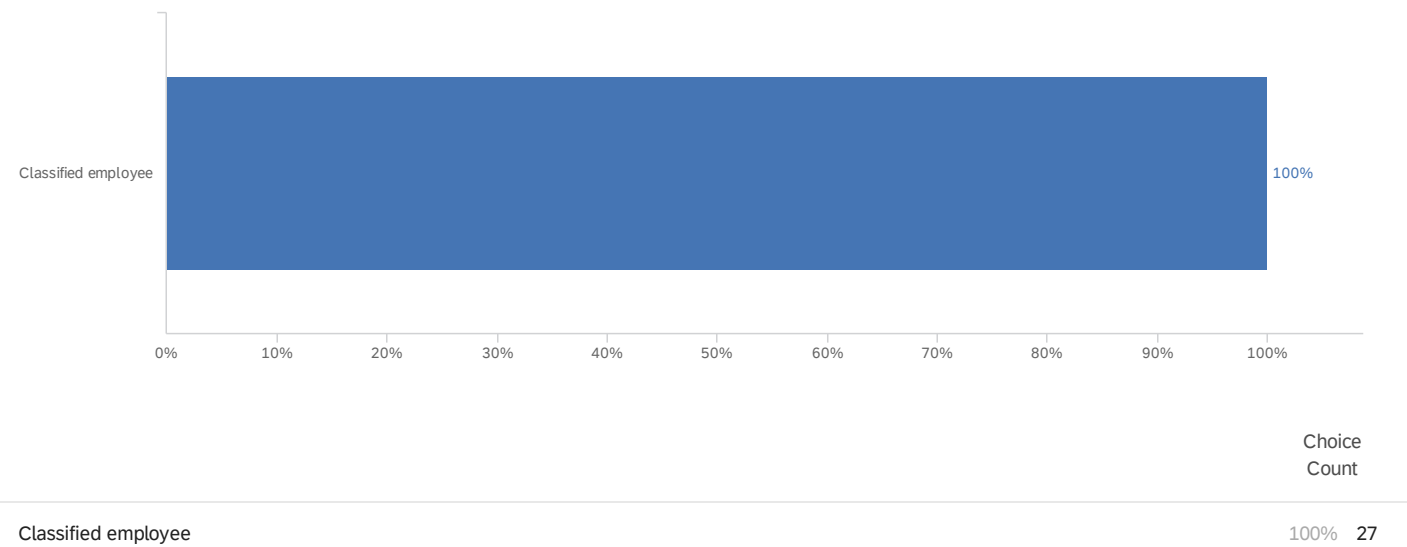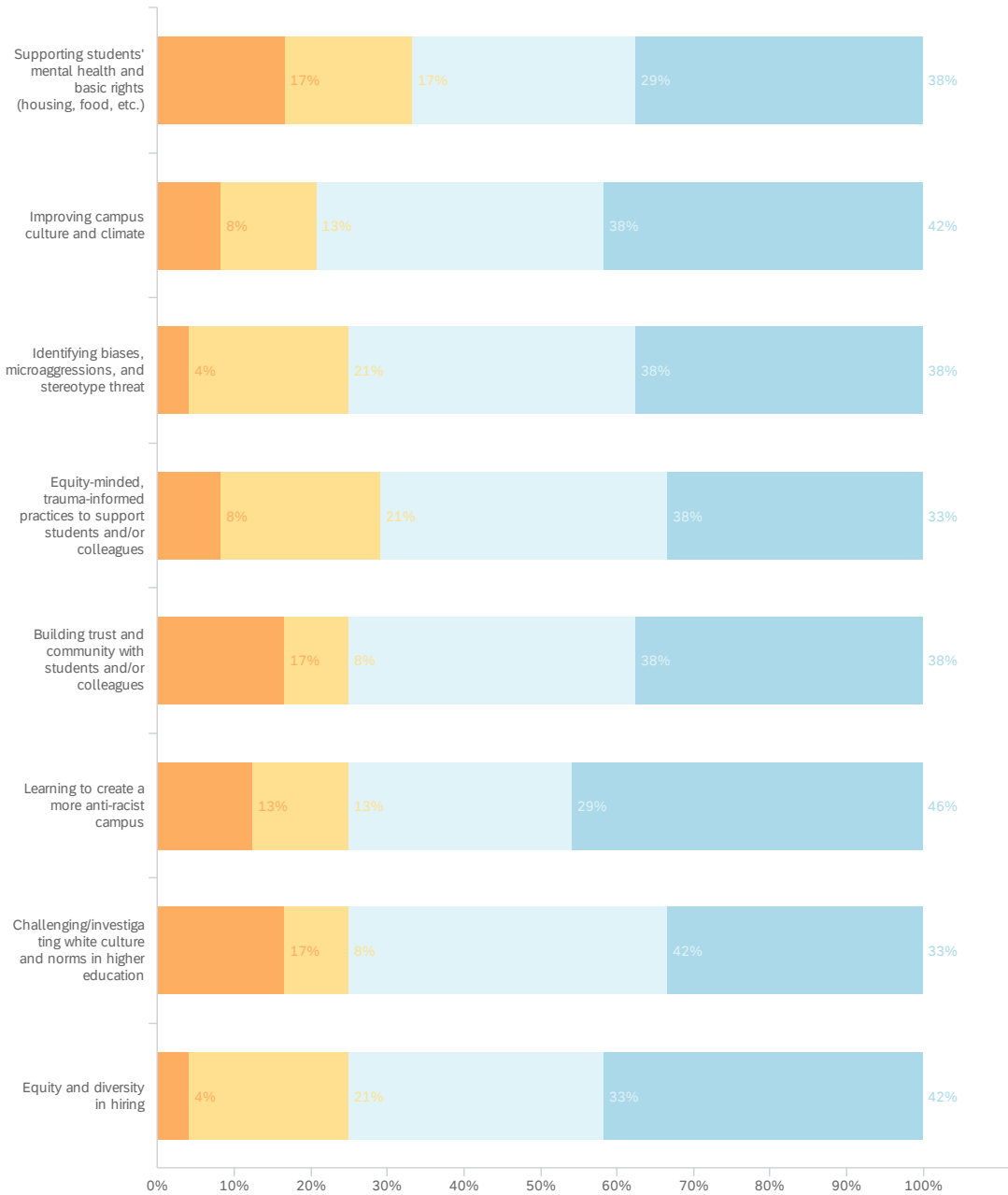# Cuyamaca College Professional Development Needs Assessment: Spring 2023 - Classified Professionals

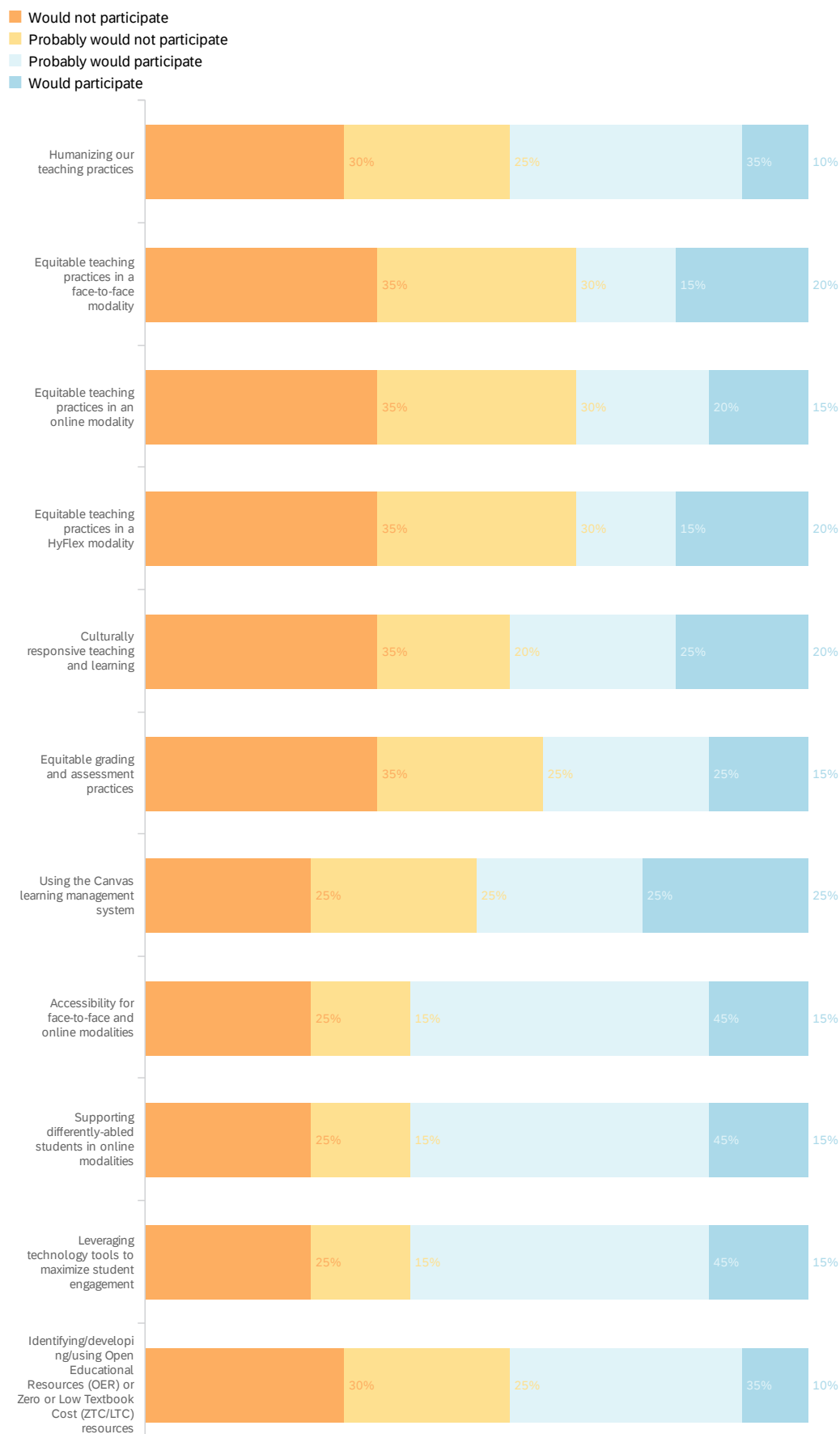Which of the following describes your current position at Cuyamaca College? Please select all the apply:

	Choice Count
Classified employee	100% 27

How likely would you be to attend training in the following topics related to **campus culture and equity**?
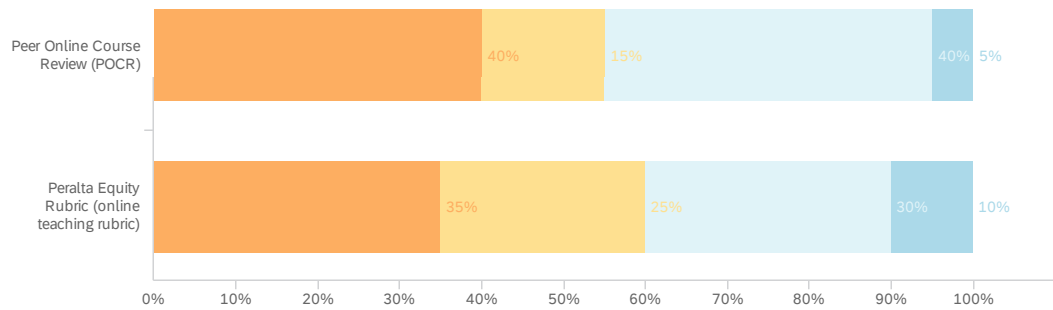
- Would not participate
- Probably would not participate
- Probably would participate
- Would participate

Topic	Would not participate	Probably would not participate	Probably would participate	Would participate
Supporting students' mental health and basic rights (housing, food, etc.)	17%	17%	29%	38%
Improving campus culture and climate	8%	13%	38%	42%
Identifying biases, microaggressions, and stereotype threat	4%	21%	38%	38%
Equity-minded, trauma-informed practices to support students and/or colleagues	8%	21%	38%	33%
Building trust and community with students and/or colleagues	17%	8%	38%	38%
Learning to create a more anti-racist campus	13%	13%	29%	46%
Challenging/investigating white culture and norms in higher education	17%	8%	42%	33%
Equity and diversity in hiring	4%	21%	33%	42%

	Would not participate	Probably would not participate	Probably would participate	Would participate	Total
Supporting students' mental health and basic rights (housing, food, etc.)	17% 4	17% 4	29% 7	38% 9	24
Improving campus culture and climate	8% 2	13% 3	38% 9	42% 10	24
Identifying biases, microaggressions, and stereotype threat	4% 1	21% 5	38% 9	38% 9	24
Equity-minded, trauma-informed practices to support students and/or colleagues	8% 2	21% 5	38% 9	33% 8	24
Building trust and community with students and/or colleagues	17% 4	8% 2	38% 9	38% 9	24
Learning to create a more anti-racist campus	13% 3	13% 3	29% 7	46% 11	24
Challenging/investigating white culture and norms in higher education	17% 4	8% 2	42% 10	33% 8	24
Equity and diversity in hiring	4% 1	21% 5	33% 8	42% 10	24

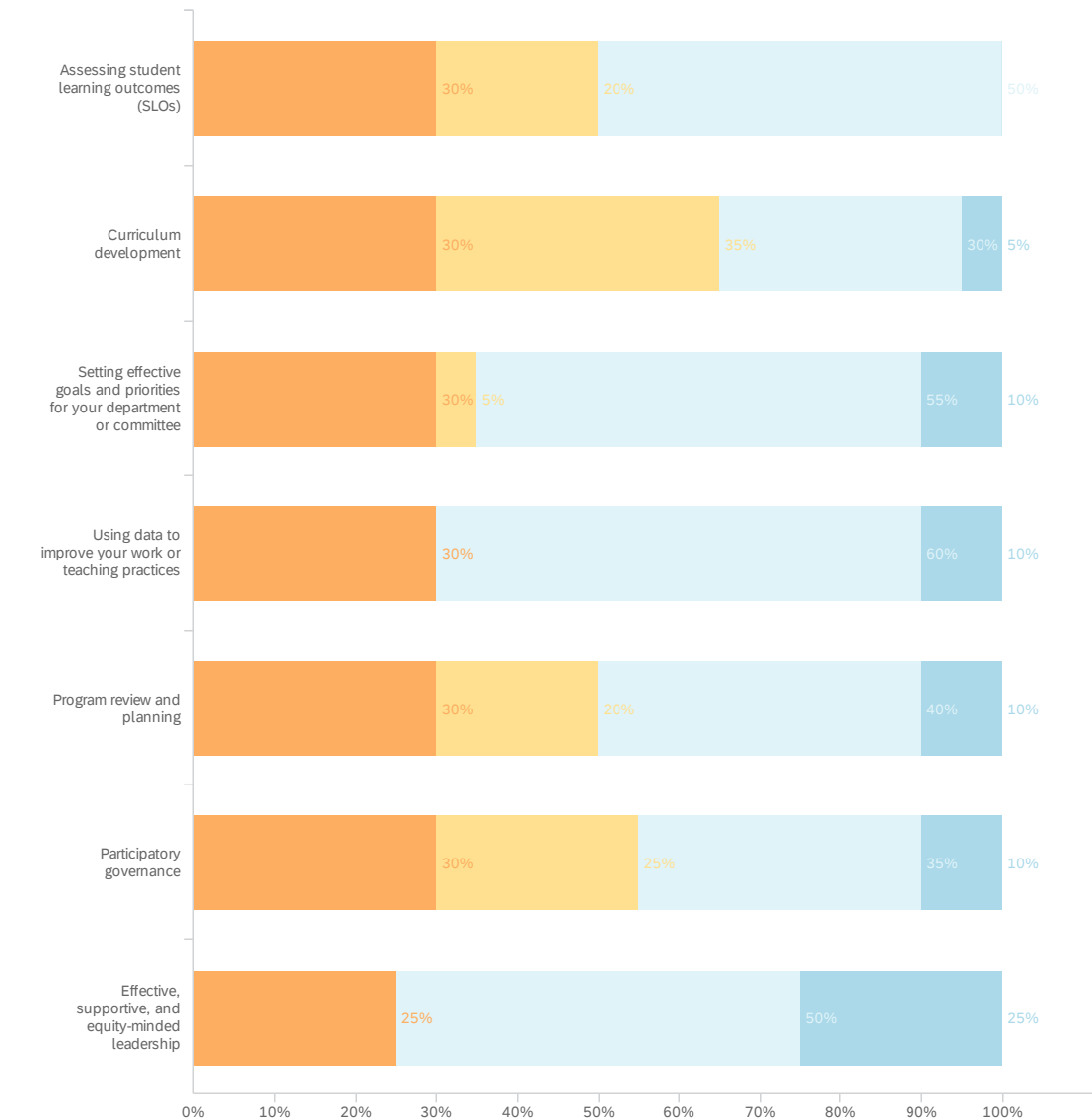# How likely would you be to attend training in the following topics related to **teaching**?

Legend:
- ■ Would not participate
- ■ Probably would not participate
- ■ Probably would participate
- ■ Would participate

Topic	Would not participate	Probably would not participate	Probably would participate	Would participate
Humanizing our teaching practices	30%	25%	35%	10%
Equitable teaching practices in a face-to-face modality	35%	30%	15%	20%
Equitable teaching practices in an online modality	35%	30%	20%	15%
Equitable teaching practices in a HyFlex modality	35%	30%	15%	20%
Culturally responsive teaching and learning	35%	20%	25%	20%
Equitable grading and assessment practices	35%	25%	25%	15%
Using the Canvas learning management system	25%	25%	25%	25%
Accessibility for face-to-face and online modalities	25%	15%	45%	15%
Supporting differently-abled students in online modalities	25%	15%	45%	15%
Leveraging technology tools to maximize student engagement	25%	15%	45%	15%
Identifying/developing/using Open Educational Resources (OER) or Zero or Low Textbook Cost (ZTC/LTC) resources	30%	25%	35%	10%

	Peer Online Course Review (POCR)	Peralta Equity Rubric (online teaching rubric)
	40% / 15% / 40% / 5%	35% / 25% / 30% / 10%

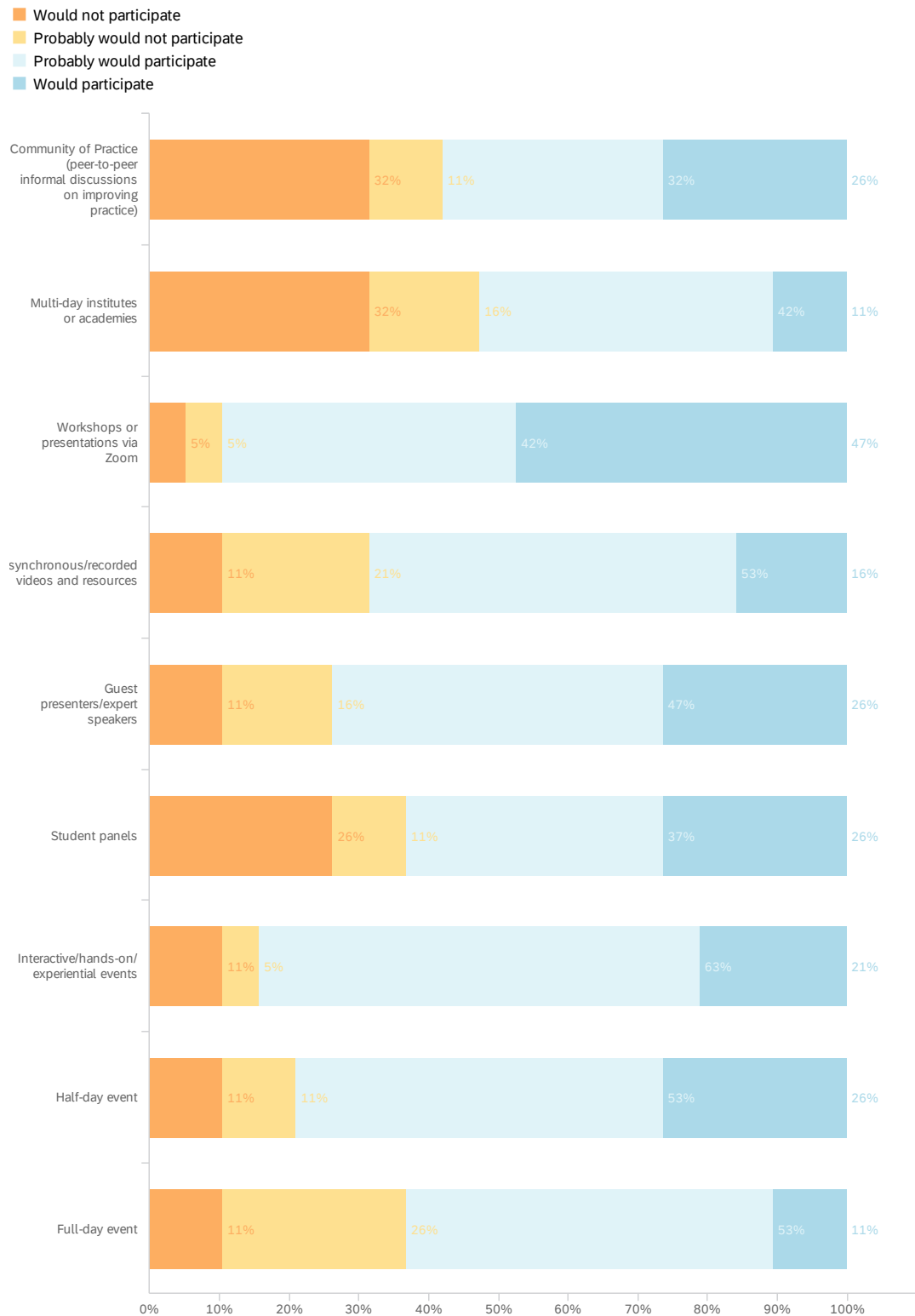|	Would not participate	Probably would not participate	Probably would participate	Would participate	Total
Humanizing our teaching practices	30% 6	25% 5	35% 7	10% 2	20
Equitable teaching practices in a face-to-face modality	35% 7	30% 6	15% 3	20% 4	20
Equitable teaching practices in an online modality	35% 7	30% 6	20% 4	15% 3	20
Equitable teaching practices in a HyFlex modality	35% 7	30% 6	15% 3	20% 4	20
Culturally responsive teaching and learning	35% 7	20% 4	25% 5	20% 4	20
Equitable grading and assessment practices	35% 7	25% 5	25% 5	15% 3	20
Using the Canvas learning management system	25% 5	25% 5	25% 5	25% 5	20
Accessibility for face-to-face and online modalities	25% 5	15% 3	45% 9	15% 3	20
Supporting differently-abled students in online modalities	25% 5	15% 3	45% 9	15% 3	20
Leveraging technology tools to maximize student engagement	25% 5	15% 3	45% 9	15% 3	20
Identifying/developing/using Open Educational Resources (OER) or Zero or Low Textbook Cost (ZTC/LTC) resources	30% 6	25% 5	35% 7	10% 2	20
Peer Online Course Review (POCR)	40% 8	15% 3	40% 8	5% 1	20
Peralta Equity Rubric (online teaching rubric)	35% 7	25% 5	30% 6	10% 2	20

How likely would you be to attend training in the following topics related to **data, service, and continuous improvement**?

Legend:
- ■ Would not participate
- ■ Probably would not participate
- ■ Probably would participate
- ■ Would participate

Topic	Would not participate	Probably would not participate	Probably would participate	Would participate
Assessing student learning outcomes (SLOs)	30%	20%	50%	
Curriculum development	30%	35%	30%	5%
Setting effective goals and priorities for your department or committee	30%	5%	55%	10%
Using data to improve your work or teaching practices	30%		60%	10%
Program review and planning	30%	20%	40%	10%
Participatory governance	30%	25%	35%	10%
Effective, supportive, and equity-minded leadership	25%		50%	25%

Institutional Effectiveness, Success, and Equity (IESE)
June 2023

	Would not participate	Probably would not participate	Probably would participate	Would participate	Total
Assessing student learning outcomes (SLOs)	30% 6	20% 4	50% 10	0% 0	20
Curriculum development	30% 6	35% 7	30% 6	5% 1	20
Setting effective goals and priorities for your department or committee	30% 6	5% 1	55% 11	10% 2	20
Using data to improve your work or teaching practices	30% 6	0% 0	60% 12	10% 2	20
Program review and planning	30% 6	20% 4	40% 8	10% 2	20
Participatory governance	30% 6	25% 5	35% 7	10% 2	20
Effective, supportive, and equity-minded leadership	25% 5	0% 0	50% 10	25% 5	20

How likely would you be to participate in each of the following **types** of professional learning activities?

- **Would not participate** (orange)
- **Probably would not participate** (yellow)
- **Probably would participate** (light blue)
- **Would participate** (blue)

Activity	Would not participate	Probably would not participate	Probably would participate	Would participate
Community of Practice (peer-to-peer informal discussions on improving practice)	32%	11%	32%	26%
Multi-day institutes or academies	32%	16%	42%	11%
Workshops or presentations via Zoom	5%	5%	42%	47%
synchronous/recorded videos and resources	11%	21%	53%	16%
Guest presenters/expert speakers	11%	16%	47%	26%
Student panels	26%	11%	37%	26%
Interactive/hands-on/ experiential events	11%	5%	63%	21%
Half-day event	11%	11%	53%	26%
Full-day event	11%	26%	53%	11%

	Would not participate	Probably would not participate	Probably would participate	Would participate	Total
Community of Practice (peer-to-peer informal discussions on improving practice)	32% 6	11% 2	32% 6	26% 5	19
Multi-day institutes or academies	32% 6	16% 3	42% 8	11% 2	19
Workshops or presentations via Zoom	5% 1	5% 1	42% 8	47% 9	19
Asynchronous/recorded videos and resources	11% 2	21% 4	53% 10	16% 3	19
Guest presenters/expert speakers	11% 2	16% 3	47% 9	26% 5	19
Student panels	26% 5	11% 2	37% 7	26% 5	19
Interactive/hands-on/experiential events	11% 2	5% 1	63% 12	21% 4	19
Half-day event	11% 2	11% 2	53% 10	26% 5	19
Full-day event	11% 2	26% 5	53% 10	11% 2	19

How would you like to participate in professional learning activities? Please select all that apply:
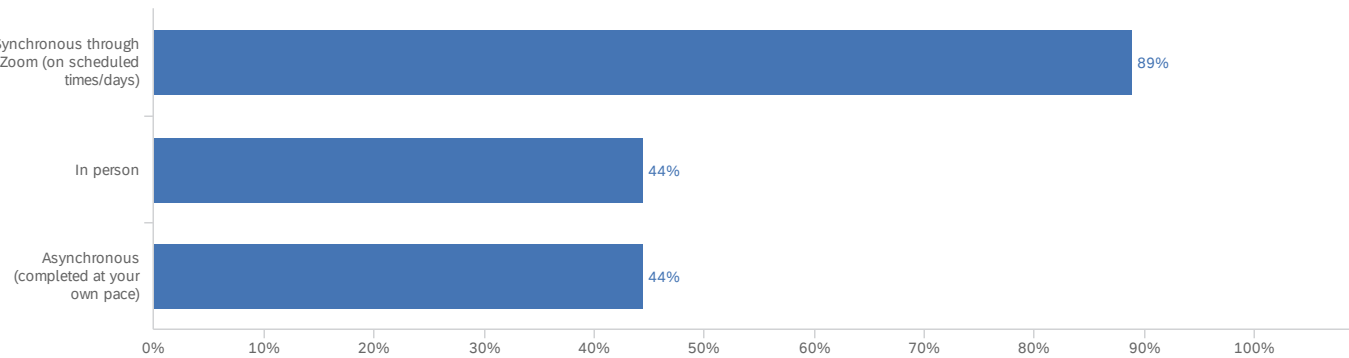
	Choice Count
Synchronous through Zoom (on scheduled times/days)	89% 16
In person	44% 8
Asynchronous (completed at your own pace)	44% 8
	18

How long would you prefer professional learning activities to last? Please select all that apply:
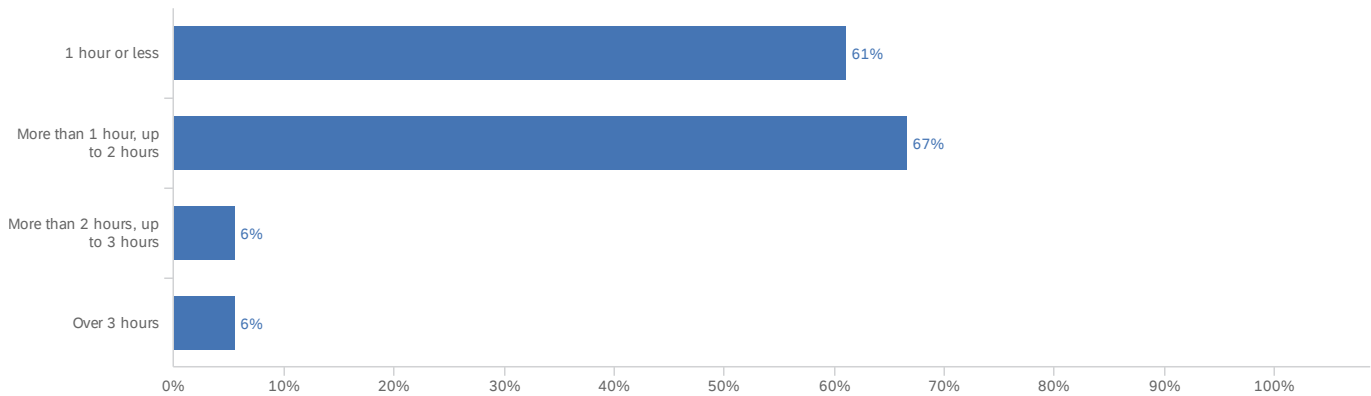
	Choice	Count
1 hour or less	61%	11
More than 1 hour, up to 2 hours	67%	12
More than 2 hours, up to 3 hours	6%	1
Over 3 hours	6%	1
		18

What would be the **biggest barriers to your participation** in professional learning activities at Cuyamaca College? Please select all that apply:
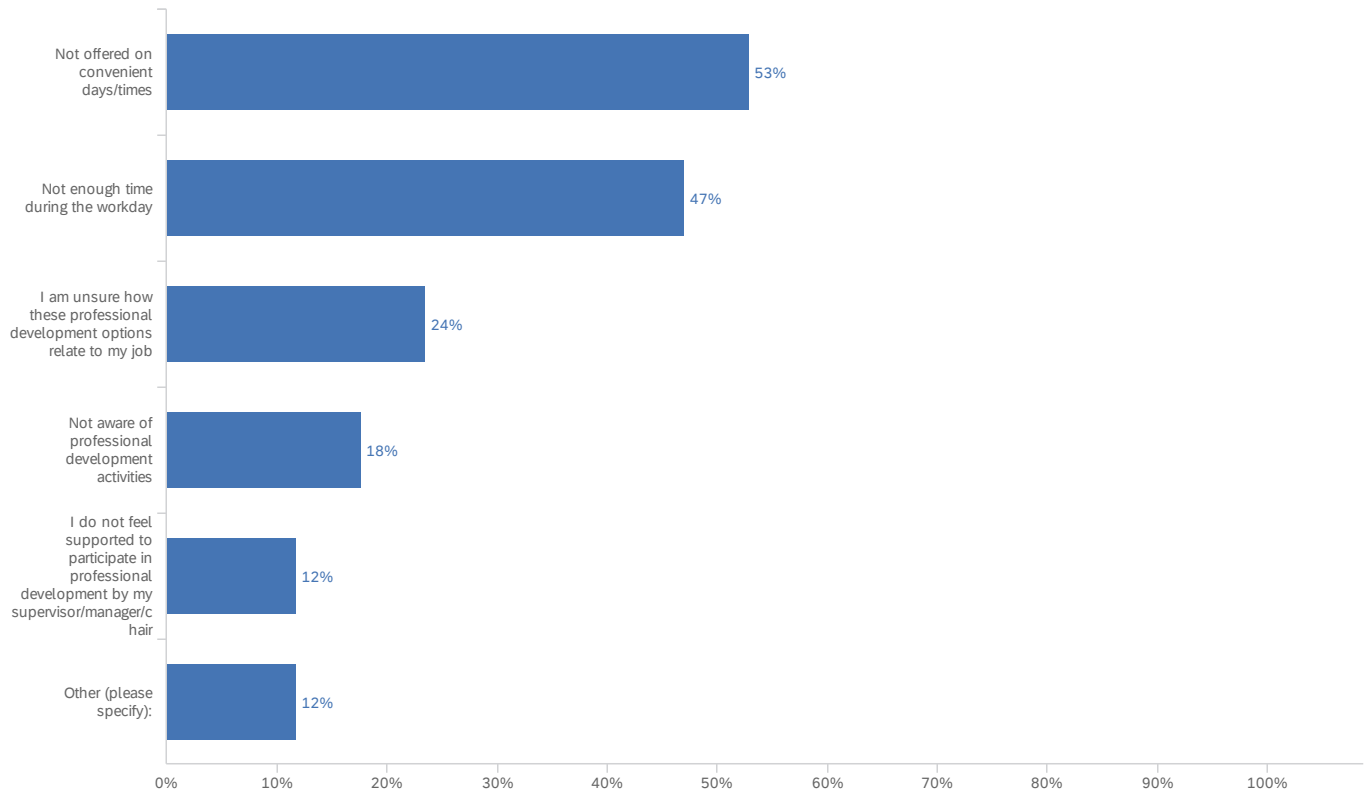
Barrier		Choice Count
Not offered on convenient days/times	53%	9
Not enough time during the workday	47%	8
I am unsure how these professional development options relate to my job	24%	4
Not aware of professional development activities	18%	3
I do not feel supported to participate in professional development by my supervisor/manager/chair	12%	2
Other (please specify):	12%	2
		17

Other (please specify):

on vacation

Coverage for our spaces

What could Cuyamaca College do to encourage or support your participation in professional learning activities?

Flexibility

n/a

Incentivize PD for Classified as it is for faculty, make PD more relatable for Classified. More mindfulness and self-care topics, not just college related.

Send an advanced notification and if it is an in-person also offer it via zoom.

offer food so I don't have to skip my lunch or breaks

It's difficult to leave my office to participate, Zoom sessions tend to be the best modality. Also having access to recordings of sessions. Sometimes, I get interrupted during a session.

hire more staff

provide incentives to participate like faculty get during flex week

Offer more professional learning activities throughout the year, including more general sessions that are relevant to administrators and classified professionals, focused on equitable practices and ways to build community within and across departments/offices

What would you most like to learn this year that relates to your work at Cuyamaca College?

n/a

more leadership skills, and more about social justice.

More anti-racist events by third party vendors. The NCRC anti-racist training 2 years ago was amazing.

I'd like a teaching internship that I can do as part of my job. Painting class.

I would like to learn on what different departments do or are doing and who they are. I would love to continue to make connections.

I would like to continue learning about trauma-informed practices/approaches, and "customer service"-type skills centered on cultural humility/serving a diverse community; I would like the opportunity to engage in "management" training that is centered on humanizing our workplaces and putting people first

Continue learning the ins and outs of my program.

The College recently revised its mission, vision, values, and strategic goals to focus more explicitly on equity and social justice. What kinds of professional learning would help you further integrate this mission into your work?

n/a

Knowing what kind of resources/tools/trainings are available to staff and students would help us with the revised mission, vision and values.

I'm so tired I don't really care anymore, I just need a nap

Ways to create more accessibility for services.

safe zone training and training to better support marginalized groups on campus and in our community

We need campus-wide professional learning activities centered on our college's definition of "equity" and what this looks like in practice on our campus, highlighting departments/offices that are truly living our mission in innovative ways