SAN DIEGO MESA COLLEGE
LOFT

Campus Employee Learning Committee

Andy MacNeill, *Dean of Learning Resources & Academic Support*
Janue Johnson, *Professional Learning Coordinator*
Eva Parrill & Todd Williamson, *Classified Professional Learning Committee*
Veronica Gerace & Edeama Onuchekwa Jonah, *Faculty Professional Learning Committee*
Katie Palacios, *LOFT & MOST*
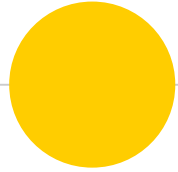Blythe Barton, *New Faculty Institute*

Overview

- ❏ Introduction
- ❏ Mesa 2030 Campus Employee Learning Goals
- ❏ Convocation
- ❏ What we learned? –Annual Survey
- ❏ Sub-Committee Highlights
- ❏ Closing

Equity Infrastructure

For

Professional Learning

"

Campus Employee Learning Committee

Goals 22–23

1. Revise and implement an equitable PL funding request process from multiple PL sources (HSI, Strong Workforce,GP) and create a list for reporting.
2. Collaborate with our campus constituents to establish <u>equitable participation</u> for the campus community, and provide various incentives through sync & async learning. (award, certificate, payscale adv.) –SO #4
3. Intentionally create a PL curriculum that infuses race conscious, culturally relevant, and equity focused activities. –SO #2
4. Cultivate the community that acknowledges the Mesa community's knowledge to lead transformative PL through collective and individual learning opportunities. SO #5

"I think that it'd be great to have a workshop on professionalism in the workplace. Strategic thinking and conflict resolution (in the office/department). Something similar to FIGs and MOST but for Classified."

What did we learn from the Annual FLEX Survey?

Faculty Evaluation of Professional Learning (n=41)

■ Strongly Agree   ■ Agree   ■ Neither Agree nor Disagree   ■ Disagree   ■ Strongly Disagree

Overall, the variety of trainings and professional development learning is sufficient to ensure my success as an instructor. — 10% | 46% | 29% | 10% 5%

Overall, the amount of time spent in trainings and professional learning opportunities is sufficient to ensure my success as an instructor. — 7% | 54% | 29% | 5% 5%

Overall, I would benefit from less trainings and professional learning opportunities. — 5% 7% | 37% | 17% | 34%

Overall, I would benefit from more trainings and professional learning opportunities. — 32% | 22% | 34% | 12% 0

Chart 3. Professional Learning Offerings and Impact for Classified Professionals

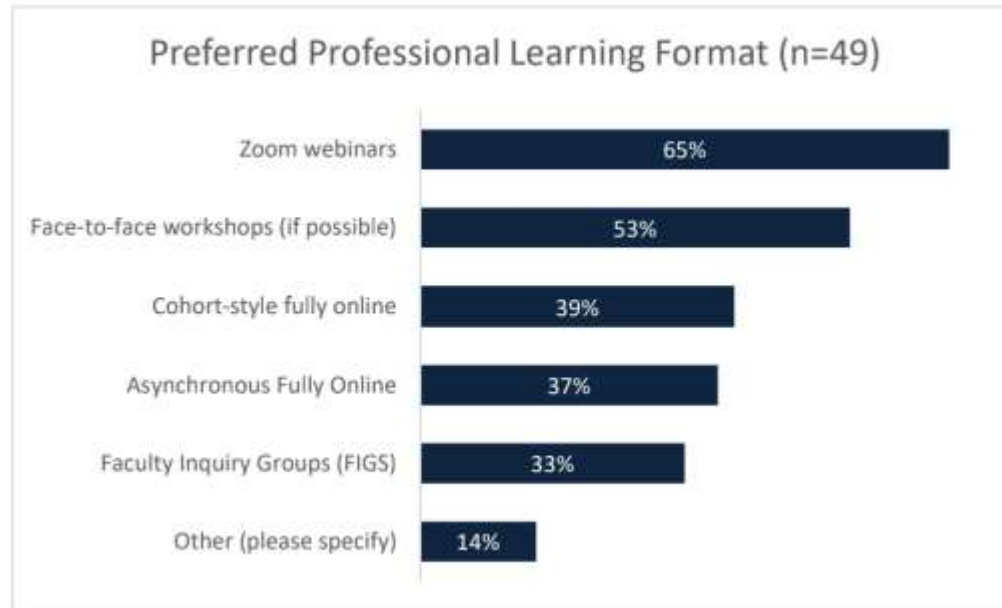Professional Learning and Work Impact: Classified Professionals (n=10)

College Credits for Salary Advancement/Degree/Certificate — 30% | 0% 10% | 60%
SHIFT Training — 20% | 0% 20% | 60%
President's Community Forum — 10% | 40% | 10% 0% 20% | 20%
Classified Hacks — 20% | 10% 10% | 20% | 40%
Committee/Shared Governance Participation — 20% | 20% | 10% 10% | 40%
Classi-Con — 20% | 10% 0% | 60% | 10%
External Webinar Offerings — 20% | 10% 10% | 50% | 10%

■ My work was greatly impacted.   ■ My work was moderately impacted.
■ My work was somewhat impacted   ■ My work was slightly impacted.
■ My work was not impacted at all.   ■ N/A

"I appreciate the variety of offerings including opportunities to improve online course redesign, adding accessibility, equity-minded, and career focused content. Learning where to find data, how to review it, and what improvements could be made accordingly."
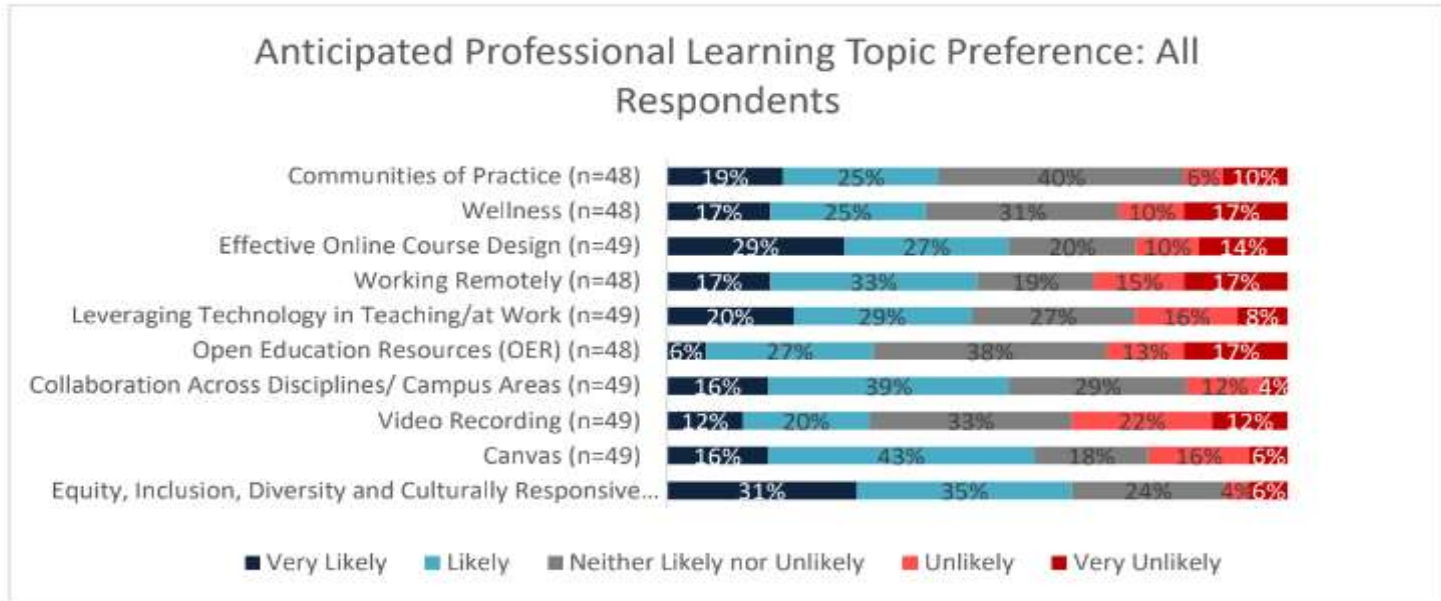
Professional Learning Format

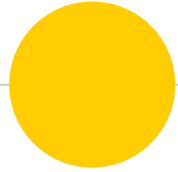Chart 8. Preferred Professional Learning Format for 2022-2023

Preferred Professional Learning Format (n=49)

Format	Percentage
Zoom webinars	65%
Face-to-face workshops (if possible)	53%
Cohort-style fully online	39%
Asynchronous Fully Online	37%
Faculty Inquiry Groups (FIGS)	33%
Other (please specify)	14%

Professional Learning Topics...

Chart 9. Preferred Professional Learning Topics for 2022-2023

Anticipated Professional Learning Topic Preference: All Respondents

Topic	Very Likely	Likely	Neither Likely nor Unlikely	Unlikely	Very Unlikely
Communities of Practice (n=48)	19%	25%	40%	6%	10%
Wellness (n=48)	17%	25%	31%	10%	17%
Effective Online Course Design (n=49)	29%	27%	20%	10%	14%
Working Remotely (n=48)	17%	33%	19%	15%	17%
Leveraging Technology in Teaching/at Work (n=49)	20%	29%	27%	16%	8%
Open Education Resources (OER) (n=48)	6%	27%	38%	13%	17%
Collaboration Across Disciplines/ Campus Areas (n=49)	16%	39%	29%	12%	4%
Video Recording (n=49)	12%	20%	33%	22%	12%
Canvas (n=49)	16%	43%	18%	16%	6%
Equity, Inclusion, Diversity and Culturally Responsive...	31%	35%	24%	4%	6%

■ Very Likely ■ Likely ■ Neither Likely nor Unlikely ■ Unlikely ■ Very Unlikely

Culturally Responsive Pedagogy & Practices Grant

CRAFT: **Culturally Responsive Andragogy Faculty Team**

➔ <u>Outcome</u>: By the end of year 2, the implementation of Culturally Responsive Pedagogy & Practices will be embedded into schools' annual program review process.

➔ <u>Outcome:</u> A minimum of thirty-five (35) faculty each year, or a minimum of seventy (70) over two years, of the grant will participate in one or more of the CRAFT led activities.

➔ <u>Outcome:</u> By the end of year 2, faculty who participated in year-long coaching during year 1 will narrow racial/ethnic equity gaps in their course success rates to less than 3 percentage points when compared to their overall course success rate.

Spring Convocation 2023

How satisfied were you with the event?
62 responses

This format was effective for me.
62 responses

Fall Convocation 2023

➔ Focus: Student Success (Workshops on Tuesday & Wednesday)
- ◆ Safe Zone Training
- ◆ Ability Aware & Disability & Social Justice
- ◆ Land Acknowledgement
- ◆ Black Student Fellows
- ◆ AANAPISI
- ◆ HSI
- ◆ Assessment Practices
- ◆ Non-Traditional Grading Practices

Convocation Breakout sessions on Thursday
- ◆ Campus Initiatives

Conference & Travel Committee

Co-Chairs

Dr. Janue Johnson, Assoc. Professor, Prof. Learning Coordinator

Dr. Christina Crosby, Asst. Professor, Psychology
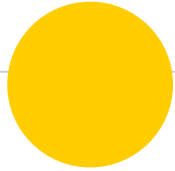
Conference & Travel Committee

The CAT committee awarded 34 people with *$5871* in CAT funds.

➔ CAT: $ 5871
➔ CTE: $ 5200
➔ AHSIE,A2MEND, & APAHE

2021-2022

The CAT committee awarded *$8550* in CAT funds to People.

➔ CAT: $8550
➔ CTE: $3000

HSI STEM

- Members of the Mesa community attended HACU (Hispanic Association of Colleges and Universities) annual conference in San Diego, last October. VPI O'Connor is also part of La Academia de Liderazgo (The Leadership Academy) this year.
- Members of the Mesa community also attended AHSIE (Alliance for HSI Educators) conference in San Francisco, in March, including President Hands who served on the President's Panel.
- STEM faculty have been participating in various professional learning activities including ESCALA, MOST, and FIGs.
- The HSI E^3 Curriculum Work Group is an interdisciplinary STEM group consisting of 20 faculty from physics, mathematics, CISC, biology, engineering, and chemistry whose goal is to remove inequitable barriers to student success and to increase retention of Latinx and low income students.
- 4 faculty are currently participating in STEM Lab Redesign and concluding in May
- We are highlighting faculty's classroom redesign at MS school meetings. Humanizing STEM was presented at PCAB and the last school meeting
- Assessment in Digital Learning Workshop in May and again in the Fall
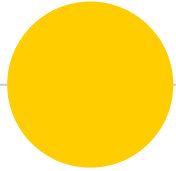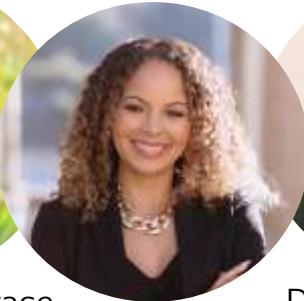
Faculty Professional Learning Committee (FPLC)

Connecting and *amplifying* professional learning opportunities across campus.

FPLC Co-Chairs

Dr. Veronica Gerace

Dr. Janue Johnson,

Dr. Edeama O. Jonah

Faculty Professional Learning Committee

Connect w/ FPLC!
If you offer training to Mesa faculty, then connect with FPLC to help you reach your faculty audience!

What does FPLC support?
FPLC supports various professional learning offerings in various ways:

Who is on FPLC?
Representation from faculty & professional learning initiatives across campus.

- Professional Learning Coordinator
- Instructional Designer
- OER Librarian
- Classroom faculty from across Mesa
- Non-classroom faculty
- NFI coordinator
- MOST representative
- HSI PL coordinator
- Outcomes coordinator
- CDAIE PL coordinator
- DEI Events & Activities coordinator
- Dean of LRAS
- any coordinator involved in PL

Catalyst
bit.ly/catalystmesa
A teaching conference during Spring Flex

MOSAIC
bit.ly/mesamosaic
Mesa's OER cohort

NFI
New Faculty Institute

FIGs
bit.ly/loftfigs
Group projects initiated by faculty

Teaching Tree
bit.ly/mesacollegeteachingtree
Fostering peer-to-peer idea-sharing and conversation around equity-minded teaching practices

FPLC Newsletter coming soon!

Need help w/ acronyms? We got you.
CDAIE: Committee for Diversity Action Inclusion and Equity
CEER: Curriculum Equity & Excellence Review
DEI: Diversity Equity Inclusion
FIGs: Faculty Inquiry Groups
FPLC: Faculty Professional Learning Committee
HSI: Hispanic Serving Institution
LRAS: Learning Resources & Academic Support
MOSAIC: Mesa's Open Shared Accessible Inclusive Courses
MOST: Mesa's Online Success Team
NFI: New Faculty Institute
OER: Open Educational Resources
PL: Professional Learning
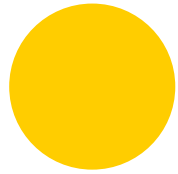
MOST
sdmesa.edu/most
Online Course Design cohorts each semester

CEER
A summer cohort to examine course data & support equity-infused course redesign

What other PL can we support? Connect w/ us!

Want to join or connect w/ FPLC? We'd love to hear from you!
Please contact Dr. Janue Johnson @ jjohnson001@sdccd.edu

FPLC Projects

branching out
A newsletter from FPLC
[Faculty Professional Learning Committee]

Catalyst Teaching Conference
bit.ly/catalystmesa

Join Us On Zoom: https://sdccd-edu.zoom.us/j/87146146005

9:30a - 9:55a	Welcome!
10a -10:45a	⚡ Lightning Round - Online Course Design
	A series of 4 different 10 minute sessions on the topic o
	- The CVC Rubric - Prof. Mariam Kushkaki (ENGL)
	- Communicating with Grades - Prof. Kelly Spoon (MAT
	- The Power of Video w/ Prof. Juan Bernal (MATH)
	- Streaming Videos and Library Resources for your cl
11a - 11:45a	⚡ Lightning Round - Funded Course Redesign Opp
	A series of 4 different 10 minute sessions on the topic o
	- FIG TREE Share Out w/ Prof. Erin Evans (SOC)
	- Funded OER/ZTC Project w/ Prof. Lisa Burgert (LIBS)
	- Incorporating WBL into your teaching w/ Prof. Rache
	- How I use Skeletal Notes to engage my students w/
12p - 12:45p	UDL & Inclusive Design
	Join Mesa's Online Accessibility Mentor to discover ways that
	for Learning (UDL).
	Presenter: Prof. Larry Molmud (MULT)
1p - 1:45p	Creating Equitable Rubrics in Canvas
	Presenters: Prof. Kim Lacher (ENGL) & Prof. Jennifer Denlo (

Planting Seeds: Teaching Ideas from Mesa Colleagues

Whether you're classroom faculty, non-classroom faculty, or a classified professional, we've all had situations where we have to address offensive and/or inappropriate language/ideas. This can be especially challenging with students who are here to learn! Here is a technique called "Calling In." This set of slides can be used for a 15-30 minute class activity, or you can read some of the techniques and use them yourself. For more helpful information, check out the Consent Crew's website.

planting seeds
teaching ideas from Mesa colleagues

Mesa's Teaching Tree

Teaching Tree
bit.ly/mesacollegeteachingtree

Teaching Tree has been extremely useful, with near-instant solutions offered by experienced colleagues.

Triple D Series:
DYNAMIC DIALOGUE & DESSERT
This series is part of the *AEM Initiative*.
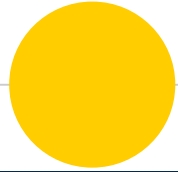
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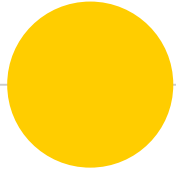
FPLC Planning

- Intentional programming

- Collaborate with Departments

- Listening to our Students

- Partnering

- Increase Equitable Outcomes

AEM/Triple D Projects

"So...What Are You?"
"What Should We Call You?"
Panel & Group Discussions about Labels and Inclusion

Date: Tuesday, April 25, 2023
Time: 2:30 - 4pm
Where: SD Mesa College, LOFT

Understanding labels is important to fostering inclusion
for our students and amongst ourselves.

- Community Building/Campus Culture

- CCCCO EEO Efforts

- Attendees' Ideas – Sound Bath

- Artificial Intelligence – May 9th – 2:30pm

CDAIE –Professional Learning

- Develop, coordinate and conduct DEI workshops,trainings,projects and webinars
- Work with LOFT, SET & CEL Committee on DEI Flex events
- CDAIE PL Repository–Curate and Post DEI resources on a variety of multi–media channels.


San Diego Mesa College
Land Acknowludement

PL SubCommittee-Social Justice-Land Acknowledgement

Restorative Action Plan
1. Create a Land Acknowledgement/Pledge
2. Actions/Reparations/Restorative Justice
   a. Develop long-term relationships with the Kumeyaay (Tribe elders)
      i. What relationships already exist? (SDCCD and SDICCA)
      ii. What does the Kumeyaay want from us?
         1. Form an Indigenous People's Committee
      iii. Learn about Kumeyaay history, culture, and current happenings
      iv. Host celebrations and events–(Speaker Series)
         1. November is Native American History Month
         2. Raise the Kumeyaay Nation Flag (Indigenous Peoples Day)
      v. Expand on existing Indigenous Art Collection
      vi. Install banners on campus
      vii. Install Kumeyaay/Indigenous Public Art on Campus
      viii. Create/Expand on Library Collection of Indigenous Authors (Books and Electronic Resources)
      ix. Develop a Certificate or Degree in Indigenous Studies (Kumeyaay focus) – Grossmont/Cuyamaca Model - Kumeyaay Certificate/Degree
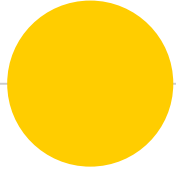
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New Faculty Institute
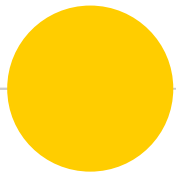
- Faculty Coordinator
- 3 Faculty Liaisons: Instructional, CTE, Student Services
- 16 current members of NFI cohort

Equity infused content, conversations, connections.
Emphasis on student interaction and instruction.

YOU GET A MENTOR
YOU GET A MENTOR
YOU GET A MENTOR
EVERYBODY GETS A MENTOR

Liquid Syllabus: https://bit.ly/MesaNFI

mesamost@sdccd.edu

Mesa's
Online
Success
Team

sdmesa.edu/most

MOST Timeline

Fall 2021   Spr 2022   Fall 2022   Spr 2023

MOST begins
Oct. 2021

Cohort: Refresh
Feb. 28 – Mar. 26, 2022

Cohort: Include
Sept. 12 – Oct. 7, 2022

Cohort: Assess
Feb. 27 – Mar. 24, 2023

Toolkit Released
Dec. 2021

MOST @ Catalyst
Jan. 22, 2022

MOST Fall for All
Aug. 22, 2022

MOST @ Catalyst
Jan. 23-24, 2023

POCR Training
Oct. 15 – Nov. 12, 2022

Convocation Breakout
Jan. 26, 2023

OnRamp Pilot
Jan. 17 – Feb. 17, 2023

**Coaches' Challenge**
Apr. 3 – May 25, 2023

Online Course Design Cohorts

Facilitated asynchronous courses that put Mesa faculty in the shoes of online students.

|		CVC–OEI & Peralta Equity Rubric Sections	Spr '22	Fall '22	Spr '23	Su '23	Fall '23	Spr '24	Su '24
Refresh	*Creating inclusive learning spaces that use backwards design & culturally responsive teaching.*	Section A, B, C, D, E	☑				📅		
Include	*Creating accessible, inclusive, and approachable course content & structures.*	Section A, D, E		☑				📅	
Assess	*Exploring, discussing, & experiencing equitable assessment practices.*	Section C, E			☑				📅
Humanize	*Creating the human connections online that foster learner interaction and success.*	Section A, B, E				🔵			
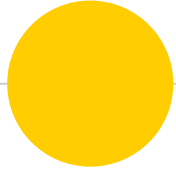
MOST Include | Inclusive Course Content (Fall 2022)

- **17 participants successfully completed**
- **Sections A, D, E of the Course Design Rubric**
- Creating accessible, inclusive, and approachable course content & structures.

"Every tip and/or concept was one I could apply immediately. I'm certain that taking the Include course has translated to a stronger class for current and future students. I can see areas to continue improving, but it's not without some immediate gratification too. ☺️👋"

"Include" Participant, Fall 2022
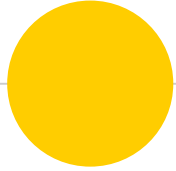
# MOST Assess | Equitable Assessments (Spring 2023)

- **15 participants successfully completed**
- **Sections C and E of the Course Design Rubric**
- *Exploring, discussing, & experiencing equitable assessment practices.*

This course helped me improve my online course design.

Strongly Disagree		0 %
Disagree		0 %
Neutral	1 respondent	7 %
Somewhat Agree	4 respondents	27 %
Strongly Agree	10 respondents	67 %

This course helped me improve my face-to-face course design.

Strongly Disagree		
Disagree		0 %
Neutral		0 %
Somewhat Agree	6 respondents	40 %
Strongly Agree	9 respondents	60 %
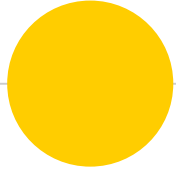
MOST Humanize | Summer 2023!

- **Sections B and E of the Course Design Rubric**
- *Creating the human connections online that foster learner interaction and success.*
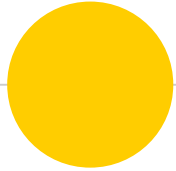

Registration Opening Soon!

Humanize

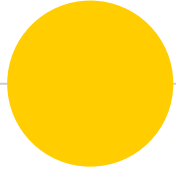An online course design cohort designed and facilitated by Mesa's Online Success Team (MOST)
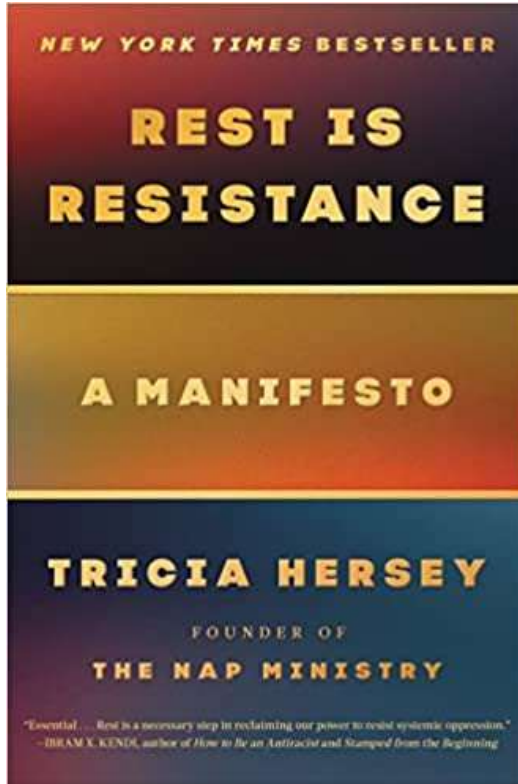
MOST's OTC Proposals Accepted!

"Getting the MOST out of the CVC–OEI Rubric w/ Cohorts"

"Introducing Mesa's Online Success Team"

Create the Rest

NEW YORK TIMES BESTSELLER

REST IS RESISTANCE

A MANIFESTO

TRICIA HERSEY

FOUNDER OF THE NAP MINISTRY

"Essential. . . . Rest is a necessary step in reclaiming our power to resist systemic oppression."
—IBRAM X. KENDI, author of How to Be an Antiracist and Stamped from the Beginning

Create the Rest aims to be a community that is resting together by creating together. It's inspired by the book *Rest Is Resistance: A Manifesto* by Tricia Hersey. **Create the Rest** aims to be a safe space where all are welcomed, and we safely support each other in taking a break from grind culture. What this looks like, how it's formatted, who supports it, what we'll do -- we'll get there. For now please add your name to this interest list if this sounds like something you want to know more about. All Mesa employees are welcomed.

Inspired by the book, *Rest Is Resistance: A Manifesto*
By Tricia Hersey

Interested in joining? Let us know @
bit.ly/createtherest

Classified Professional Learning Committee:
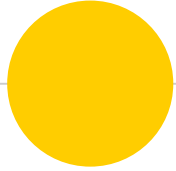
Todd Williamson

Instructional Lab Technician

Classified Chair

LOFT

Dr. Janue Johnson, Co-Chair, Prof. Learning Coordinator

Committee Members: :
- Andrew MacNeill
- Andrea Lelham
- Aracely Bautista
- Catherine Cannock
- Consuelo Porto y Taboada
- Ed Helscher
- Elizabeth Hazen
- Eva Parrill
- Tim Fischer
- Rachel Schwarz
- Rocio Sandoval
- Rosa Mejia

The Leading College of Equity and Excellence

CPLC:ClassiCon 2023
(Upcoming)

CONFERENCE!

ClassiCON 2023 at San Diego Mesa College includes several events to support the professional and personal growth of Classified Professionals.

- Focus on health, safety & wellness
- Presentations by Classified for Classified
- Equity Track
- Technology tips & best practices

SAN DIEGO MESA COLLEGE

CLASSI-CON 2023

JUNE 6TH- 8TH

SAVE THE DATE

CLASSI CON
CLASSIFIED CONFERENCE

Classicon 2023 Schedule

Day 1 Tuesday June 6	Equity Track	First Aid/Safety	Wellness
8:00 - 8:30	Registration	Registration	Registration
8:30 - 9:30	Opening Ceremony & Leadership Greeting		
9:45 - 11:45	Breakfast + Fight	Heart Saver: CPR + AE	Wellness in the workplace
12:00 - 1:30	LUNCH & Unsung Hero		
1:45 - 2:45	Equity 0.5	CPR certification testing	Nutrition
3:00 - 5:00	Equity 1		Arts & Crafts
Day 2 June 7	Equity Track	First Aid/Safety	Wellness
8:00 - 8:30	Registration	Registration	Registration
8:30 - 10:00	Breakfast & AFT		
10:15 - 11:00	NCI Share-out		Yoga/Meditation
11:00 - 1:00	LUNCH/ Karaoke		
1:15 - 2:45	Safe Zone Training	Alice/Active Shooter	Cooking Class
3:00 - 5:00	Equity 4	Alice/Active Shooter	Rest is Resistance Book Club
Day 3 June 8	Sports	Games	Sports/Games
8:00 - 9:00	Coffee		
9:00 - 11:45	Softball	Bingo	Pickle Ball
12:00 - 1:30	Lunch		
1:45 - 2:45	Softball	Bingo	Lawn Bowling
2:45 - 3:00	Closing Ceremony		

New Classified Institute

- ◉ **Pilot Year:**
  - ○ **3 Classified Co-Coordinators**
  - ○ **23-27 participants from across all divisions of campus**
  - ○ **Monthly meetings (2 - 4 hour session)**

	Sessions:
9/30	Campus Leaders, Instructions, Our Why
10/21	Gov 101, Mesa 2030, Your Place in This
11/18	A Deeper Dive into Equity
12/16	Leading with Our Strengths
1/20	Self & Others: Myers Briggs
2/24	Department Showcase Speed Dating
3/17	Crucial Conversations
4/21	Reassessing Traditional Values, Student Panel
5/19	Looping Department into the Work; Putting it All Together; Celebrating

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New Classified Institute

Outcomes:

Participants were introduced to:

- ◉ On campus resources for employees
- ◉ Contacts on Campus
- ◉ A community with co-participants
- ◉ Culture of diversity, equity, inclusion
- ◉ Mesa 2030 goals
- ◉ Governance, learning, and leadership

Participants:

- ◉ Challenge and formed productive mindsets around DEI
- ◉ Tie the goals of Mesa 2030 to their work
- ◉ Articulate professional goals

Participants will:

- ◉ Share feedback on program improvement
- ◉ Share their experience at ClassiCon 2023
- ◉ Form the first cohort mentor group
- ◉ Become equity-minded leaders from every seat

Thanks!

Any **questions** ?

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- eparrill@sdccd.edu
- kpalacio@sdccd.edu
- twilliamson@sdccd.edu
- amacneil@sdccd.edu