

Professional Learning Committee

November 28, 2023

3:30-4:30 pm

Zoom

Present: Cara Kreit, Shook Chung, Stacey Lince, Mary Kesler, Allyson Martinez, Tonya Hersch, Danila Musante, Patricia France, Cari Torres-Benavides, Tshiamo (Te-Amo) Tshabalala, Teresa Perales, Sally Wong

Absent: Connie Lehua, Carol Hernandez

Guest: Jonathan Eldridge

- **Agenda** - Agenda approved
- **Minutes** - 11/14/23 Minutes approved
- **Classified PL funding:** no requests today
- **Updates:**
 - **PL Updates:** none
 - **Classified Funding PL Cap:**
 - Mary – background, 4CSD highlights
 - Sally – Classified Senate discussion highlights
 - Senate is in support of raising the PL fund cap
 - Or keep Initial cap, then have option to request extra funds with a 2nd round request
 - More marketing to Classified so they're aware of funds
 - Cari – Checked with Mia and funds cap raise is negotiable in CSEA contract
 - PLC should come up with a recommendation, Cari will take it to Mia who will help us figure out how to take it to CSEA
 - PLC discussion:
 - Need more support from managers for Classified to take time off for PL and to identify and encourage professional learning opportunities.
 - Remind depts that there is a shared responsibility in funding PL and remove barriers that may make it difficult for Classified Professionals to participate.
 - PLC agrees to recommend raising funding, with more flexibility (for example, a mechanism to ask PLC for additional funds if dept does not have any travel funds).
 - Next steps -- Cara will send recommendations on to Cari.
 - **Flex Week**
 - Updates from Dr. Eldridge
 - Moved Convocation to Thursday instead of Wednesday.
 - Leadership meeting on Wednesday 9-2 at IVC.

- Identify values, big picture, then synthesize ideas gathered and put back out for Convocation discussions and to groups to head toward next EMP, inform BOT
- Engage students by checking in with students and departments.
- Tangible way to get feedback on how we can all contribute and learn from others.
- Equity and inclusion will be at the core of the discussions. Ask people to step into action around this.
- Idea that all have a responsibility to shepherd the college forward (stewardship).
- Also, during MLK Day: is there a way to connect as an option for folks at COM. Organize one or two ways to help the community?

Dr. Eldridge's notes on Stewardship:

On Stewardship

From *9 Essentials of Steward Leadership* comes this perspective:

With traditional leadership, the team serves the leader. Steward leadership is different: a steward leader cares for the team members, the organization, and society as a whole. Their actions are done in the interest of growth for the organization's mission, vision, and values.

Stewardship Theory also considers the similarities between stewardship and responsibility, noting:

Stewards generally take care of the property or assets of other people, even though the concept is applicable to taking responsibility for caring for other people as well. A key characteristic of a steward is accountability for his or her actions.

Finally, *CareerCert.com* has identified four specific components of stewardship:

1. Take responsibility for your leadership role.
2. Take responsibility for your constituents.
3. Take responsibility for your organization and its actions.
4. Hold yourself and others accountable.

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- Discussion: What is your why Is a similar theme to Stewardship.
 - What is your why sessions were led by Classified Professionals and earlier by Lauren Servais through the LRC discussions.
 - What keeps us here? All about the students. Piggy back on this theme.
 - Value in finding new and creative ways of centering equity, observing MLK day and infusing his work in what we do

- Need COM to be out in the community. Bigger than the boundaries of our 2 campuses.
 - Community of care, how we serve each other and how we serve our students. We are part of each other, we are a community.
 - How are we centering and advancing that we need to continue equity work? Many marginalized groups and individuals on this campus still feel uncomfortable.
 - Flex Proposals
 - Communities of Practice – Affinity groups can be scheduled at the same time
 - Sally/Welcome Center flex proposal:
 - How does a student get started at COM?
 - Student perspective and to understand the experience of first-time students.
 - Where do we lose students in the process, where are the barriers?
 - How can we make students feel comfortable and welcome?
 - Discussed an incident that happened recently with a student of color and faculty interaction that was observed to be disrespectful and unwelcoming. One bad interaction can ruin students' experience at COM. How can we address creating a caring community through professional learning. Caring Campus initiative?
- Next meeting is 12/12/23
 - Meeting adjourned