



EQUITY SUMMIT

PROFESSIONAL LEARNING COMMITTEE (PLC)

COLLEGE OF
MARIN

FEBRUARY 19, 2021

Professional Learning Committee

Mission Statement



The goal of the professional learning program is to:



Create a culture of learning across the College by providing resources and training opportunities for all employees.



Foster a sense of community and belonging among faculty, staff, and administrators through mentorship and shared purpose and values.



Support institutional practices that close equity gaps and promote student achievement.

Professional Learning Planning Process

An Opportunity for Collaboration

Identify Key Initiatives

College Plans
Surveys and Evaluations
CCCCO – Vision for Success, Guided Pathways
State Initiatives – AB 705
Accreditation/ACCJC

Gather Information

Cabinet
Committees
Senates
CSEA, UPM, SEIU
Umoja Equity Institute

Curate Offerings

Determine Flex/Professional Learning Themes
Craft Request for Proposals
Review/Revise Submissions
Schedule Sessions

Promote and Execute Programs

ProLearning
College Services
Marketing and Communications
Oversee Logistics
Review Outcomes

Alignment with Educational Master Plan 2019-2025 and Strategic Plan 2019-2022

Strategic Plan
Objective EQ1.2

Data-informed, equity-minded, ongoing professional development expands faculty, staff, and administrator capacity and capability to meet Equity Goal 1.

Instructional
Programs
EMP GOAL 5

Create opportunities for faculty to collaborate and share effective teaching methodologies.

Strategic Plan
Objective IP5.1

The College will have a comprehensive, integrated professional learning program

Strategic Plan
Objective IP5.2

The College will have a clear vision and plan for a teaching and learning center.

Spring 2021
Sample RFP

Cultivating Empathy, Care, Connection, and Inspiration

We are seeking proposals that:

- Cultivate an **inclusive and equitable environment** in the classroom and throughout the COM community
- Inspire engaging, student-centered, **anti-racist teaching practices** and course design
- Address issues of **diversity, inclusion, and social or racial justice**
- Strengthen communication and collaboration with students and colleagues
- Develop skills needed for job effectiveness and growth
- Foster self-care, wellness, and community care

FLEX Spring 2021 Selected Equity Sessions

The Equity Syllabus
UndocuAlly Training

IDEA Community in Practice:
A Panel on Engaging
in Anti-Racism

Becoming an
Access-Centered Educator:
Disability Justice
in Practice

Raise the Room:
Creative Tips to Connect,
Engage, and Inspire
in Zoom

Embracing Online
Teaching and Learning:
A Student and Faculty
Panel Discussion

Fostering Student Engagement
and Inclusivity with
Interactive Tools

Using Trauma Transformative
Principles to Understand &
Change Your Workplace

Action Planning:
Racial Equity at COM

Brave Spaces:
Supporting LGBTQ+ Student

Professional Learning By the Numbers

38

Spring 2021
Flex Week Events

236

Faculty who
completed
Online Teaching and
Design trainings since
spring 2020

33

Fall 2020
Flex Week Events

12

Events in
Classified PL
Summer 2020 Series

16

Department Meetings
during
Flex Weeks

309

Attendees at
Spring 2021
Convocation

Keynote Presentation
Our Call to Action:
Systems Change and
Racial Equity in Marin
County

181/182

PT Faculty who
completed their
Fall 2020 Flex
Obligation

100%

FT faculty on track
to complete their
2020-21 Flex
Obligation

Vision and Future Direction

Increase number of ongoing activities:

- Grading for Equity
- Raise the Room – Communities of Practice
- Technology Training

Investigate collaborations with:

- PAC
- UDWC
- Sabbatical Committee



Vision and Future Direction

Implement Plans for a Teaching and Learning Center to:

- ⑩ Foster excellence and innovation in teaching.
- ⑩ Advance equity-centered principles to increase student engagement and success.
- ⑩ Promote a culture of continuous learning and collaboration.
- ⑩ Provide mentorship and job support.
- ⑩ Train faculty and staff in the effective use of technology.

Will require dedicated financial and physical resources

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