

F.9 Provide professional development opportunities for staff and faculty that enhance awareness, understanding, capacity and motivation to support student populations identified in equity plan.

• **Indicators/Goals to be affected by the activity:**

| | | | |
|---|--|---|------------------------------------|
| X | Access | X | Degrees and Certificate Completion |
| X | Course Completion | X | Transfer |
| X | ESL and Basic Skills Course Completion | | |

• **Activity Type(s):**

| | | | | | |
|--|---|---|---|--|----------------------------------|
| | Outreach | | Student Equity Coordination/Planning | | Instructional Support Activities |
| | Student Services or other Categorical Program | | Curriculum/Course Development or Adaptation | | Direct Student Support |
| | Research and Evaluation | X | Professional Development | | |

• **Target Student Group(s) & # of Each Affected*:**

| ID | Target Group | # of Students Affected |
|-----|--|------------------------|
| F.9 | Faculty and Staff: professional development that ultimately supports all student subpopulations addressed in equity plan | TBD |

• **Activity Implementation Plan**

Provide professional development/training to increase awareness, implement promising practices in pedagogy, curriculum development, and student services, and increase awareness/understanding of issues impacting target student populations including the effects of inequities, methods for detecting and researching them, and effective practices for improving outcomes. Engage in both internal and external opportunities and sharing of promising practices and research to have a better understanding and appreciation for students’ development and diversity. Implement/adopt effective tools, resources, models and approaches that would positively impact student success at COM.

| ID | Planned Start and End Date(s) | Student Equity Funds | Other Funds** |
|----|-------------------------------|----------------------|---------------|
|----|-------------------------------|----------------------|---------------|

| | | | |
|-----|-------------------|--------|--------------------|
| F.9 | Fall 2014 ongoing | \$5150 | SSSP; District TBD |
|-----|-------------------|--------|--------------------|

- **Link to Goal**

An SEP activity established last year and included in strategic planning was to assess staff and faculty preparedness to serve a diverse student population. Based on responses to that survey this semester, additional opportunities are being facilitated within and separate from the college.

- **Evaluation**

For internal opportunities such as flex trainings each semester, surveys are sent to participants and presenters. For external opportunities, those supported by equity funds are asked to provide a brief report on the takeaways/benefits from their experience(s). In the coming year, this will be formalized by the Student Access and Success committee, following a format developed by the Basic Skills Initiative steering committee.