

**District-directed Call for Applications
Program Review Faculty Facilitators
Fall 2020**

Background:

The College is embarking on a new program review process with the goal of developing a reflective, dynamic, and ongoing practice of reflection that results in meaningful continuous instructional improvement. This work is articulated in the 2019-2022 Strategic Plan as follows:

- Data-informed, equity-minded, ongoing professional development expands faculty, staff, and administrator capacity and capability to meet Goal E1 (closing equity gaps).
 - Pilot effective strategies for addressing equity gaps (inquiry teams; instructional effectiveness; iterative process);
 - Evidence of progress: Captured by documented reflection on practice and change of practice in incorporating equity-minded knowledge, skills, and abilities as evidenced in Program Review, SLO assessment documents, or other approved method.
- All academic programs identify and carry out data-informed, equity-minded, program-specific changes through the program review process toward Goal E1 attainment (closing equity gaps).
 - Engage Academic Senate in creating equity standards for program review
 - Develop equitable practice and policies designed to support differences in the contexts of students' learning—not to treat all students the same.
 - Evidence of progress: As documented in Program Review, all academic programs have interventions in place by 2022 to decrease racial equity gaps.

During the fall of 2020, the faculty facilitators will continue to collaborate with the pilot departments/disciplines that are scheduled to finalize their program reviews for 2019-2020 to facilitate faculty discussions on interpreting the data, the meaning of the SLO outcomes and assessments, and equity-minded instructional practices (and how to put them into action). The facilitators will start working with the faculty who are scheduled for 2021-22 program review submissions as well.

Specific responsibilities:

- Participate in creating the process for program review facilitation.
- Facilitate discussions with department/discipline faculty that pertain to the program review framework.
- Assist department/discipline faculty with connecting program review to strategic plan initiatives, including related goals in Equity and Instructional Programs.
- Liaise with relevant Academic Senate subcommittee to document progress with departments/disciplines

Timeframe: Fall semester 2020

Eligibility Requirements:

- Full-time or part-time faculty status at College of Marin.
- Experience and demonstrated leadership in instructional effectiveness and equity-based theory and practices
- Ability to convene groups and facilitate discussions skillfully and collegially
- Understanding of how to interpret data and communicate meaning of data, especially related to SLOs

Compensation: up to 80 hours each at the current stipend rate

Application Procedure:

- Submit the following materials to UDWC c/o Rhonda Jones by Wednesday, July 1, 2020
 - Page 1 – Information Sheet
 - * Name; Phone extension; years of employment at the College of Marin
 - * Indication that the department chair and appropriate dean are aware of your application
- Page 2 – Essay: Describe in 250 – 500 words how you meet the above eligibility requirements

Criteria for Evaluation (Articles 8.3.5 and 8.3.6 Category II):

- (6) The proposed cost and probable availability of personnel, equipment, supplies, and /or operational support will be available (0-5 points)
- (7) The project activities will not adversely affect the discipline or department budget, facilities, or schedule (0-5 points)
- (8) The applicant(s) appears to have adequate experience and/or training to carry out the proposed project (0-5 points)

**District-directed Call for Applications
Program Review Faculty Facilitators
Spring 2020**

Background:

The College is embarking on a new program review process with the goal of developing a reflective, dynamic, and ongoing practice of reflection that results in meaningful continuous instructional improvement. This work is articulated in the 2019-2022 Strategic Plan as follows:

- Data-informed, equity-minded, ongoing professional development expands faculty, staff, and administrator capacity and capability to meet Goal E1 (closing equity gaps).
 - Pilot effective strategies for addressing equity gaps (inquiry teams; instructional effectiveness; iterative process);
 - Evidence of progress: Captured by documented reflection on practice and change of practice in incorporating equity-minded knowledge, skills, and abilities as evidenced in Program Review, SLO assessment documents, or other approved method.
- All academic programs identify and carry out data-informed, equity-minded, program-specific changes through the program review process toward Goal E1 attainment (closing equity gaps).
 - Engage Academic Senate in creating equity standards for program review
 - Develop equitable practice and policies designed to support differences in the contexts of students' learning—not to treat all students the same.
 - Evidence of progress: As documented in Program Review, all academic programs have interventions in place by 2022 to decrease racial equity gaps.

During the spring of 2020, the faculty facilitators will collaborate with the pilot departments/disciplines that are scheduled to finalize their program reviews for 2019-2020 to facilitate faculty discussions on interpreting the data, the meaning of the SLO outcomes and assessments, and equity-minded instructional practices (and how to put them into action).

Specific responsibilities:

- Participate in creating the process for program review facilitation.
- Facilitate discussions with department/discipline faculty that pertain to the program review framework.
- Assist department/discipline faculty with connecting program review to strategic plan initiatives, including related goals in Equity and Instructional Programs.
- Liaise with relevant Academic Senate subcommittee to document progress with departments/disciplines

Timeframe: Spring semester 2020

Eligibility Requirements:

- Full-time or part-time faculty status at College of Marin.
- Experience and demonstrated leadership in instructional effectiveness and equity-based theory and practices
- Ability to convene groups and facilitate discussions skillfully and collegially
- Understanding of how to interpret data and communicate meaning of data, especially related to SLOs

Compensation: up to 80 hours each at the current stipend rate

Application Procedure:

- Submit the following materials to UDWC c/o Rhonda Jones by Friday, December 20, 2019
 - Page 1 – Information Sheet
 - * Name; Phone extension; years of employment at the College of Marin
 - * Indication that the department chair and appropriate dean are aware of your application
- Page 2 – Essay: Describe in 250 – 500 words how you meet the above eligibility requirements

Criteria for Evaluation (Articles 8.3.5 and 8.3.6 Category II):

- (6) The proposed cost and probable availability of personnel, equipment, supplies, and /or operational support will be available (0-5 points)
- (7) The project activities will not adversely affect the discipline or department budget, facilities, or schedule (0-5 points)
- (8) The applicant(s) appears to have adequate experience and/or training to carry out the proposed project (0-5 points)

**District-directed Call for Applications
Program Review Faculty Facilitators and Faculty Mentees
Spring 2021 and Fall 2021**

Background:

The College is continuing to successfully steer our new program review process and working towards our goals of implementing and sustaining a reflective and dynamic practice of reflection that results in meaningful continuous instructional improvement. This work is articulated in the 2019-2022 Strategic Plan as follows:

- Data-informed, equity-minded, ongoing professional development expands faculty, staff, and administrator capacity and capability to meet Goal E1 (closing equity gaps).
 - Use effective strategies for addressing equity gaps (inquiry teams; instructional effectiveness; iterative process);
 - Evidence of progress: Captured by documented reflection on practice and change of practice in incorporating equity-minded knowledge, skills, and abilities as evidenced in Program Review, SLO assessment documents, or other approved method.
- All academic programs identify and carry out data-informed, equity-minded, program-specific changes through the program review process toward Goal E1 attainment (closing equity gaps).
 - Engage Academic Senate in creating equity standards for program review
 - Develop equitable practice and policies designed to support differences in the contexts of students' learning—not to treat all students the same.
 - Evidence of progress: As documented in Program Review, all academic programs have interventions in place by 2022 to decrease racial equity gaps.

The faculty facilitators will collaborate with the pilot departments/disciplines that are scheduled to finalize their program reviews for 2020-2021 to facilitate faculty discussions on interpreting the data, the meaning of the SLO outcomes and assessments, and equity-minded instructional practices (and how to put them into action). The facilitators will start working with the faculty who are scheduled for 2021-22 program review submissions as well.

In addition, the faculty facilitators will take on the added responsibility of mentoring new faculty to expand the number of faculty who participate in leading the program review process. Up to two faculty mentees will be selected for Spring 2021 and Fall 2021 to be mentored by the faculty facilitators.

Specific responsibilities:

- Participate in creating the process for program review facilitation.
- Facilitate discussions with department/discipline faculty that pertain to the program review framework.
- Assist department/discipline faculty with connecting program review to strategic plan initiatives, including related goals in Equity and Instructional Programs.
- Mentor faculty mentees, including familiarization with the process, attending meetings with departments, and identifying other training needs that relate to the role
- Liaise with relevant Academic Senate subcommittee to document progress with departments/disciplines

Timeframe: Spring 2021 – Fall 2021

Eligibility Requirements:

- Full-time or part-time faculty status at College of Marin.
- Experience and demonstrated leadership in instructional effectiveness and equity-based theory and practices
- Ability to convene groups and facilitate discussions skillfully and collegially
- Understanding of how to interpret data and communicate meaning of data, especially related to SLOs
- **For the faculty mentees**, demonstrated interest in the revised program review processes and outcomes as they relate to College of Marin’s strategic plan that emphasizes equity and instructional programs goals

Compensation:

- **Faculty Facilitators:** up to 120 hours each semester at the current stipend rate
- **Faculty Mentees:** up to 40 hours each semester at the current stipend rate

Application Procedure:

- Submit the following materials to UDWC c/o Rhonda Jones by Monday, January 25, 2021
 - Page 1 – Information Sheet
 - * Name; Phone extension; years of employment at the College of Marin
 - * Indication that the department chair and appropriate dean are aware of your application
 - Page 2 – Essay: Describe in 250 – 500 words how you meet the above eligibility requirements and **if you are applying for the Faculty Facilitator or Faculty Mentee role**

Criteria for Evaluation (Articles 8.3.5 and 8.3.6 Category II):

- (6) The proposed cost and probable availability of personnel, equipment, supplies, and /or operational support will be available (0-5 points)
- (7) The project activities will not adversely affect the discipline or department budget, facilities, or schedule (0-5 points)
- (8) The applicant(s) appears to have adequate experience and/or training to carry out the proposed project (0-5 points)