

Educational Planning Committee Champion Meetings Academic Year 2020-21
Year 2 of the Strategic Plan 2019-2022
Year 2 of the Educational Master Plan 2019-2025
EMP Focus Area and Goal: IP Goal 5
Champions: Assistant Vice President for Instructional Support

The Educational Planning Committee (EPC) is excited to welcome you to visit with the group to discuss your plans and progress for the year. We would like you to think of us as a resource to help you in the district's work of documenting the progress, planning and evidence related to the Educational Master Plan. While the committee will be asking you several questions, please understand that we are both seeking to improve our understanding as well as trying to elicit the champions to possibly consider approaches, connections and/or evidence that may haven't been considered. Below you will find the steps EPC is asking you to take in preparation for our meeting.

1) Please review and update the [Strategic Plan Implementation Timeline](#) for the EMP goal for Year 2. Note: EPC's recommendations from Year 1 are included in this document. For reference, the progress reports from Year 1 can be found in the [EMP Tracking Tool for SAS](#).

2) Questions for discussion at EPC: **For each goal, please send at least a bulleted outline of what you plan to cover** to Ryan Byrne and Cara Kreit by Wednesday before your presentation so that EPC can review ahead of time and to better allow us to capture the discussion in committee minutes.

Highlight how you are approaching the actions steps for 2020-21 and your priorities/plans.

- As part of this, shine a light on how these goals, objectives, and planning reflect the college's commitment to equity. Highlight how planning for your action steps "is done with intentional focus on equity-mindedness" and how your action steps address the "racial equity gaps which exist at the College through planning, programs, practices and policies." Here are some reflection/guiding questions you may find helpful to consider:
 - Can you identify ideas, policies, practices or funding decisions that **produce or sustain** racial disparities in educational access and outcomes? These can exist at the programmatic, department, and institutional level.
 - Can you identify ideas, policies, practices or funding decisions that **disrupt** racial disparities in educational access and outcomes programmatic, department, and institutional level?
 - What additional action is needed to produce ideas, policies, practices or funding decisions that **disrupt** racial disparities and **sustain** racial equity in educational outcomes? Who can support?
- What are the challenges and opportunities for your overall 2020-2021 plans (particularly as a result of the Covid-19 epidemic)?
- Looking forward, how are the steps you are taking this year going to move the needle on your "Progress Indicators"?
- What pieces of evidence would you plan on having at the end of the year to show progress?

EMP 6-Year Goal and Strategic Plan 3-Year Objectives:

Instructional Programs EMP Goal 5: Create opportunities for faculty to collaborate and share effective teaching methodologies.

IP Goal 5 Performance Indicator: Faculty participation in professional learning opportunities meets and exceeds Flex requirements and is reflected in Program Review. Baseline is participation in 2019-2020 activities.

Strategic Plan Objective IP5.1: The College will have a comprehensive, integrated professional learning program.

Action Step 1.1: Review current college plans and activities, including program review and student learning outcomes assessment, and statewide initiatives, including Guided Pathways, AB 705, and Vision for Success, to identify professional learning needs through a lens of equity-mindedness, in collaboration with the work team for Equity Objective 1.2 and Objective 2.3.

Action Step 1.2: Offer ongoing opportunities for faculty to incorporate best practices to improve teaching and learning and classroom management.

Action Step 1.3: Review and expand mentoring program to support full-time and part-time faculty.

Progress Indicator IP5.1: The College has a comprehensive professional learning program that integrates FLEX and COMMUNITY Hour with identifiable themes that emerge from Action Step 1.1.

- **In progress:**
 - Eva Meyers was brought in via an IR&D proposal by faculty to facilitate professional learning sessions with faculty starting in the summer of 2020 (Boom Your Zoom and Raising the Room series). This work was timely due to faculty teaching online this fall.
 - The PLC has reviewed the faculty survey from last spring and they will soon receive the results of another faculty survey this fall to help identify themes for Flex and professional learning activities.
 - Professional Learning Plan – 2021-2024: the Professional Learning Committee will focus again on developing the next professional learning plan in January and then review of that plan through the shared governance process will take place in the spring semester. The PLC will use ideas from the brainstorming and discussions that occurred in the fall semester, including the SWOT analysis, discussion of core competencies, and review of the professional learning survey from the spring 2020 semester
 - The Faculty mentoring program resumed this fall with seven new full-time faculty

Strategic Plan Objective IP5.2: The College will have a clear vision and plan for a teaching and learning center.

Action Step 1.1: Determine values and priorities for the teaching and learning center development, based on the program priorities identified in IP Objective 5.1.

Action Step 1.2 : Identify and visit notable teaching and learning centers at a variety of two- and four-year institutions.

Action Step 1.3: Submit a formal plan for a teaching and learning center including rationale, programming, and required resources including staffing, physical space, and funding.

Progress Indicator IP5.2: The College has a plan and vision for a teaching and learning center.

Strategic Plan Objective IP5.1(Action steps:1.1, 1.2, 1.3):

- **In progress:** the planning and design of the new LRC building, which will include the teaching and learning center, is underway. PLC members along with others are participating in the sessions with the firm that is leading the LRC design work.

Equity: This area of the strategic plan emphasizes the equity work that is centered on instructional practices in the classroom (whether that's physical or virtual). With the student experience at the College, the most formative and impacting is with faculty. As such, it's essential to prioritize professional learning with faculty as it relates to anti-racist practices and inclusive instructional strategies. Faculty have a central role in the students' sense of connection, their experience with the educational system, and, ultimately, their educational progress and success. Professional learning is instrumental in understanding and overcoming the "stuck" points (how to mitigate challenges) for faculty and how professional learning activities can provide the depth and breadth of knowledge and methods to advance our equity journey individually and collectively. The distance education professional learning in the summer of 2020 provided over 300 faculty with foundational skills in teaching online and touched on universal design principles (designing for accessibility). The Academic Senate is initiating a cultural curricular audit of our course outlines to support faculty's use of culturally-responsive content in their classes.