

#### **EQUITY SUMMIT**

PROFESSIONAL LEARNING COMMITTEE (PLC)

COLLEGE OF

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.



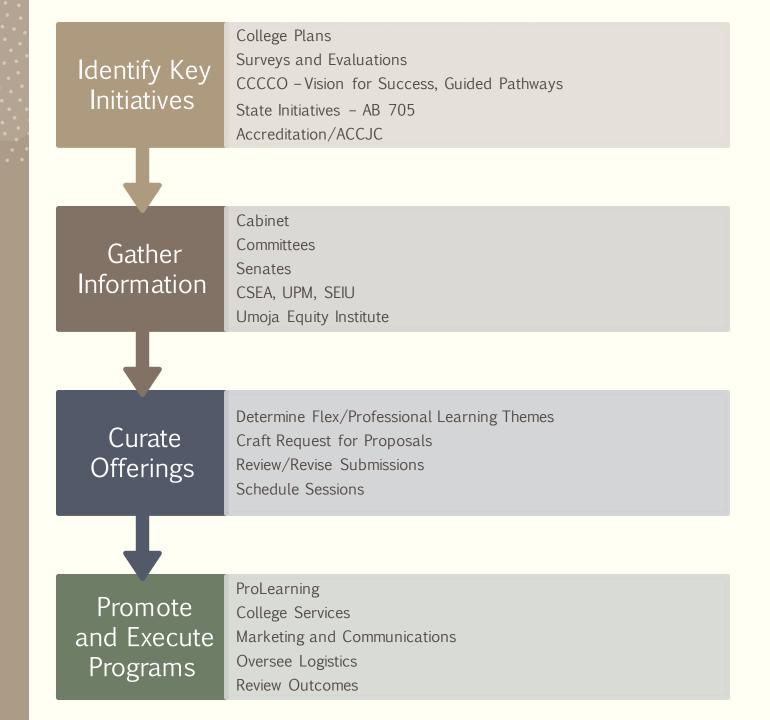
Foster a sense of community and belonging among faculty, staff, and administrators through mentorship and shared purpose and values.



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

#### Professional Learning Planning Process

# An Opportunity for Collaboration



## 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 Spring2021 FlexWeekEvents

Faculty who completed Online Teaching and Design training since spring 2020

Fall 2020 Flex Week Events

Events in Classified PL Summer 2020 Series

16
Department Meetings
during
FlexWeeks

309
Attendees at Spring 2021
Convocation

Keynote Presentation
Our Callto 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:

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

Will require dedicated financial and physical resources