

TO BE COMPLETED BY PERMANENT FACULTY

Our Mission

College of Marin’s commitment to educational excellence is rooted in providing equitable opportunities and fostering success for all members of our diverse community by offering:

- preparation for transfer to four-year colleges and universities
- associate degrees and certificates
- career technical education
- basic skills improvement
- English as a second language
- lifelong learning
- community and cultural enrichment

College of Marin responds to community needs by offering student-centered programs and services in a supportive, innovative learning environment that promotes social and environmental responsibility.

College of Marin defines equity as: recognizing the historical and systemic disparities in opportunity and outcomes and providing the resources necessary to address those disparities (Education Trust-West).

The College of Marin has defined “Equity-Mindedness” as: the perspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes. These practitioners are willing to take personal and institutional responsibility for the success of their students, and critically reassess their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American education.

Classroom Teaching and Methodology

1. Describe innovations in your teaching that you have implemented over the past few years.
2. Explain how equity factors into your teaching.
3. How do you define success in the classroom and what does it look like?

Professional Responsibilities

1. Describe your institutional service to the department, discipline, and district (e.g., committee work, student advising, accreditation work, strategic planning, department collaboration, curriculum development).
2. How does your institutional service contribute to the success of our College’s mission?
3. How do you reach across our diverse student body to address historical and systemic disparities?

Professional Development

1. Describe your participation in professional development activities (e.g., grant writing, publishing, research, conferences, professional organizations).
2. How does your participation contribute to your development as a faculty member?

Needs and Goals

1. What goals do you have to support student success and equity?
2. What action steps do you plan on taking to achieve these goals?
3. What support do you need from the District in order to achieve your goals related to professional development, professional responsibilities, and/or classroom teaching and methodology?