

Classified Professional Learning Day

March 22, 2023

Total Participants

Opening session: 87

Total breakout sessions: 8

Sessions in Round 1:

- | | |
|--|---------------------|
| • Career Advancement Prep Workshop | Total attended: 20 |
| • COM Software/Apps 101 | Total attended: 30+ |
| • Understanding White Supremacy and Racial Justice | Total attended: 18 |
| • What is Your Why? | Total attended: 29 |

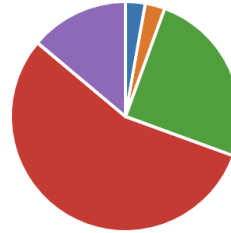
Sessions in Round 2:

- | | |
|--|---------------------|
| • Connections at COM | Total attended: 32 |
| • Hybrid Meeting Management 102 | Total attended: TBD |
| • Understanding White Supremacy and Racial Justice | Total attended: 8 |
| • Skills, Certs, and Degree Completion at COM & Beyond | Total attended: 26 |

1. This Classified Professional Learning Day met my professional development needs/goals (0 point)

[More Details](#)

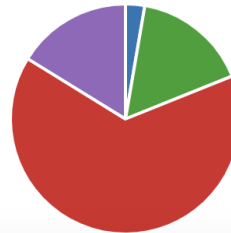
Strongly disagree	1
Disagree	1
Neutral	9
Agree	20
Strongly agree	5



2. This Classified Professional Learning Day gave me information, strategies, or tools to use in my job. (0 point)

[More Details](#)

Strongly Disagree	1
Disagree	0
Neutral	6
Agree	24
Strongly agree	6



Do you have any additional feedback about this Classified Professional Learning Day? 38 responses

To offer each breakout session for about an hour to be able to attend other/additional sessions.

Nothing to add thanks for the great day spend with coworkers

I think doing this for the entire work staff was an amazing idea! Great opportunity to connect, communicate, learn and grow from our work environment mistakes and also applaud our achievements!

Wonderful sessions and the presenters were knowledgeable about the topics I attended. It was a great day to connect with new colleagues.

Great program and breakout session options! Maybe allow 1 hour for breakout sessions instead of 1 hour and 20 minutes. Loved the opening session content and interactive activities! Like how you invited outside presenters—to offer a fresh perspective.

Thank you for bringing on the speakers. They were very motivating! I wish we had more than one day for professional development. I would have liked to take 4 of the classes however I could only choose two because of the schedule. I also feel that it would be great to have personal development offered, especially around Growth Mindset and positive and clear communication. So many times I am told “oh that doesn’t

happen at COM". It is very discouraging when trying to make the environment more efficient and welcoming to students and staff.

The what's your why session should have been longer or more pared down

I wished we had a Part 2 to do a deeper dive for our "WHY". It wasn't clear the AI connection to "why". Also, please give really good tips on how to navigate for hybrid meetings, though not ideal, if we can't have a high tech room reserved. My feedback seems harsh, so please know I did learn from the sessions!!

The food was good for gluten-free and dairy free people! Thank you!

The classes were good and appreciated the good will developed from seeing our colleagues again!

I enjoyed the CPLD that offered the option of meditation and art classes. Add a fun block: arts, crafts, exercise. Please. We still need art classes! Next time please consider something in that area! No yoga or physical activities to participate in.

You did a great job providing a variety of session options, especially the technical ones.

I like that we have these all day events a couple of times a year - but it would be great to have mini ones more often

Need more of the sessions – more opportunities to participate in each round.

Less loose papers/handouts. Combine the material as part of the program. It's more likely to be kept as a booklet. Kill less trees.

Nice array of sessions.

There are sessions I'd like to attend but end up joining technology related sessions only. I hope there can be two days or separately in different dates. Thank you ! It's a very wonderful training opportunity.

Translators for our mainly Spanish speaking employees would be beneficial

The food session done by the cafeteria was a blessing! Thank you and so happy to see it back again.

I enjoyed the two tech presentations Stacey Lince gave. Thank you

What would you like for us to address? (transcribed from the post-it notes wall at the Reconvening Session)

Maps in all district vehicles to help guide students to destinations

Be welcoming

How to deal with resistance to hearing how things could change

When there is new technology, introduce it to staff and provide training

No response from faculty

Improve public bus transportation to campus

increase days of Professional Growth Training and only geared to Technology IT Professional

Show me the money

How to de-escalate confrontational aggressive students

The ability to call out managers to dysfunction within a department to make it more of a two-way street

Please care more – give a damn!

Better #s on buildings and signage at IVC

Free parking for ESL and e2c construction students and summer career academies at IVC

Free tuition (as offered at some community colleges in CA)

Free parking

Have management shadow us in our jobs for 8 hours

Have ADA doors work at all times & gender-neutral bathroom door unlocked every day

Internal org chart with exec. Assistants or point of contact for each department

Can AI be applied to discussions about race and antiracism?

What most people have shared about how they get info is through interpersonal connections and/or through the years they have spent working at COM. If person-to-person info sharing is the way we can best support our work, create many (maybe weekly?) chances for people to interact with each other and share info about their departments while getting to know each other better. More time to “mingle”.

Growth mindset

Knowing your responsibility – no favoritism

End tracking of study sessions. At the Stacey Lince session, the “student” distribution was not equitable. Everyone should attend each session.

Latinx Resource center

Bigger mail room

Close loops – communicate back when we’ve requested a repair – even if the repair can’t be done.

Hear appreciation for a job well done more often!

More ESL support, more wheelchair access

Childcare

More engagement with community

Employee parking spaces for employees at the Welcome Center. It’s very scary to cross the street. Cars don’t normally stop.

Dissemination of the COM organizational chart

We need to find ways to include people who can help translate for non-English speakers, Spanish in this case, so people can understand and benefit from these trainings.

More indoor staff lunch rooms.

Require team building for every department (at least twice a year) and encourage teambuilding across departments (to allow for AI)!

Cuando los empleados que no hablamos muy bien el Ingles y asistimos a cualquier tipo de eventos en el Colegio, se no haga dificil comprender el idioma Ingles y es por eso que estamos necesitando se no proporcione un interprete en espanol. Y adamas que todos los materiales scan traducidos enel idioma Espanol Tambien. Gracias!

Housing for students/staff.

Better access to public transport

More activities and access for students/faculty

More food pantry

More health services

More support & acknowledgement from management in district/CSEA negotiations for union contract (majority classified professionals)

Appreciative inquiry incorporated into planning spaces

Library hours expand on Saturdays

More tutors in the math lab

I would like to see enrollment grow

More trees (shade) and Less lawns

New garbage cans. Some of them are literally from the 1970s

Have mini-CPLD quarterly so classified have more chances to do trainings & get together

More thoughtful communication

More dogs coming to work with us.

More face-to-face, less emails

Be friendly all the time, we are co-workers

Want regular required COM zoom events with an annual curriculum

Mentors who are willing to work with curious/interested WF to make meaningful change

We need a breakroom for classified professionals similar to Deedy?? Lounge

Diversity support for employees not just students

Food at IVC – fresh food-truck

Cross departmental collaboration! International student engagement from staff, faculty and Admins.

Bring Caring Campus officially to College of Marin

More collaboration and communication across departments

More appreciation for work of classified professionals

Move the Welcome Center back on campus

Make registration for the 1st time easier and more user friendly

Enrollment services need to be open later than 4:00pm

Better signs on campus – make more welcoming

Honesty and collaboration

Be more specific on topic(s) we talk about

More small groups for sharing experiences and questions about anti-racism

Shuttle between campuses

I would like to see some staff be more open-minded and willing to embrace technology and new, more efficient ways of doing things. In some cases, this means learning very basic computer skills.

Encourage higher education for staff. Pay for tuition for Masters, Doctorates

Services after 5pm

Longer café hours

Library open on Saturday & Sunday

More Universal access

Panic button on desk

Hot water at IVC Bldgs

Lunch room at IVC

Campus shuttle

More resources to support students in the learning communities

Additional manpower/support in areas that need it.

More outdoor lunch tables.

Inclusivity – please don't just talk – DO IT!

Continue hybrid work option for all employees

Training/orientation on the COM structure & role and responsibilities of each campus division, department, office

The Golden Rule applies here, doesn't it?

Electronic timecard process

We need a new mailroom

Community – listen to what others are saying

Helping/offering to reduce authoritarianism

Additional manpower/support in areas that need it

A well-lit at night, centrally located COM information kiosk

Hire a plumbers, electricians, & HVAC tech, carpenter

Hire all custodians needed/funded

What actionable steps will you take? - (transcribed from white sheets on tables)

Mexico experiencia

Listen

Platinum Rule: boundaries, learning to be more vocal about what we want

"in the moment" feedback

Fixed mindset vs. Growth mindset

4 agreements

Don't take things personally

Start cleaning out old files to be better prepared to use One Drive instead of shared files

Put breaks down as appointments and get UP from my desk

Respond with honesty if asked if I need help. Accept help & request help.

Distribute campus maps

Connect with other colleges' welcome centers

Visit the Bookstore

Walk students to where they need to go.

Offer assistance

Learn more about Guided Pathways

Treat others how they want to be treated

Say “hi” to students – be open to questions and offering help

Find out if there is a Kentfield resource document that lists departments and contact info

Work on moving/storing documents in the cloud

Keep staff informed of college-wide changes to better support students

Continue listening and collaborating with growth-mindset

In Person

Smile

Offer assistance

Drive slowly

Work courteously

Respond to greeting

Mindful of voice tone (warm/friendly”

Slow down conversation speed if language is an issue (translation app as possible aid)

Virtual

Mindful of tone

Focus on topic at hand

If distracted, ask if you can call back

Re-read email to ensure understanding

Proof read email prior to sending

Find out about Brown Act in re: to Advisory Committee meeting

Plan meetings when possible, using IVC (Tech/hybrid) Bldg 27 conf. Room – if not schedule Tech support for Regional meetings in regard to hybrid.

Write my “Why” statement

Set up Bookings application