guided Pathways, SEAP, SCE, AB 705, to mention a few.</p> <p>*Lead: Lisa Rodriguez, GPS Faculty, Patty Quinones, Title V Data Coach Coordinator, Title V Data Coaches</p> <p>What would success look like and how would you measure it?: Annual Power of our Data Event</p>	

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	<p>Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.</p> <p>Planning Unit Priority: Low</p> <p>Total Funding Requested: None</p> <p>Request - No Funding Requested - Implement the Title V Grant focused on Creating an Equity-minded Campus Culture to Improve Student Outcomes</p> <p>*Describe Plans & Activities Supported (Justification of Need): This project will provide a comprehensive set of activities to improve the academic achievement and personal development of Hispanic students, low-income students, and other students underrepresented in higher education. Specific activities include: an Equity Certification for faculty, a community of practice for equity, professional development in brain-based teaching and learning, universal design in syllabus creation, an instructional designer for professional learning, podcasts, an annual campus summit on equity, use of open educational resources, professional development for distance education faculty and staff, integration of technology tools to connect students with support services, data coaching, an onboarding process for student workers, equity workshops for student workers, infusing equity components into new employee</p>	

Unit Goals	Resources Needed	1. Where We Make an Impact: Closing the Loop on Goals and Resources
	<p>onboarding, personal and leadership development workshops for students, online modules for student professional development and financial literacy, the creation of a Consumer Resource Center, financial literacy workshops for students and educators, an annual Consumer Resource Fair, a student-led conference focused on issues of equity, and various events (e.g., annual expert speaker, One Book, One Campus) that promote greater campus-wide cultural competence.</p> <p>*Lead: Lisa Rodriguez, Kelly Fowler (VP Instruction)</p> <p>What would success look like and how would you measure it?: Accomplishment of 7 Goals and 9 Outcomes as measured by qualitative and quantitative data.</p> <p>Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.</p> <p>Planning Unit Priority: High</p> <p>Total Funding Requested: None</p>	

2. Assessment Plan - Narrative



PIE - Professional Development: Professional Development Unit

Narrative Reporting Year

2021-22

Contact Person: Lisa Rodriguez

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2018-19

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2017-18

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2016-17

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Communication strategies and large campuswide POD events have increased the visibility of professional learning opportunities on campus.

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Unit Goal Description: Collaboration

Collaborate with key stakeholders to gather input, leverage resources, and develop and implement professional learning opportunities to support all faculty, managers, and staff.

Status: Active

Goal Year(s): 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23

Date Goal Entered (Optional): 08/08/2017

Report directly on Goal

1. *Where We Make an Impact: Closing the Loop on Goals and Resources*

Reporting Year: 2018-19

10/10/2019

% Completed: 50

During the 2018-19 academic year POD actively collaborated with programs, committees, and departments across the campus to provide 746 individual professional learning activities for employees, a 62% in offerings over the last 3-years.

Reporting Year: 2018-19

06/14/2019

% Completed: 25

POD worked with Human Resources to provide 170 adjunct faculty with onboarding as well as training to support their applications for full-time faculty positions by offering a new workshop entitled, "Getting a Full-Time Faculty Job at a Community College". This session was recorded for the Magic Mountie podcast and was the most listened to episode of 2018-19.

Reporting Year: 2018-19

06/14/2019

% Completed: 50

POD has established joint collaborative efforts to offer ongoing training with departments across campus including IT, Faculty Center for Learning Technology, Emergency Preparedness, Wellness Center, Health Center, Human Resources, the Writing Center, ACCESS, Facilities, and academic departments within Instruction.

Reporting Year: 2018-19

06/14/2019

% Completed: 100

POD Collaborated with Fiscal Services to provide training for implementation of Workforce timesheets for all classified and managers.

Reporting Year: 2017-18

07/17/2018

PIE - Professional Development: Professional Development Unit

% Completed: 25

During the 2017-18 year POD collaborated with committees and departments across the campus to develop and support employee workshops, retreats, and conferences. Examples include the Instruction Team Managers Retreat, EAS Retreat, and Biology Department training.

Resources Needed

Request - No Funding Requested - Collaborate with the Wellness Committee to support wellness activities and training at Mt. SAC (Active)

***Lead:** Lizette Henderson, ECC, and Wellness Committee

What would success look like and how would you measure it?: Effective and wide use of programs that support wellness for employees.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: Medium

Total Funding Requested: NA

1. Where We Make an Impact: Closing the Loop on Goals and Resources

Reporting Year: 2017-18

07/17/2018

% Completed: 25

POD collaborated with the Wellness Committee to offer monthly wellness training classes on topics from stress reduction to Healthy Cooking classes. Additionally, 47 employees participated in the Mindfulness for Wellness series which was offered in fall, winter, and summer to teach the concepts and practice of Mindfulness Based Stress Reduction (MBSR).

Reporting Year: 2016-17

08/30/2017

% Completed: 50

POD supported a needs wellness assessment through Qualtrics, funded a keynote evening address by Dr. Sears, and collaborated to host a monthly wellness speaker.

Reporting Year: 2016-17

06/29/2017

% Completed: 25

Yolanda Haro developed and piloted a Mindfulness for Wellness series in Summer 2017, with 20 employees participating for five weeks. This pilot will be fully implemented in 2017-18

Request - No Funding Requested - Collaborate with the Director of Risk Management to provide ongoing training for Mt. SAC employees, including Return to Campus Protocols, an annual Emergency Preparedness month with focused training opportunities, and online learning resources. (Active)

***Lead:** Lisa Rodriguez, Risk Management, Emergency Preparedness Committee

What would success look like and how would you measure it?: Effective emergency preparedness training

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: Medium

Total Funding Requested: NA

1. Where We Make an Impact: Closing the Loop on Goals and Resources

Reporting Year: 2017-18

07/17/2018

% Completed: 25

POD collaborated with the Director of Emergency Preparedness to cluster offer 22 workshops in October 2018, as well as monthly classes which including the addition of CERT and DSW-in-Action offerings. Additionally, data gathering and planning for mandatory training was done in Spring 2018 with anticipated implementation planned for fall 2018

Reporting Year: 2016-17

08/30/2017

% Completed: 50

PIE - Professional Development: Professional Development Unit

Through ongoing collaboration Disaster Service Worker training was offered during October 2017 and integrated into the New Employee Welcome Series.

Request - No Funding Requested - Collaborate with the IT trainer to support essential technology skills development for hardware and software. (Active)

***Describe Plans & Activities Supported (Justification of Need):** Ongoing collaboration for training employees

***Lead:** Lisa Rodriguez

What would success look like and how would you measure it?: Ongoing training opportunities for software and hardware development; positive feedback by constituent groups seeking to expand employee productivity and work skills.

Type of Request: IT SUPPORT: Requests for projects related to the implementation, integration, application, delivery, and support of information and instructional technologies.

Planning Unit Priority: Medium

Total Funding Requested: \$0

1. Where We Make an Impact: Closing the Loop on Goals and Resources

Reporting Year: 2017-18

07/17/2018

% Completed: 25

POD collaborated with IT to provide training for O365 implementation in Fall 2018. Technology training for BoardDocs and document accessibility were jointly supported as well. Additionally, 68 workshops in support of collegewide operational systems were offered during 2017-18 in collaboration with the IT trainer.

Request - Full Funding Requested - Collaborate with the Faculty Professional Development Council, the Vice President of Academic Senate, and the FLEX Day Committee to support Flex Day events. (Active)

***Describe Plans & Activities Supported (Justification of Need):** Each year the FLEX Day Opening session includes a keynote speaker address. Survey data indicate 98% overall satisfaction with this format and evidence of informed changes in the classroom to support student learning. Resources to fund the speaker are not consistent, with guided pathways, equity funds, EEO funds, and other resources utilized but not always available. Ongoing FLEX Day funding will ensure college-wide student success efforts are supported with speakers and materials at future FLEX Events.

***Lead:** Lisa Rodriguez and Academic Senate Vice President(s)

What would success look like and how would you measure it?: Dedicated funding to support keynote speakers at FLEX Day activities

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: Medium

On-Going Funding Requested (if applicable): 10000

Total Funding Requested: 10,000

1. Where We Make an Impact: Closing the Loop on Goals and Resources

Reporting Year: 2018-19

06/14/2019

% Completed: 100

POD co-sponsored Kimberly Papillon in presenting the Neuroscience of Decision-making at four sessions in 2018-19 with a focus on addressing the topics of unconscious bias and equity in hiring practices. 386 staff, faculty, and managers attended these sessions.

Reporting Year: 2017-18

07/17/2018

% Completed: 25

The Director of POD collaborated with the FLEX Taskforce to support implementation of two FLEX Days during 2017-18. The addition of an equity speaker to the Spring FLEX day Opening Session increased attendance for both full-time faculty and resulted in the highest levels of participation of adjunct faculty (166) in a FLEX Day over the last four years.

Related Documents:

[FLEX Day Adjunct Participation 2014-2018.pdf](#)

PIE - Professional Development: Professional Development Unit

Request - No Funding Requested - Collaborate with the Faculty Center for Learning Technology, Presentation Services, and other interested departments to provide high quality professional learning for supporting faculty integration of instructional technology. (Active)

***Lead:** Lisa Rodriguez, Presentation Services, and the FCLT Team

What would success look like and how would you measure it?: Contemporary, equitable, cost-effective, and efficient use of instructional technologies.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: Medium

Total Funding Requested: None

1. Where We Make an Impact: Closing the Loop on Goals and Resources

Reporting Year: 2017-18

07/17/2018

% Completed: 25

POD collaborated with Presentation Services to provide training in Audio Visual Classroom Basics for all faculty teaching in the new Business Center Complex. Additionally, Carousel Digital Signage and Dynamic Presentations Using an Interactive Whiteboard were developed. POD also brought FCLT and the LLC together to assist with the first collaboration of Learning Technology Week offered in April 2018.

Request - No Funding Requested - Collaborate with FPDC and Salary and Leaves Committee to support implementation of Professional Growth Increment contractual language. (Active)

***Lead:** Lisa Rodriguez and Faculty Professional Development Coordinator

What would success look like and how would you measure it?: Satisfied faculty receiving PGI/PGH credit for PD efforts.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: Medium

Total Funding Requested: None

1. Where We Make an Impact: Closing the Loop on Goals and Resources

Reporting Year: 2017-18

07/17/2018

% Completed: 25

During the 2017-18 year all backlog of courses submitted for PGI review to Salary and Leaves were completed and updated lists of approved courses are posted on the POD website.

Request - No Funding Requested - Collaborate with the VOICES Committee to identify, develop, and communicate employee recognition activities and awards. (Active)

***Describe Plans & Activities Supported (Justification of Need):** Annual budget in support of materials and staffing for employee recognition activities.

***Lead:** Lizette Henderson and VOICES Committee

What would success look like and how would you measure it?: Budget allocation and use. Employees self-report motivation and pride for working at Mt. SAC.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: High

Total Funding Requested: None

1. Where We Make an Impact: Closing the Loop on Goals and Resources

Reporting Year: 2018-19

06/14/2019

% Completed: 75

With support from POD, The VOICES Committee implemented two new employee recognition programs in 2018-19, "High 5" and "Light in the Night". 86 employees were recognized by their colleagues and sent a "Shout Out" in appreciation of their excellent work.

PIE - Professional Development: Professional Development Unit

Reporting Year: 2017-18

07/17/2018

% Completed: 50

An ongoing budget of \$3,500 was secured through the PIE resource request process to support implementation of three new employee recognition programs through the VOICES Committee. 102 individual "Shout Outs" for excellence were distributed. The Way to Go Joe quarterly department award was created, and the first annual Celebration of Excellence was held.

Request - No Funding Requested - Collaborate with School of Continuing Education faculty in the development and implementation of an annual professional development day. (Inactive)

***Describe Plans & Activities Supported (Justification of Need):** Noncredit faculty vision and planning

***Lead:** Lianne Greenlee and noncredit faculty professional learning team.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: Low

1. Where We Make an Impact: Closing the Loop on Goals and Resources

Reporting Year: 2017-18

07/17/2018

% Completed: 50

80 noncredit faculty participated in the first annual noncredit professional development day. POD assisted the faculty leadership planning team in development of the agenda and provided logistical support throughout the day.

Request - No Funding Requested - Collaborate with Guided Pathways leaders to develop professional learning opportunities in support of full initiative implementation. (Active)

***Describe Plans & Activities Supported (Justification of Need):** Work with the Guided Pathways leaders to define professional learning activities that will support ongoing implementation of the initiative.

***Lead:** Lisa Rodriguez and Faculty Professional Development Coordinator.

What would success look like and how would you measure it?: Scalable and sustainable outcomes set forth in grant and POD goals.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: High

Total Funding Requested: None

1. Where We Make an Impact: Closing the Loop on Goals and Resources

Reporting Year: 2018-19

06/14/2019

% Completed: 50

POD partnered with Guided Pathways to institute an annual Faculty Focus Retreat in which 30 faculty from across the college engaged in dialogue and planning with other colleagues about Guided Pathways pedagogy.

Request - No Funding Requested - Power of our Data Annual Event to engage employees with actionable research (Active)

***Describe Plans & Activities Supported (Justification of Need):** The Power of our Data annual event will provide an opportunity for employees to attend conference sessions on campus to engage in the following: (1) research being conducted on campus by our employees and others for their doctorate/master, (2) research being conducted on campus by our employees to improve programs and services, and (3) research and evaluation tools (Qualtrics). The sessions will use Data Coaching and pedagogical techniques to engage attendees in the research and how to use the findings for action. This conference will be part of a larger series of events to engage the campus in reflective and actionable research using Data Coaching. Various project areas will be highlighted: Guided Pathways, SEAP, SCE, AB 705, to mention a few.

***Lead:** Lisa Rodriguez, GPS Faculty, Patty Quinones, Title V Data Coach Coordinator, Title V Data Coaches

What would success look like and how would you measure it?: Annual Power of our Data Event

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: Low

Total Funding Requested: None

PIE - Professional Development: Professional Development Unit

Request - No Funding Requested - Implement the Title V Grant focused on Creating an Equity-minded Campus Culture to Improve Student Outcomes (Active)

***Describe Plans & Activities Supported (Justification of Need):** This project will provide a comprehensive set of activities to improve the academic achievement and personal development of Hispanic students, low-income students, and other students underrepresented in higher education. Specific activities include: an Equity Certification for faculty, a community of practice for equity, professional development in brain-based teaching and learning, universal design in syllabus creation, an instructional designer for professional learning, podcasts, an annual campus summit on equity, use of open educational resources, professional development for distance education faculty and staff, integration of technology tools to connect students with support services, data coaching, an onboarding process for student workers, equity workshops for student workers, infusing equity components into new employee onboarding, personal and leadership development workshops for students, online modules for student professional development and financial literacy, the creation of a Consumer Resource Center, financial literacy workshops for students and educators, an annual Consumer Resource Fair, a student-led conference focused on issues of equity, and various events (e.g., annual expert speaker, One Book, One Campus) that promote greater campus-wide cultural competence.

***Lead:** Lisa Rodriguez, Kelly Fowler (VP Instruction)

What would success look like and how would you measure it?: Accomplishment of 7 Goals and 9 Outcomes as measured by qualitative and quantitative data.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: High

Total Funding Requested: None

Map to Goals and College Themes

2022 New College Goals

Goal 2 - Further develop, facilitate, and maintain a physically and emotionally safe and accessible campus environment.

Goal 6 - Ensure open and authentic communication and coordination among stakeholders to support achievement of all college goals.

Old College Goals 2018

G1 - Expand and support innovation in teaching, learning, support, and management within the College.

G2 - Ensure fiscal stability and effective use of resources.

G3 - Provide professional development that advances the contribution of College personnel in achieving the College mission.

G4 - Sustain effective participatory governance and decision-making to ensure that the direction of the College is well informed and collectively implemented.

G5 - Ensure access, equity, and completion of educational goals for all current and future Mt. SAC students.

PIE - Instruction Office: VP Analysis & Summary

Ongoing/Multi-Year Goal - Communication: Enhance communication among stakeholders, including students, faculty, staff, advisory committee members, industry representatives and the general public.

Ongoing/Multi-Year Goal - Professional Development: Encourage and support participation of instructional personnel in ongoing professional development to improve instruction and service to students as defined by college plans such as Educational Master Plan, Student Success Plan, Student Equity Plan, Strategic Plan, among others.

PIE - Professional & Organizational Development Manager

Ongoing/Multi-Year Goal - Collaboration: Collaborate with key stakeholders to gather input, leverage resources, and develop and implement professional learning opportunities to support all faculty, managers, and staff.

Assessment: 3. Where We Are Going: Unit Goals and Resources



PIE - Professional Development: Professional Development Unit

Narrative Reporting Year

2021-22

Contact Person: Lisa Rodriguez

Email/Extension: lisa.rodriguez@mtsac.edu/4177

Summary of Notable Achievements: Achievements Listed by College Strategic Plan Goals (New 2022):

Program Planning for Retention and Success: (See Equity)

Program Planning for Equity: Ensure all offerings on equity include considerations for lesser-addressed domains of accessibility or gender/sexuality. Heavy training emphasis placed on anti-racism in 2020-2021. Constituent groups requesting more programming on pronouns/chosen name, Latinx student supports. Micro-credentials in development for addressing these student groups in teaching for equity. Budget support for faculty development in these areas centers on Title V, SEAP.

External and Internal Conditions Analysis: 1. Post-pandemic return to campus has yielded expanded opportunities to reach more learners. Professional development activities are designed to reach the employee's training and growth needs in a traditional "event" style on campus. The past two years have been a heavy lift to shift services fully online and continue services in a hybrid modality to meet those needs. The POD staff has become proficient in Zoom and tracking attendance for virtual participants. Re-training internally for staff has been gradual and are now fully sustainable.

2. The department has been actively planning a move to remote work for some of the staff as the upstairs LOFT in building 6 will soon be renovated. Temporary space and storage has been a top priority for planning to support the campus PD needs at the same level of excellence as previous years. A vacancy is soon to be filled which will even out the work load for staff who have taken on increased project duties as a result.

Critical Decisions Made by Unit: Change of leadership from Lianne Greenlee (Director) and Lisa Rodriguez (Assistant Director) to Lisa Rodriguez (Acting Director) and Lizette Henderson (Project/Program Manager) in mid-March affected the year-end closeout and challenged continuity of implementation as adjustments are always time consuming. The division of labor for 5 staff, 3 professional experts, and 1 vacant position (which is a top priority) have resulted in decisions based on efficiency and effectiveness to the benefit of the college.

Contributors to the Report: Lisa Rodriguez, Tania Anders, Lizette Henderson, POD Staff

2018-19

Contact Person: Lianne Greenlee

Email/Extension: greenlee.lianne@gmail.com/6044

Critical Decisions Made by Unit: Development of a new Mt. SAC Professional Development Plan has increased collaboration with college departments, committees, and constituent groups across the college. The new plan is outcomes based and will increase PODs ability to gather data regarding the impact of professional learning for Mt. SAC employees.

POD leadership stability has allowed for consistent outreach to campus departments and committees, been positively received, and resulted in new partnerships for training across the campus.

Targeted communication strategies, a redesigned website, and large campuswide POD events have increased the visibility of and participation in professional learning opportunities on campus.

The POD LOFT (Learning Opportunities for Transformation) has expanded POD's ability to serve employee training and

collaboration needs across campus. This learning space has become a critical resource for employees of the campus.

Contributors to the Report: Lianne Greenlee, Yolanda Haro, Maria Cardenas, Elda Blount, Brenda Dial

2017-18

Contact Person: Lianne Greenlee

Email/Extension: greenlee.lianne@gmail.com/6044

Critical Decisions Made by Unit: POD leadership stability has allowed for consistent outreach to campus departments and committees, been positively received, and resulted in new partnerships for training across the campus. Targeted communication strategies, a redesigned website, and large campuswide POD events have increased the visibility of and participation in professional learning opportunities on campus.

POD has annexed a new learning space in Building 6. The POD LOFT (Learning Opportunities for Transformation) has expanded POD's ability to serve employee training and collaboration needs across campus.

Contributors to the Report: Lianne Greenlee, Yolanda Haro, Maria Cardenas, Elda Blount, Brenda Dial

2016-17

Contact Person: Lianne Greenlee

Email/Extension: greenlee.lianne@gmail.com/6044

Critical Decisions Made by Unit: POD leadership has been restructured. A new Director of Professional and Organizational Development was hired to begin the 2017-18 year.

The Professional Learning Academy and VOICES Committee have been integrated into POD.

Outreach to campus departments and committees in 2016-17 has been positively received and has resulted in new partnerships for training across the campus

Communication strategies and large campuswide POD events have increased the visibility of professional learning opportunities on campus.

Contributors to the Report: Lianne Greenlee, Yolanda Haro, Maria Cardenas, Elda Blount, Brenda Dial

Unit Goal Description: Collaboration

Collaborate with key stakeholders to gather input, leverage resources, and develop and implement professional learning opportunities to support all faculty, managers, and staff.

Status: Active

Goal Year(s): 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23

Date Goal Entered (Optional): 08/08/2017

Resources Needed

Request - No Funding Requested - Collaborate with the Wellness Committee to support wellness activities and training at Mt. SAC (Active)

***Lead:** Lizette Henderson, ECC, and Wellness Committee

What would success look like and how would you measure it?: Effective and wide use of programs that support wellness for employees.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: Medium

Total Funding Requested: NA

Request - No Funding Requested - Collaborate with the Director of Risk Management to provide ongoing training for Mt. SAC employees, including Return to Campus Protocols, an annual Emergency Preparedness month with focused training opportunities, and online learning resources. (Active)

***Lead:** Lisa Rodriguez, Risk Management, Emergency Preparedness Committee

What would success look like and how would you measure it?: Effective emergency preparedness training

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: Medium

Total Funding Requested: NA

PIE - Professional Development: Professional Development Unit

Request - No Funding Requested - Collaborate with the IT trainer to support essential technology skills development for hardware and software. (Active)

***Describe Plans & Activities Supported (Justification of Need):** Ongoing collaboration for training employees

***Lead:** Lisa Rodriguez

What would success look like and how would you measure it?: Ongoing training opportunities for software and hardware development; positive feedback by constituent groups seeking to expand employee productivity and work skills.

Type of Request: IT SUPPORT: Requests for projects related to the implementation, integration, application, delivery, and support of information and instructional technologies.

Planning Unit Priority: Medium

Total Funding Requested: \$0

Request - Full Funding Requested - Collaborate with the Faculty Professional Development Council, the Vice President of Academic Senate, and the FLEX Day Committee to support Flex Day events. (Active)

***Describe Plans & Activities Supported (Justification of Need):** Each year the FLEX Day Opening session includes a keynote speaker address. Survey data indicate 98% overall satisfaction with this format and evidence of informed changes in the classroom to support student learning. Resources to fund the speaker are not consistent, with guided pathways, equity funds, EEO funds, and other resources utilized but not always available. Ongoing FLEX Day funding will ensure college-wide student success efforts are supported with speakers and materials at future FLEX Events.

***Lead:** Lisa Rodriguez and Academic Senate Vice President(s)

What would success look like and how would you measure it?: Dedicated funding to support keynote speakers at FLEX Day activities

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: Medium

On-Going Funding Requested (if applicable): 10000

Total Funding Requested: 10,000

Request - No Funding Requested - Collaborate with the Faculty Center for Learning Technology, Presentation Services, and other interested departments to provide high quality professional learning for supporting faculty integration of instructional technology. (Active)

***Lead:** Lisa Rodriguez, Presentation Services, and the FCLT Team

What would success look like and how would you measure it?: Contemporary, equitable, cost-effective, and efficient use of instructional technologies.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: Medium

Total Funding Requested: None

Request - No Funding Requested - Collaborate with FPDC and Salary and Leaves Committee to support implementation of Professional Growth Increment contractual language. (Active)

***Lead:** Lisa Rodriguez and Faculty Professional Development Coordinator

What would success look like and how would you measure it?: Satisfied faculty receiving PGI/PGH credit for PD efforts.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: Medium

Total Funding Requested: None

Request - No Funding Requested - Collaborate with the VOICES Committee to identify, develop, and communicate employee recognition activities and awards. (Active)

PIE - Professional Development: Professional Development Unit

***Describe Plans & Activities Supported (Justification of Need):** Annual budget in support of materials and staffing for employee recognition activities.

***Lead:** Lizette Henderson and VOICES Committee

What would success look like and how would you measure it?: Budget allocation and use. Employees self-report motivation and pride for working at Mt. SAC.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: High

Total Funding Requested: None

Request - No Funding Requested - Collaborate with Guided Pathways leaders to develop professional learning opportunities in support of full initiative implementation. (Active)

***Describe Plans & Activities Supported (Justification of Need):** Work with the Guided Pathways leaders to define professional learning activities that will support ongoing implementation of the initiative.

***Lead:** Lisa Rodriguez and Faculty Professional Development Coordinator.

What would success look like and how would you measure it?: Scalable and sustainable outcomes set forth in grant and POD goals.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: High

Total Funding Requested: None

Request - No Funding Requested - Power of our Data Annual Event to engage employees with actionable research (Active)

***Describe Plans & Activities Supported (Justification of Need):** The Power of our Data annual event will provide an opportunity for employees to attend conference sessions on campus to engage in the following: (1) research being conducted on campus by our employees and others for their doctorate/master, (2) research being conducted on campus by our employees to improve programs and services, and (3) research and evaluation tools (Qualtrics). The sessions will use Data Coaching and pedagogical techniques to engage attendees in the research and how to use the findings for action. This conference will be part of a larger series of events to engage the campus in reflective and actionable research using Data Coaching. Various project areas will be highlighted: Guided Pathways, SEAP, SCE, AB 705, to mention a few.

***Lead:** Lisa Rodriguez, GPS Faculty, Patty Quinones, Title V Data Coach Coordinator, Title V Data Coaches

What would success look like and how would you measure it?: Annual Power of our Data Event

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: Low

Total Funding Requested: None

Request - No Funding Requested - Implement the Title V Grant focused on Creating an Equity-minded Campus Culture to Improve Student Outcomes (Active)

***Describe Plans & Activities Supported (Justification of Need):** This project will provide a comprehensive set of activities to improve the academic achievement and personal development of Hispanic students, low-income students, and other students underrepresented in higher education. Specific activities include: an Equity Certification for faculty, a community of practice for equity, professional development in brain-based teaching and learning, universal design in syllabus creation, an instructional designer for professional learning, podcasts, an annual campus summit on equity, use of open educational resources, professional development for distance education faculty and staff, integration of technology tools to connect students with support services, data coaching, an onboarding process for student workers, equity workshops for student workers, infusing equity components into new employee onboarding, personal and leadership development workshops for students, online modules for student professional development and financial literacy, the creation of a Consumer Resource Center, financial literacy workshops for students and educators, an annual Consumer Resource Fair, a student-led conference focused on issues of equity, and various events (e.g., annual expert speaker, One Book, One Campus) that promote greater campus-wide cultural competence.

PIE - Professional Development: Professional Development Unit

***Lead:** Lisa Rodriguez, Kelly Fowler (VP Instruction)

What would success look like and how would you measure it?: Accomplishment of 7 Goals and 9 Outcomes as measured by qualitative and quantitative data.

Type of Request: PROFESSIONAL & ORGANIZATION DEVELOPMENT (POD): Requests that provide professional learning opportunities for Mt. SAC employees.

Planning Unit Priority: High

Total Funding Requested: None

Map to Goals and College Themes

2022 New College Goals

Goal 2 - Further develop, facilitate, and maintain a physically and emotionally safe and accessible campus environment.

Goal 6 - Ensure open and authentic communication and coordination among stakeholders to support achievement of all college goals.

Old College Goals 2018

G1 - Expand and support innovation in teaching, learning, support, and management within the College.

G2 - Ensure fiscal stability and effective use of resources.

G3 - Provide professional development that advances the contribution of College personnel in achieving the College mission.

G4 - Sustain effective participatory governance and decision-making to ensure that the direction of the College is well informed and collectively implemented.

G5 - Ensure access, equity, and completion of educational goals for all current and future Mt. SAC students.

PIE - Professional & Organizational Development Manager

Ongoing/Multi-Year Goal - Collaboration: Collaborate with key stakeholders to gather input, leverage resources, and develop and implement professional learning opportunities to support all faculty, managers, and staff.