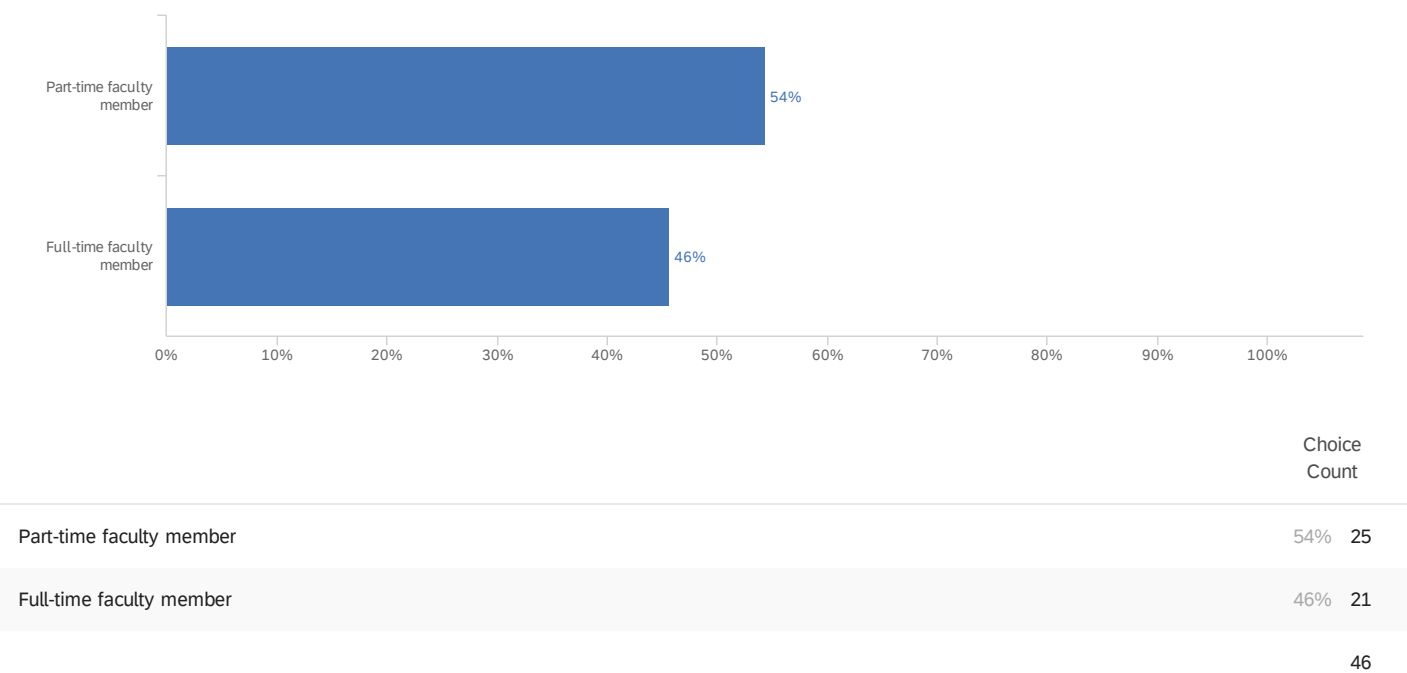


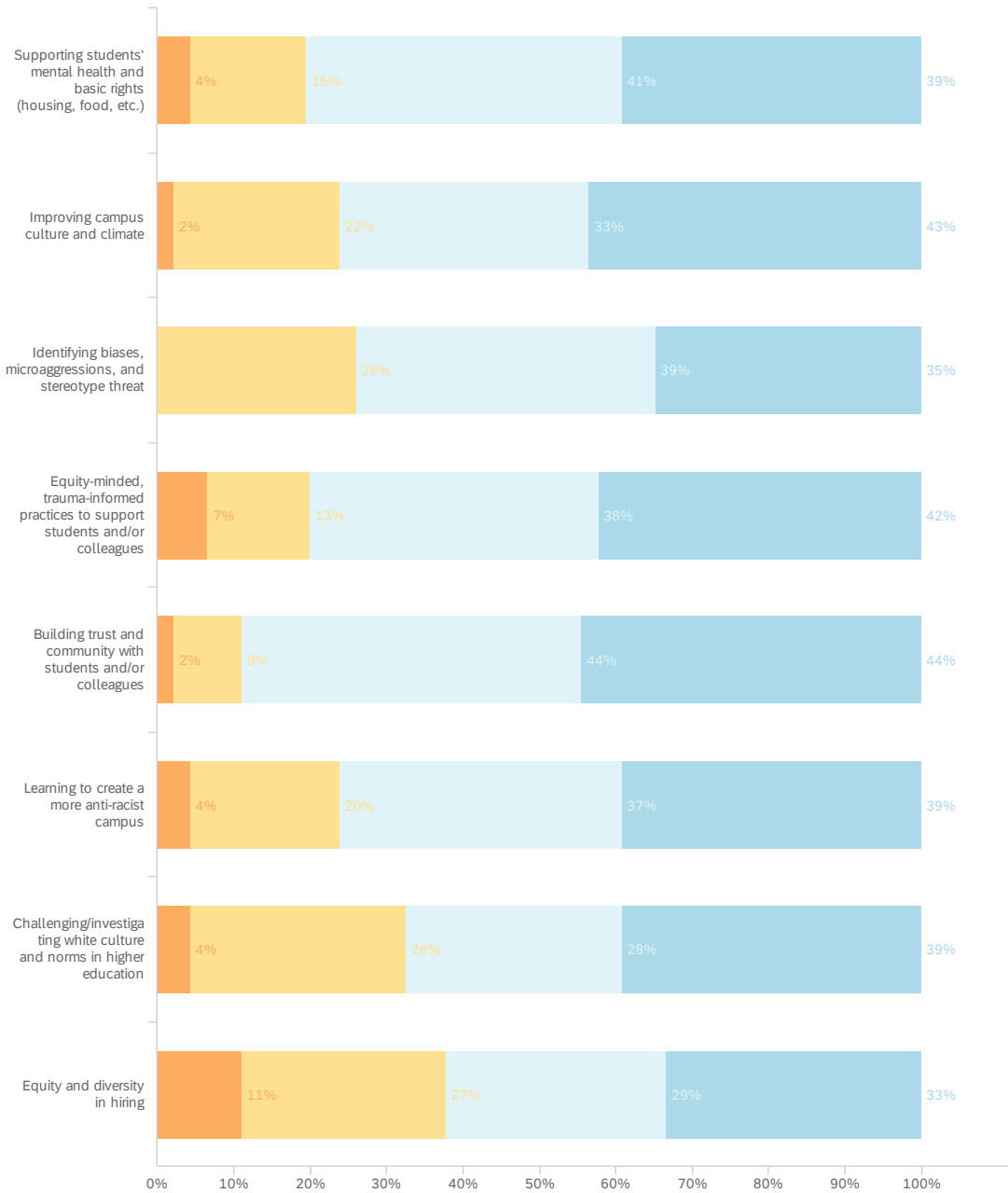
# Cuyamaca College Professional Development Needs Assessment: Spring 2023 - Full-Time & Part-Time Faculty

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



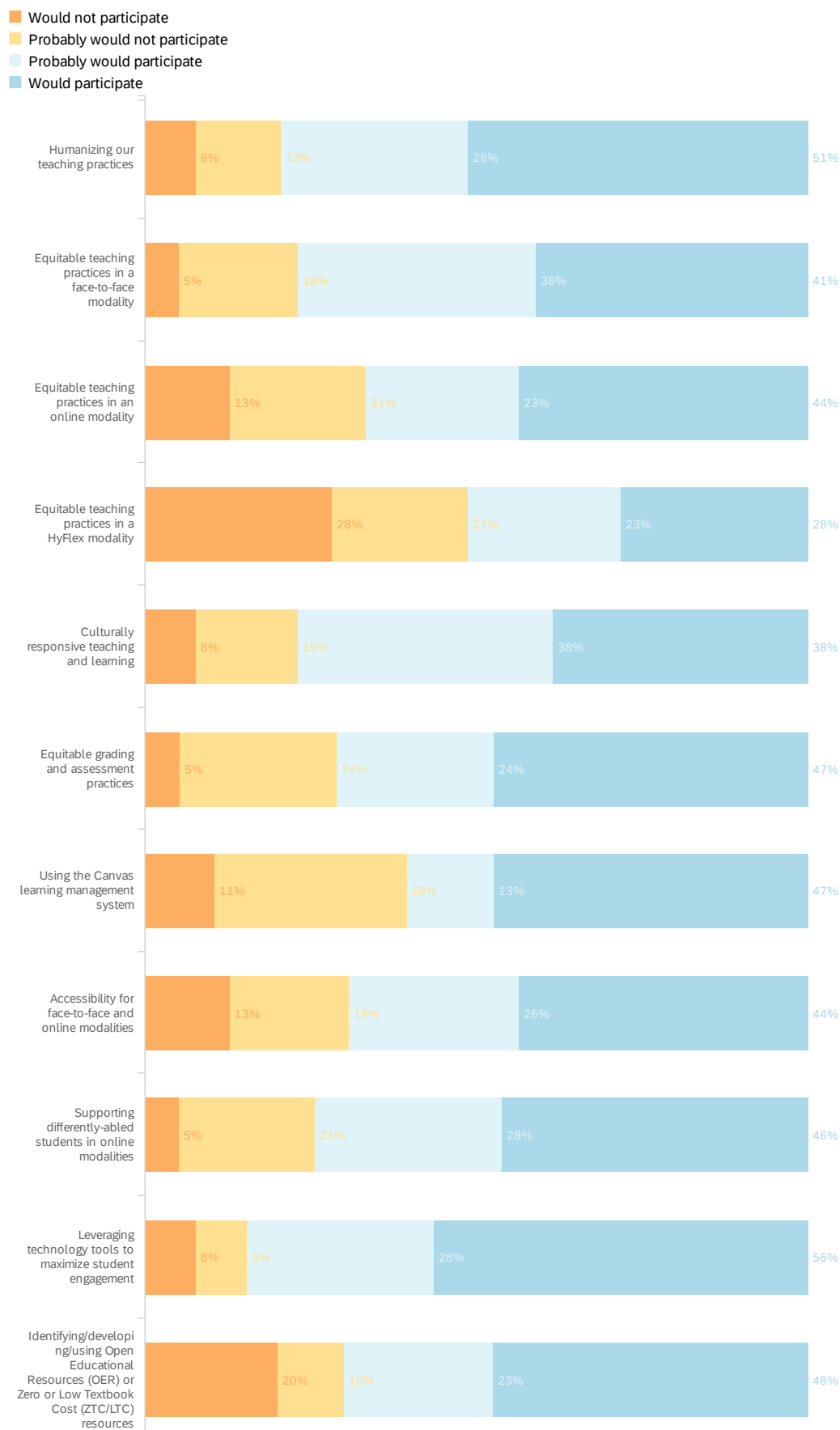
# How likely would you be to attend training in the following topics related to campus culture and equity?

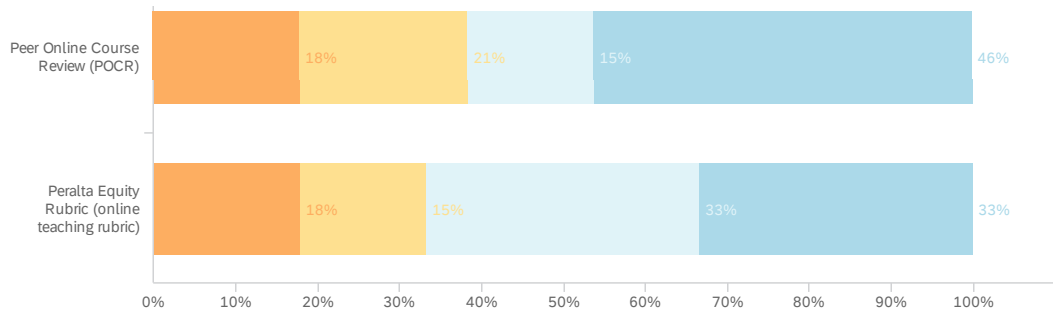
- Would not participate
- Probably would not participate
- Probably would participate
- Would participate



	Would not participate	Probably would not participate	Probably would participate	Would participate	Total
Supporting students' mental health and basic rights (housing, food, etc.)	4% 2	15% 7	41% 19	39% 18	46
Improving campus culture and climate	2% 1	22% 10	33% 15	43% 20	46
Identifying biases, microaggressions, and stereotype threat	0% 0	26% 12	39% 18	35% 16	46
Equity-minded, trauma-informed practices to support students and/or colleagues	7% 3	13% 6	38% 17	42% 19	45
Building trust and community with students and/or colleagues	2% 1	9% 4	44% 20	44% 20	45
Learning to create a more anti-racist campus	4% 2	20% 9	37% 17	39% 18	46
Challenging/investigating white culture and norms in higher education	4% 2	28% 13	28% 13	39% 18	46
Equity and diversity in hiring	11% 5	27% 12	29% 13	33% 15	45

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

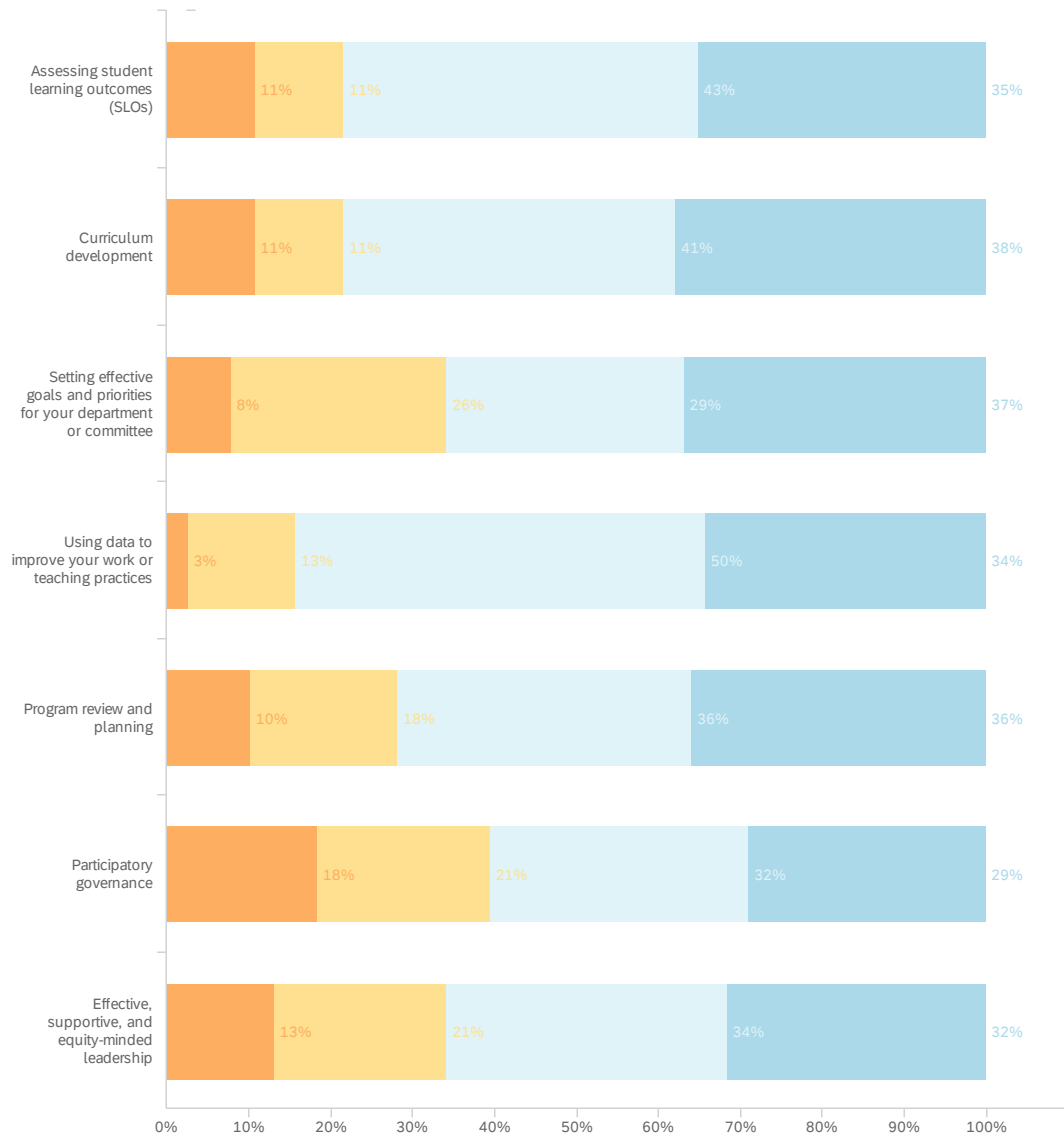




	Would not participate		Probably would not participate		Probably would participate		Would participate		Total
Humanizing our teaching practices	8%	3	13%	5	28%	11	51%	20	39
Equitable teaching practices in a face-to-face modality	5%	2	18%	7	36%	14	41%	16	39
Equitable teaching practices in an online modality	13%	5	21%	8	23%	9	44%	17	39
Equitable teaching practices in a HyFlex modality	28%	11	21%	8	23%	9	28%	11	39
Culturally responsive teaching and learning	8%	3	15%	6	38%	15	38%	15	39
Equitable grading and assessment practices	5%	2	24%	9	24%	9	47%	18	38
Using the Canvas learning management system	11%	4	29%	11	13%	5	47%	18	38
Accessibility for face-to-face and online modalities	13%	5	18%	7	26%	10	44%	17	39
Supporting differently-abled students in online modalities	5%	2	21%	8	28%	11	46%	18	39
Leveraging technology tools to maximize student engagement	8%	3	8%	3	28%	11	56%	22	39
Identifying/developing/using Open Educational Resources (OER) or Zero or Low Textbook Cost (ZTC/LTC) resources	20%	8	10%	4	23%	9	48%	19	40
Peer Online Course Review (POCR)	18%	7	21%	8	15%	6	46%	18	39
Peralta Equity Rubric (online teaching rubric)	18%	7	15%	6	33%	13	33%	13	39

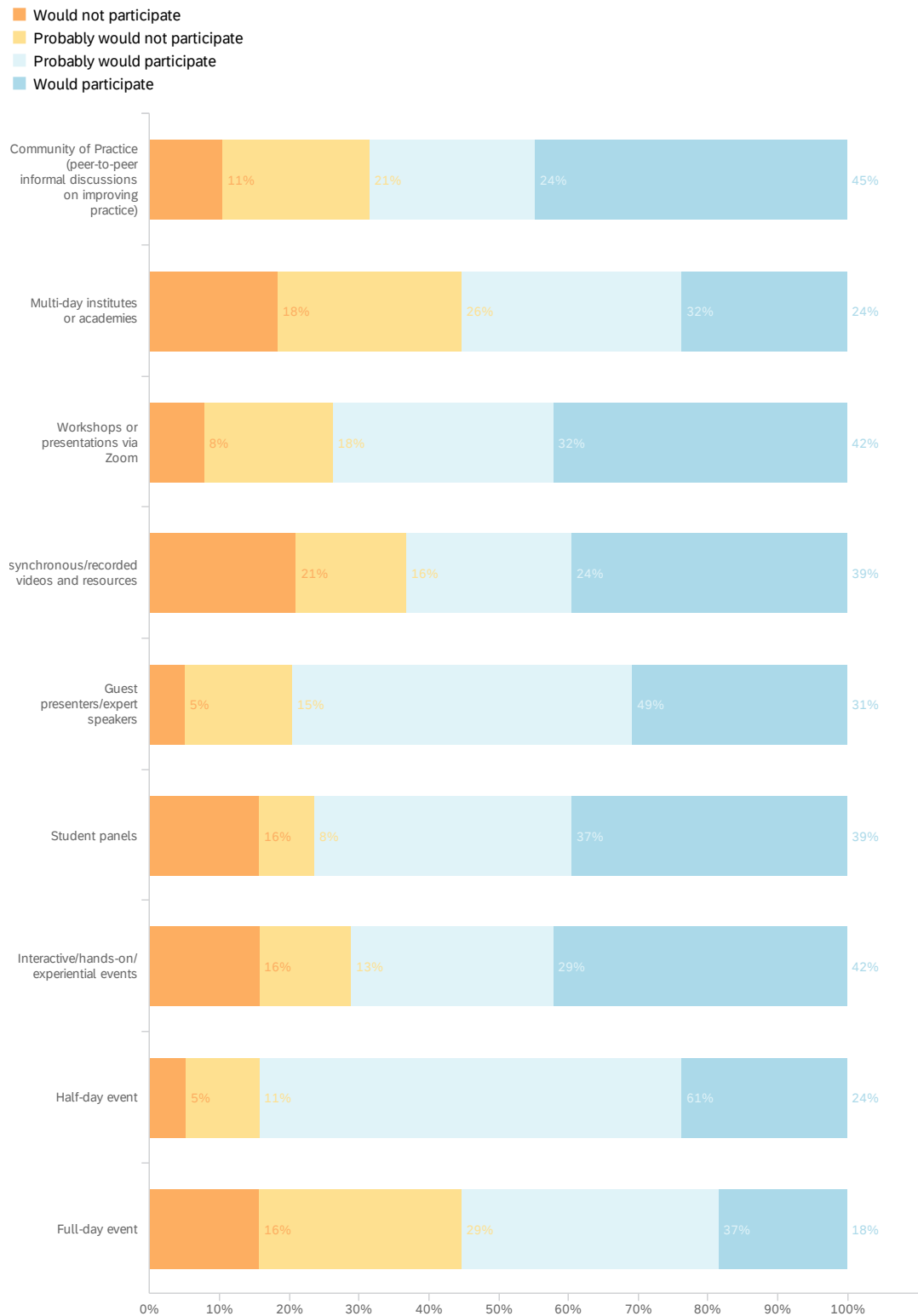
## How likely would you be to attend training in the following topics related to **data, service, and continuous improvement**?

- Would not participate
- Probably would not participate
- Probably would participate
- Would participate



	Would not participate	Probably would not participate	Probably would participate	Would participate	Total
Assessing student learning outcomes (SLOs)	11% 4	11% 4	43% 16	35% 13	37
Curriculum development	11% 4	11% 4	41% 15	38% 14	37
Setting effective goals and priorities for your department or committee	8% 3	26% 10	29% 11	37% 14	38
Using data to improve your work or teaching practices	3% 1	13% 5	50% 19	34% 13	38
Program review and planning	10% 4	18% 7	36% 14	36% 14	39
Participatory governance	18% 7	21% 8	32% 12	29% 11	38
Effective, supportive, and equity-minded leadership	13% 5	21% 8	34% 13	32% 12	38

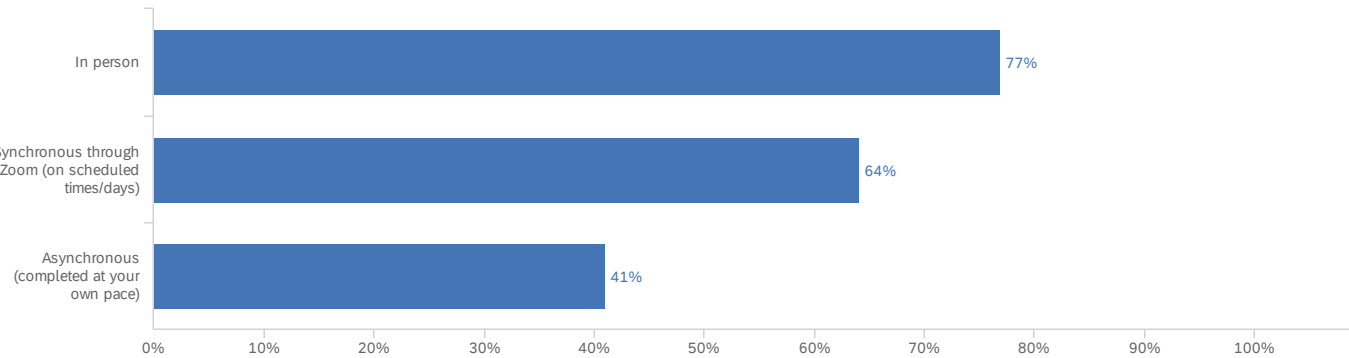
## How likely would you be to participate in each of the following **types** of professional learning activities?





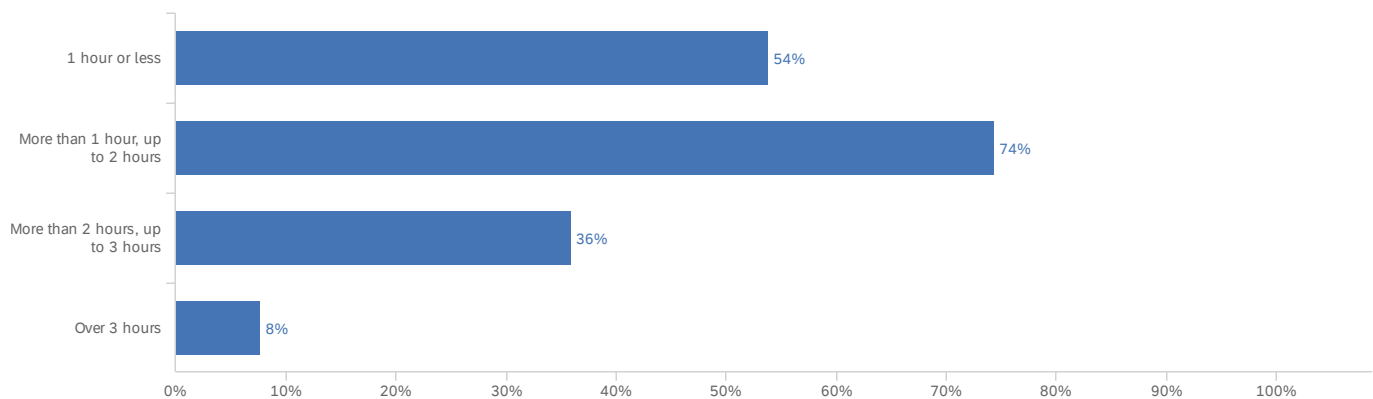
	Would not participate		Probably would not participate		Probably would participate		Would participate		Total
Community of Practice (peer-to-peer informal discussions on improving practice)	11%	4	21%	8	24%	9	45%	17	38
Multi-day institutes or academies	18%	7	26%	10	32%	12	24%	9	38
Workshops or presentations via Zoom	8%	3	18%	7	32%	12	42%	16	38
Asynchronous/recorded videos and resources	21%	8	16%	6	24%	9	39%	15	38
Guest presenters/expert speakers	5%	2	15%	6	49%	19	31%	12	39
Student panels	16%	6	8%	3	37%	14	39%	15	38
Interactive/hands-on/experiential events	16%	6	13%	5	29%	11	42%	16	38
Half-day event	5%	2	11%	4	61%	23	24%	9	38
Full-day event	16%	6	29%	11	37%	14	18%	7	38

How would you like to participate in professional learning activities?  
Please select all that apply:



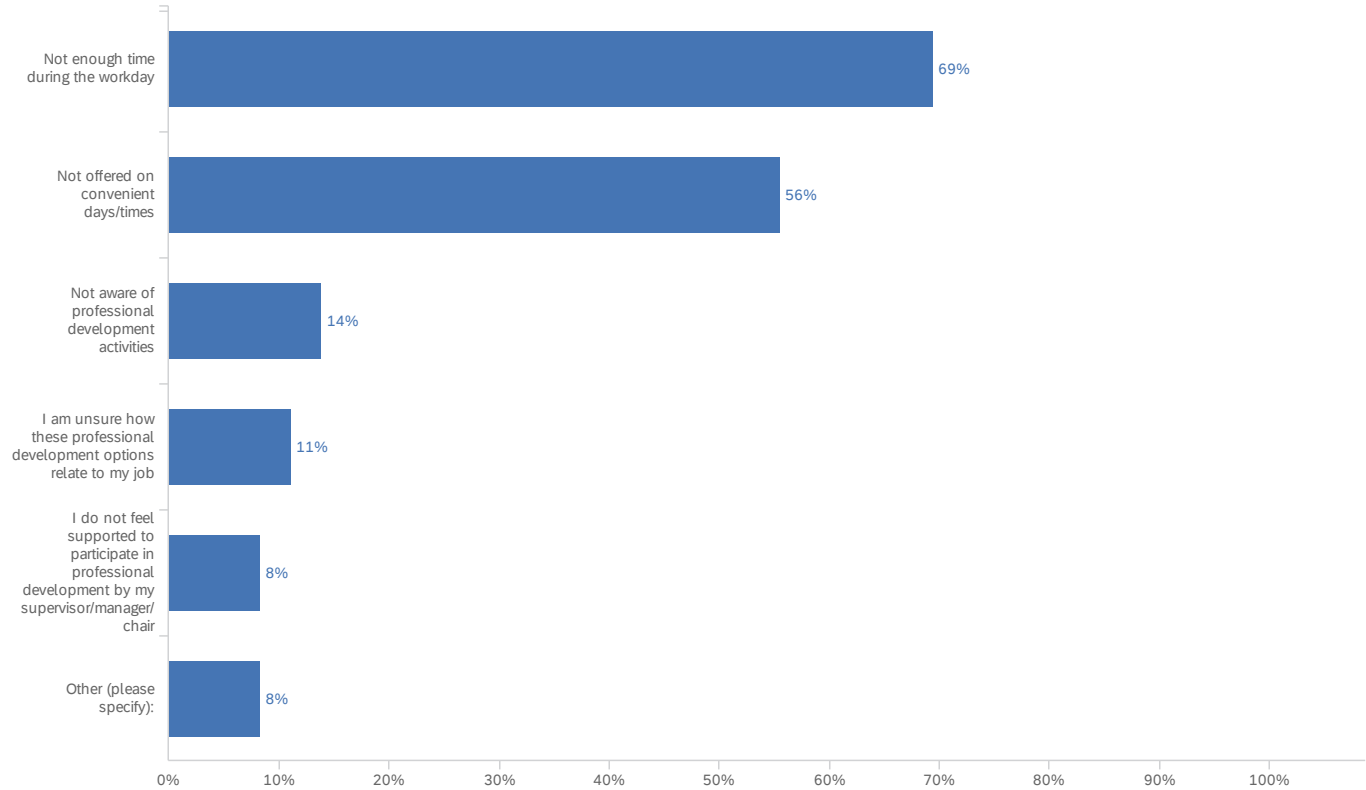
	Choice Count
In person	77% 30
Synchronous through Zoom (on scheduled times/days)	64% 25
Asynchronous (completed at your own pace)	41% 16
	39

How long would you prefer professional learning activities to last?  
Please select all that apply:



	Choice Count	
1 hour or less	54%	21
More than 1 hour, up to 2 hours	74%	29
More than 2 hours, up to 3 hours	36%	14
Over 3 hours	8%	3
		39

What would be the **biggest barriers to your participation** in professional learning activities at Cuyamaca College? Please select all that apply:



	Choice Count
Not enough time during the workday	69% 25
Not offered on convenient days/times	56% 20
Not aware of professional development activities	14% 5
I am unsure how these professional development options relate to my job	11% 4
I do not feel supported to participate in professional development by my supervisor/manager/chair	8% 3
Other (please specify):	8% 3
	36

Other (please specify):

not having a remote option to attend and participate

That it does not offer hiflex modality.

Not having an opportunity for genuine dialogue. Constantly being presented with negative narratives.

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

Provide vision. Explain why they are important. Plan ahead. Give advance notice of activities.

Include evening sessions.

Offer learning opportunities throughout the semester. with at least a month's advance notice.

Create more opportunities for technology related conferences specifically in Math

Some of the things I would like to attend are offered on Fridays. I usually use Friday as a day to grade and prep and it makes it difficult to give up time on that day.

I am all in.

Professional development should be less political-ideological and more practical.

Recognize monetary compensation.

Send emails to full time and part time employees to encourage participation.

Send emails to all faculty whether they are adjuncts, full time and even administrators.

Food. Compensation if over the contractually required FLEX.

I work a full time day job. Evening in-person or asynchronous sessions work best

money

Send Cal invites

Professional learning activities need to be held in an atmosphere of genuine academic inquiry, debate, and discussion. Too many activities of the past few years have been set up in an atmosphere of "this is what good practice is" etc. The language of the college of education has become much too strong and discipline expertise has increasingly been ignored. Voices are silenced in this environment.

Provide more activities over the summer that count towards professional development.

Ensure there are remote PD opportunities

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

using Canvas

I would like to learn from colleagues who are discipline experts. I would like to learn about climate change from a scientist. I would like to learn about Arabic culture from an Arabic teacher. I would like to learn about political science from a political scientist. I would like to have a book club led by an English professor. I would like to learn about evolution from a biologist. I would like someone from DSPS to explain what goes into an assessment of a student who gets an academic adjustment. I would like someone from STEM to explain why their course scaffolding is so critical to student success. I would like "teaching experts" to find some humility and listen and learn from discipline experts.

Hyperflex

How to streamline work processes to be more available to students

How to reach students who are not succeeding.

How to make my Canvas course work better for students with visual and cognitive impairments beyond Immersive Reader and Alternative Formats.

How to increase student retention

How to get support funding within the college for the upcoming transformational projects in my department.

How to deal with students who submit work created by AI.

How to create stronger online courses

Grading that is fair and meaningful to students.

Grading practices

Curriculum planning.

Culturally relevant pedagogy - Gloria Ladson-Billings

Anti-racism. Co-curricular activities.

More related tools and technological resources that can help me in teaching higher mathematics courses, as well as how to seek out and find grant money for our Community of Practice Group so that we can rewrite them so that students will have a 0\$ materials cost for our courses. Developing a course like this requires a lot of time that goes way beyond the scope of what we get paid for. I know nothing about filling for a grant so a course or workshop on this would be helpful

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?

examples from colleagues of assignments etc

I was not aware of this revision. Please publish it again. I get so much email. Please consider sending out email only if it is relevant to my teaching.

Webinars and multiple evening sessions to ensure availability.

What is the mission?

As mentioned above, In order to make our courses more equitable, a way is to lower the cost by creating a new \$0 material course for specifically math 178 and 078

I would love to be able to connect to more faculty around campus and have more common community events for all of us.

Lifetime learning

Accreditation.

n/a

n/a

Annual updates about progress.

Learning of all the changes and updates

We need some ways to connect the mission vision and values to our work with data

Professional Development focused on equity and social justice connected to curriculum, lessons, and syllabus/calendar planning.

Anti-racist advisory group to the President Mandatory hidden bias training for hiring committee members

I don't really know. I would need to be given the opportunity to go on at least two all-expenses paid trips to understand this mission. Santa Fe, Aspen, New York, Seattle, and Chicago are all acceptable destinations.

How to refer students for legal assistance services