



Professional Development (Processes) at Foothill

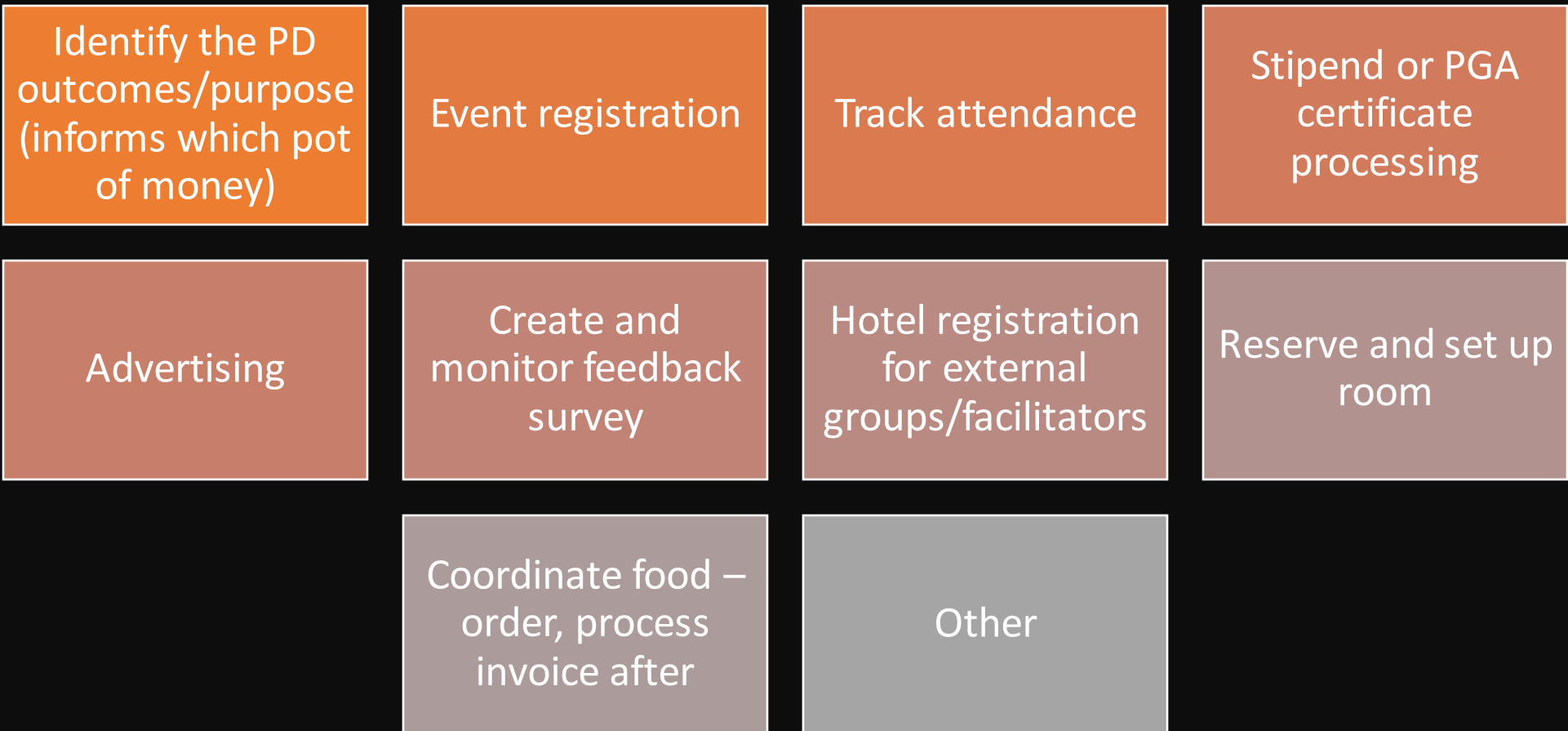
Intended Outcomes

- Senators have more clarity around how PD offerings are determined and paid for at Foothill
- Senators inform their constituents about how they can request and/or receive funding or logistical support for professional development at Foothill or outside Foothill
- Senators are familiar with:
 - state requirements for Flex funds
 - the role of the academic senate r/t professional development

What PD gets offered?

- Contributing factors
 - Feasibility in terms of fiscal or human resources
 - Responses to needs assessment surveys
 - Asks from individuals or groups of individuals (e.g. an individual faculty, department, division, committee, council, etc)
 - College planning documents e.g. Strategic Vision for Equity, College Master Plan
 - People volunteer
 - Capitalize on opportunities as they arise (e.g. A2MEND, Black Minds Matter)
 - Alignment with funding requirements (e.g. FLEX funds, SEA funds, etc.)
 - Faculty can request Flex day activity approval (H4) → dean/supervisor decides
 - Other

Tasks associated with PD that require human resources



Who has fiscal and/or human resources to make internal PD happen?

- District: Flex calendar funds, other
 - E.g. District opening day, District flex days in Winter or Spring quarters
- Office of the President: Flex funds, other
 - College Opening Day
- Office of Equity and Professional Development (Carolyn's area): SEA funds, Flex funds, other
- Online Learning (?)
- Division/Department (B budget, other?)
- Office of Instruction: Flex funds, other?
- Student Services: Flex funds, SEA funds, other
 - E.g. "Do the right thing, Foothill"
- Funding for Guided Pathways work?

Who has
resources to
make
external PD
happen?

- **Travel and Conference Fund (Committee) \$1600/year per faculty/staff**
- District
- Office of the President
- Office of Equity and PD
- Online Learning
- Division/Department (B budget, other?)
- Office of Instruction
- Student Services
- Other??

How are any of the fiscal resources budgeted?

- Office of Equity and PD budget
 - Carolyn guesstimates based on prior years, requests in September/October, Dean reviews/decides
 - If/when unanticipated opportunities arise, Carolyn goes to one of the folx in charge of all the other pots of money, and grovels 🙏
 - Who gets pestered first depends on what the opportunity is



How are the
other PD
monies
budgeted?

What state requirements are attached to the Flex(ible Calendar) funds?

Education Code section 87153 states the authorized uses of professional development (FLEX) funds allocated shall include:

- i. Improvement of teaching.
- ii. Maintenance of current academic and technical knowledge and skills.
- iii. In-service training for vocational education and employment preparation programs.
- iv. Retraining to meet changing institutional needs.
- v. Intersegmental exchange programs.
- vi. Development of Innovations in Instructional and administrative techniques and program effectiveness.
- vii. Compute and technological proficiency programs.
- viii. Courses and training implementing affirmative action and upward mobility programs.
- ix. Other activities determined to be related to educational and professional development pursuant to criteria established by the Board of Governors of the California Community Colleges, including, but not limited to, programs designed to develop self-esteem.

What other requirements are attached?

“The board of governors shall annually allocate funds, when appropriated for the purposes of this article, only to a community college district whose chief executive officer has submitted to the chancellor an affidavit that includes all of the following:

1. A statement that each campus within the community college district has an **advisory committee**, composed of administrators, faculty, and staff representatives, which has assisted in the assessment of the faculty and staff professional development needs and in the design of the plan to meet those needs.
2. A **campus human resources plan** has been completed for the current and subsequent fiscal years
3. A **report of the actual expenditures** for faculty and staff development for the preceding year.”

Regarding Committee Requirement

- Professional Development Committee formed in 2013
 - Tri-chair model
- PD committee disbanded with shift to four-council model, PD delegated to Community and Communications Council
 - No bandwidth!
- Current governance...?

Faculty Roles and Responsibilities related to PD

Title 5 gives the academic senate power and responsibility to make recommendations to the Foothill Administration and the District BoTs on academic and professional matters including...

Policies for faculty professional development activities (other than contractual)

What are our current policies regarding faculty PD?

- Faculty Travel and Conference Fund Policy
- FA Agreement
 - Article 16.1.6 Personal necessity leave to attend professional conference related to teaching and/or one's area of assignment
 - Article 17: Professional Development Leave
- Other?