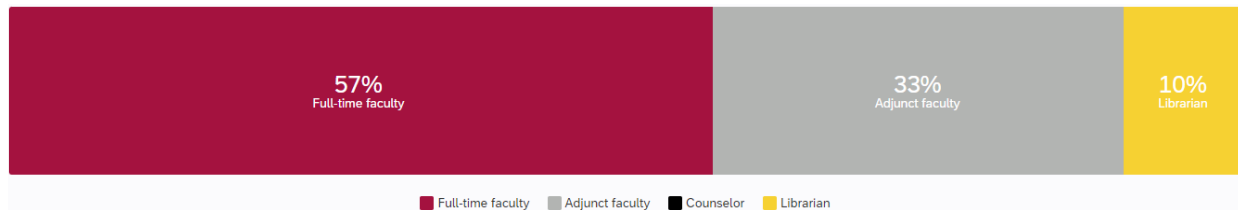




Professional Development Needs Assessment
 Spring 2022- Faculty
 Fine Arts, Communication, and Humanities

n=21



What is your ethnicity?¹

Race/Ethnicity	Percentage
Black/African American	24%
Latinx	29%
Asian	5%
White	24%
Do not wish to answer	14%
Other	5%

What is your area?

Area	Percentage
Academic Affairs	63%
Student Services	6%
Other	30%

What is your gender?

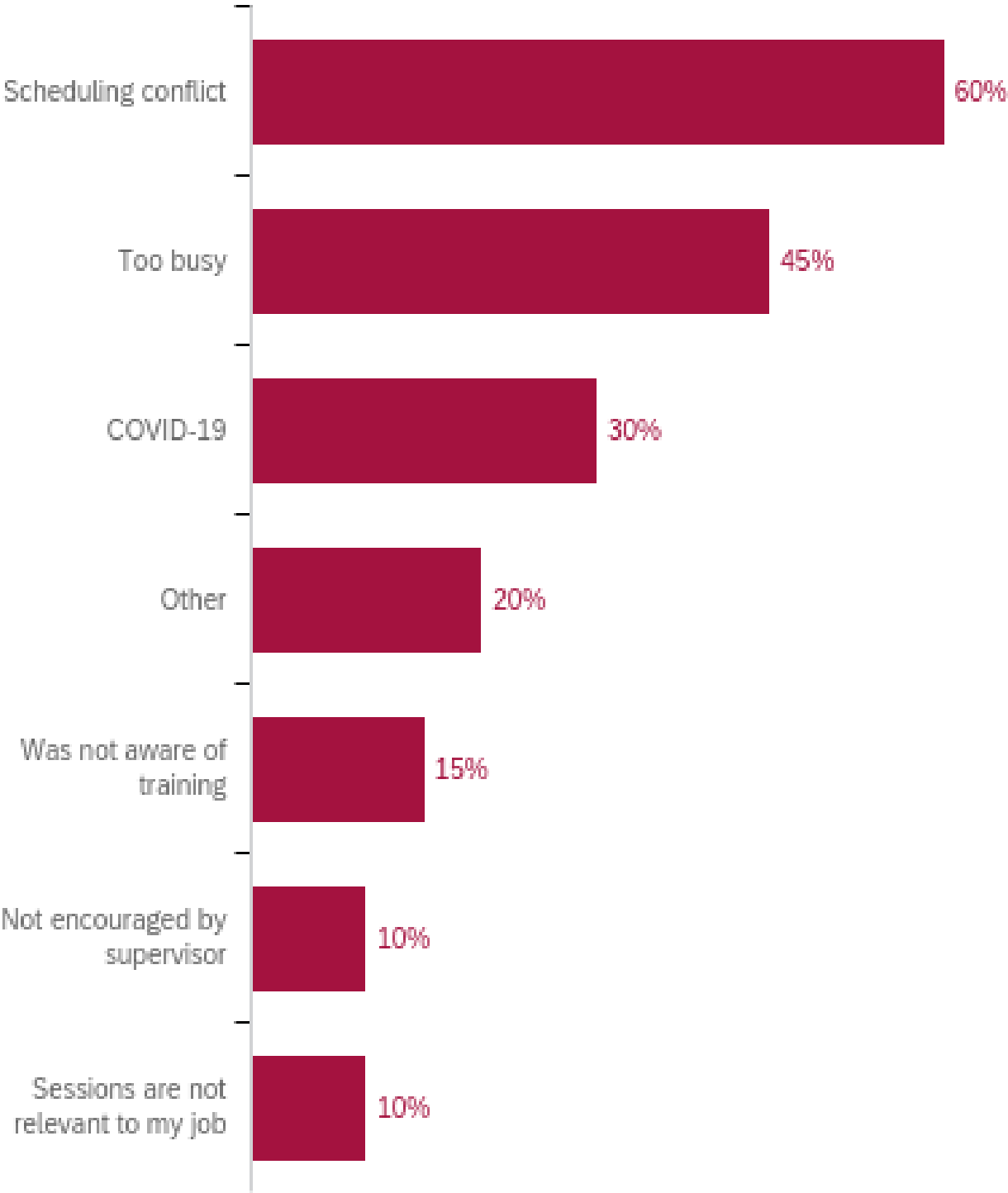
Gender	Percentage
Female	70%
Male	30%

How long have you worked at Compton College?

Years at Compton	Percentage
Less than 5 years	43%
5-10 years	29%
11-15 years	10%
16-20 years	10%
21-30 years	10%

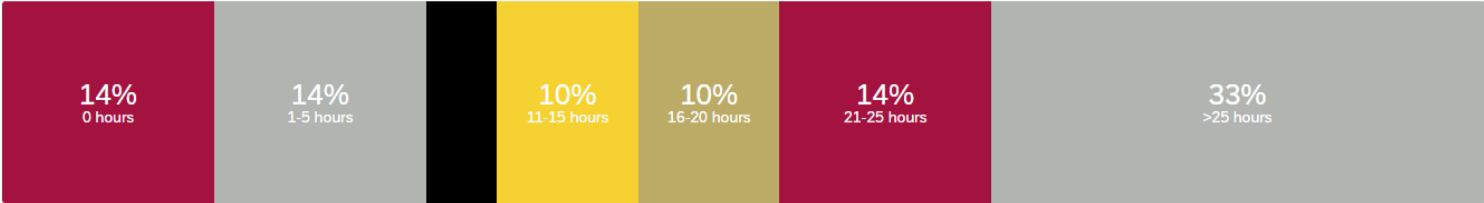
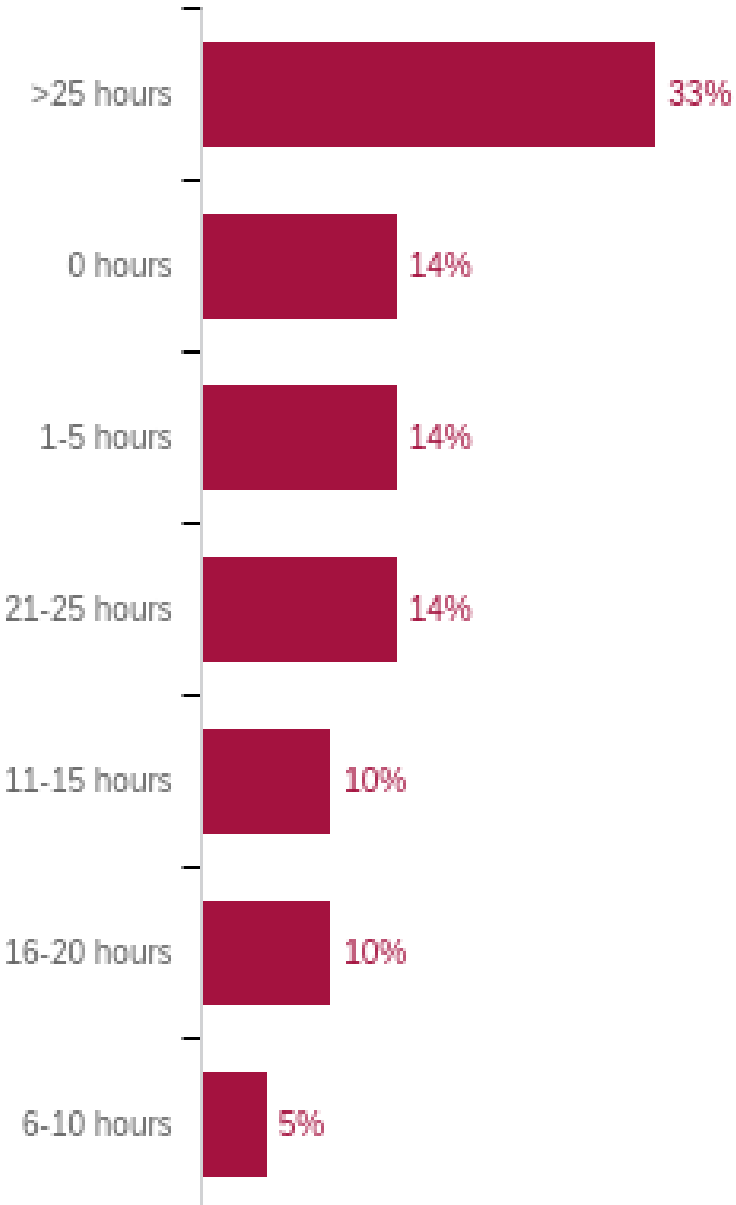
¹ "Other" responses listed in Appendix A

What kept you from participating in professional development activities?²



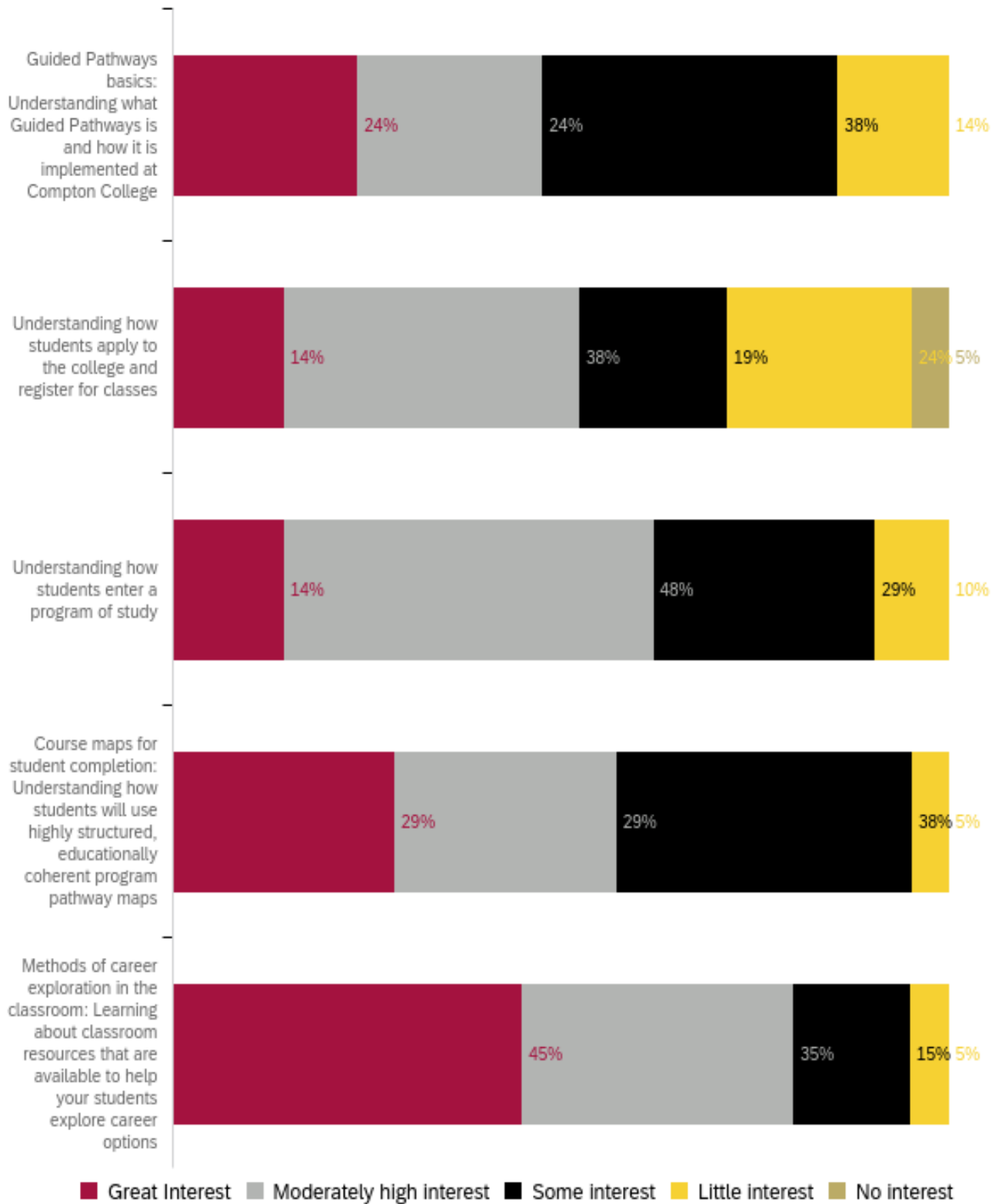
² "Other" responses listed in Appendix A

How many professional development hours did you attend in the last year?



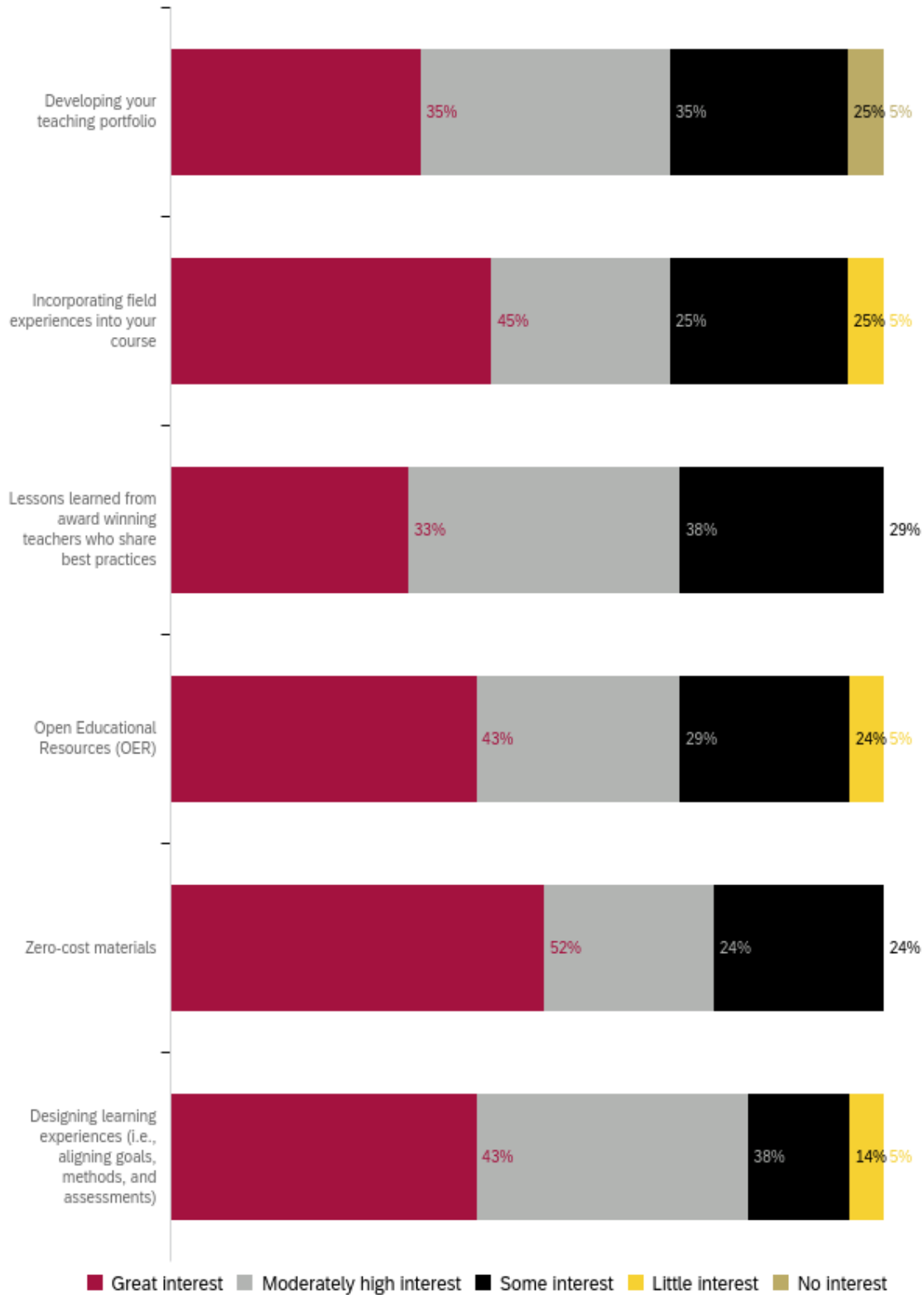
0 hours 1-5 hours 6-10 hours 11-15 hours 16-20 hours 21-25 hours >25 hours

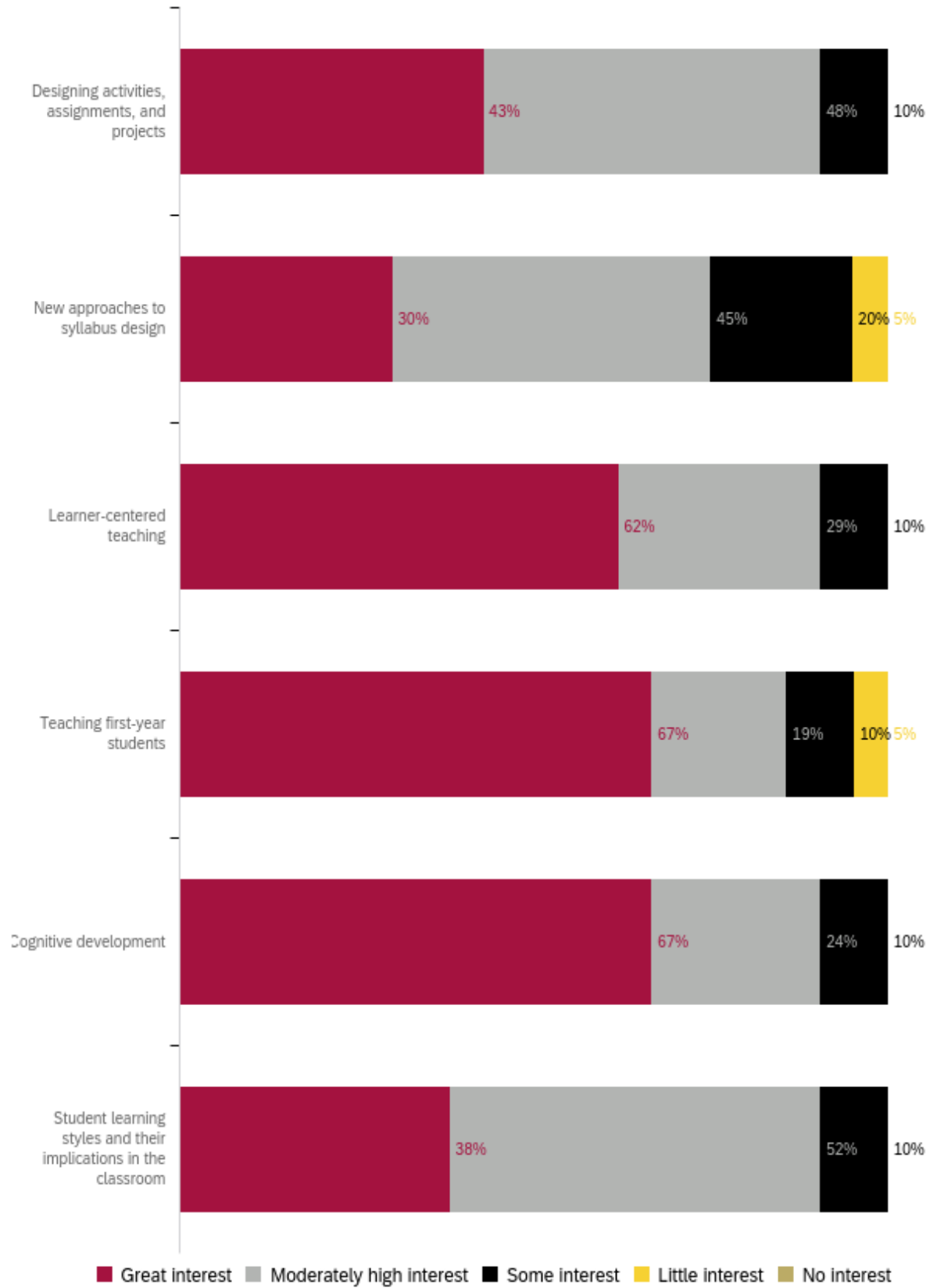
Professional Development for Guided Pathways³

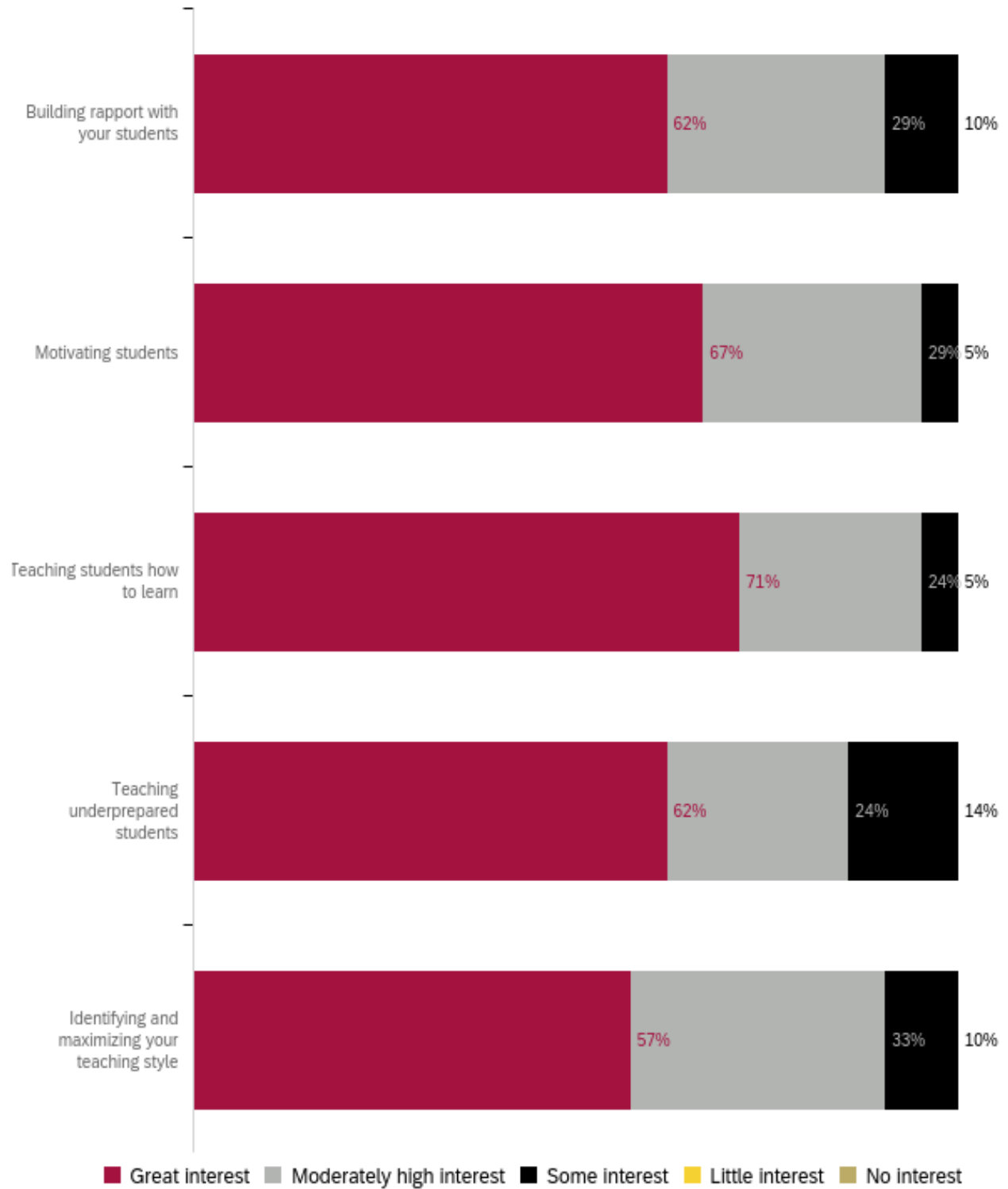


³ "Other" responses listed in Appendix A

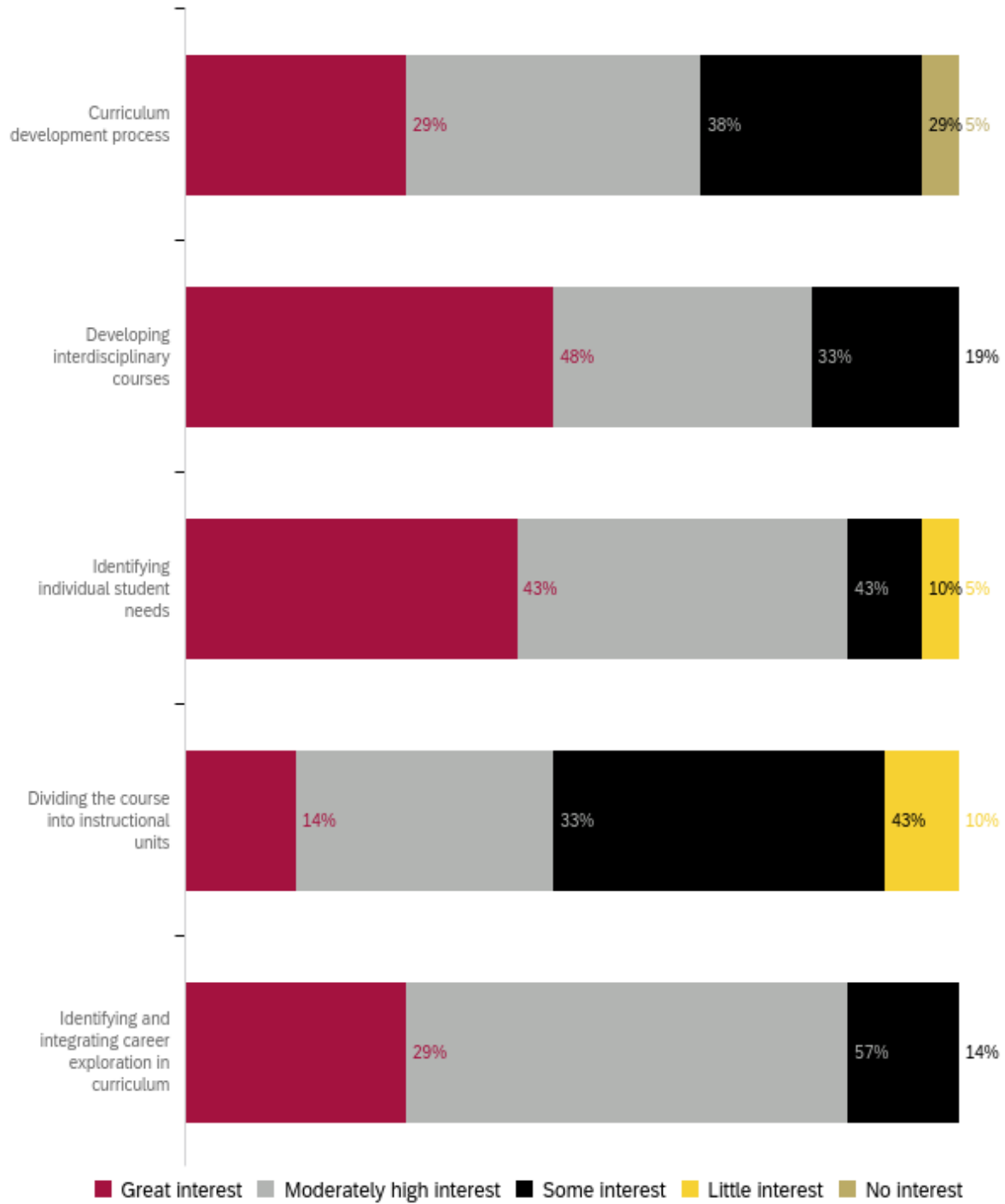
Professional Development to Enhance Teaching



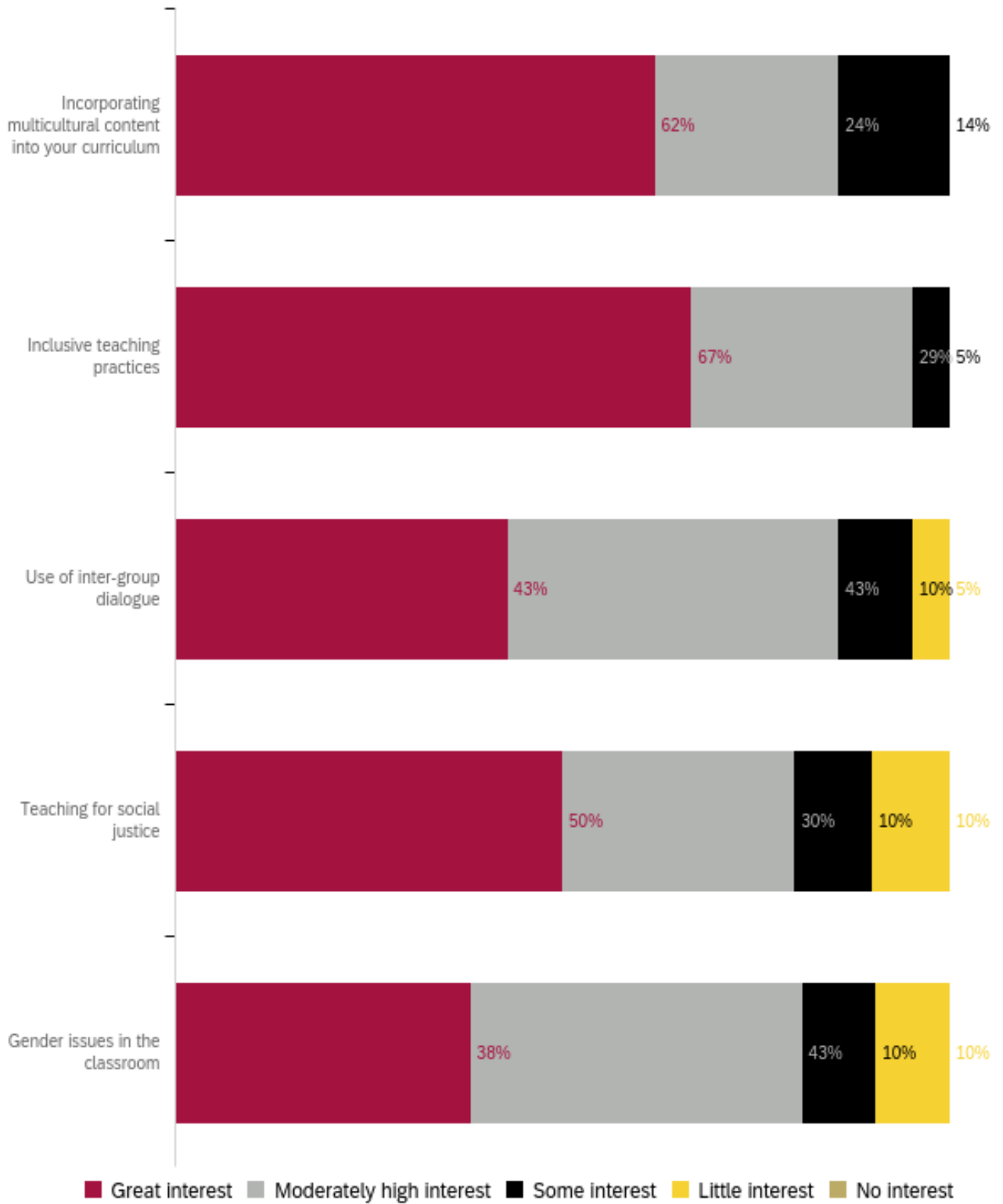


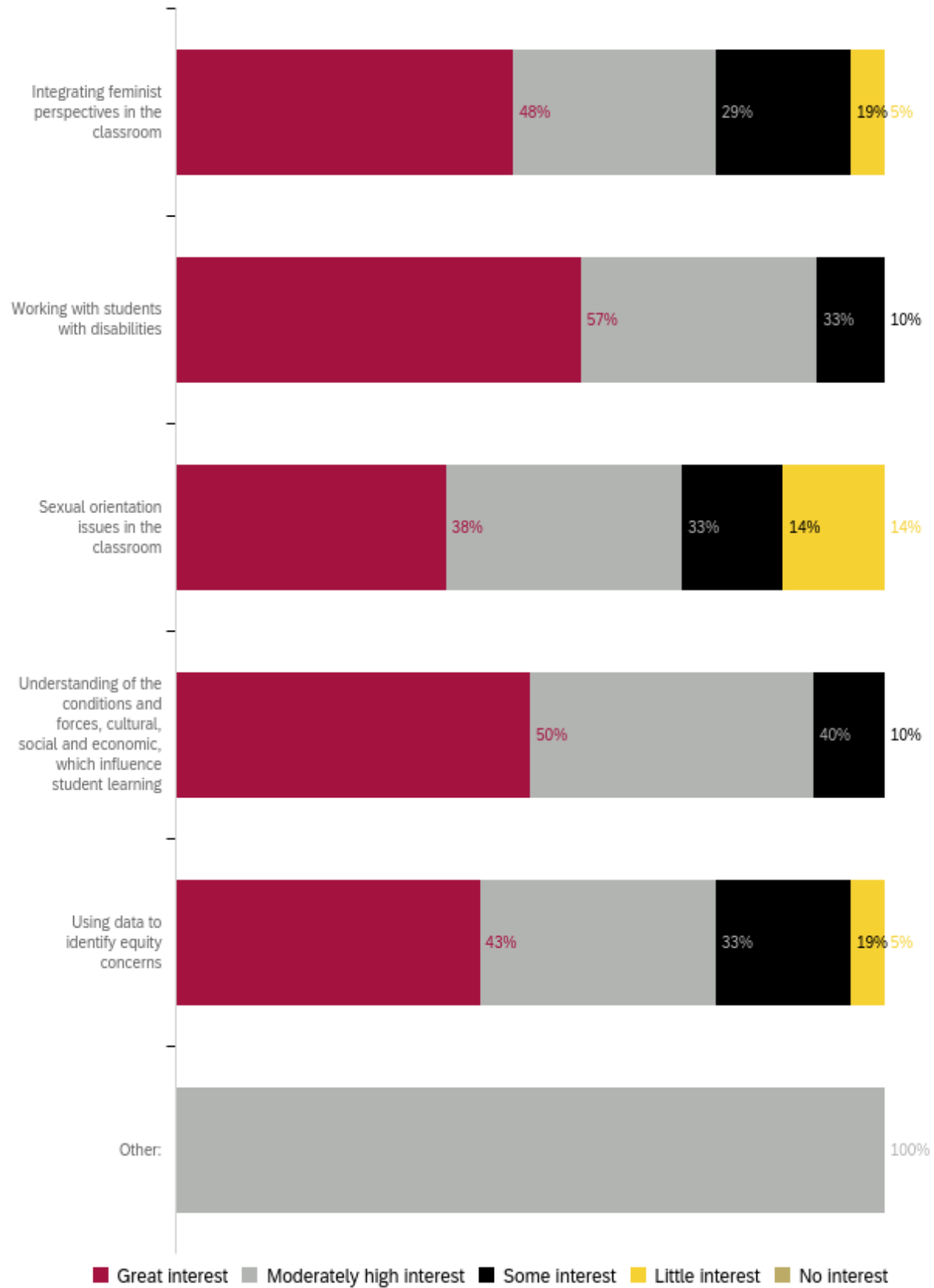


Professional Development for Curriculum Development

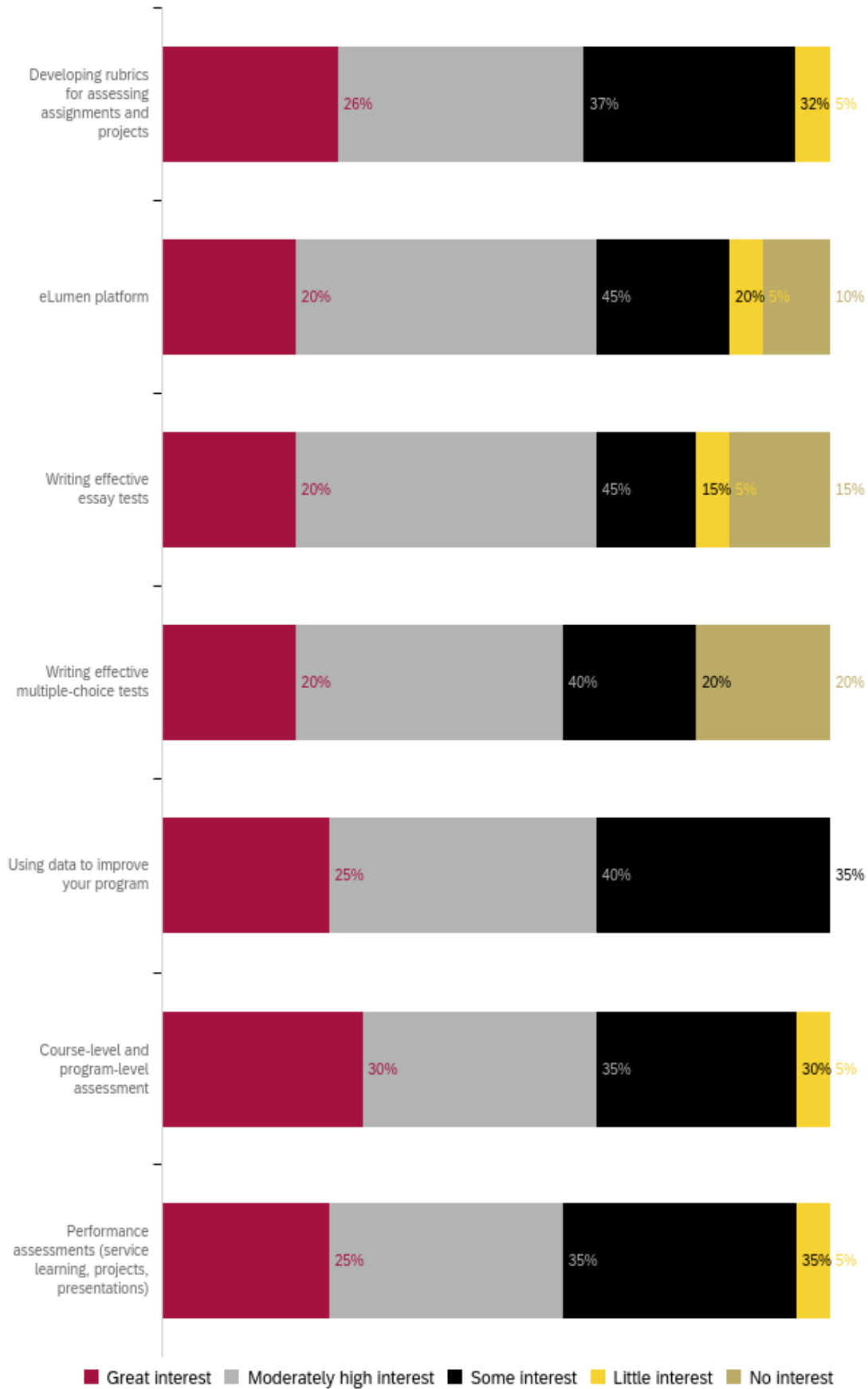


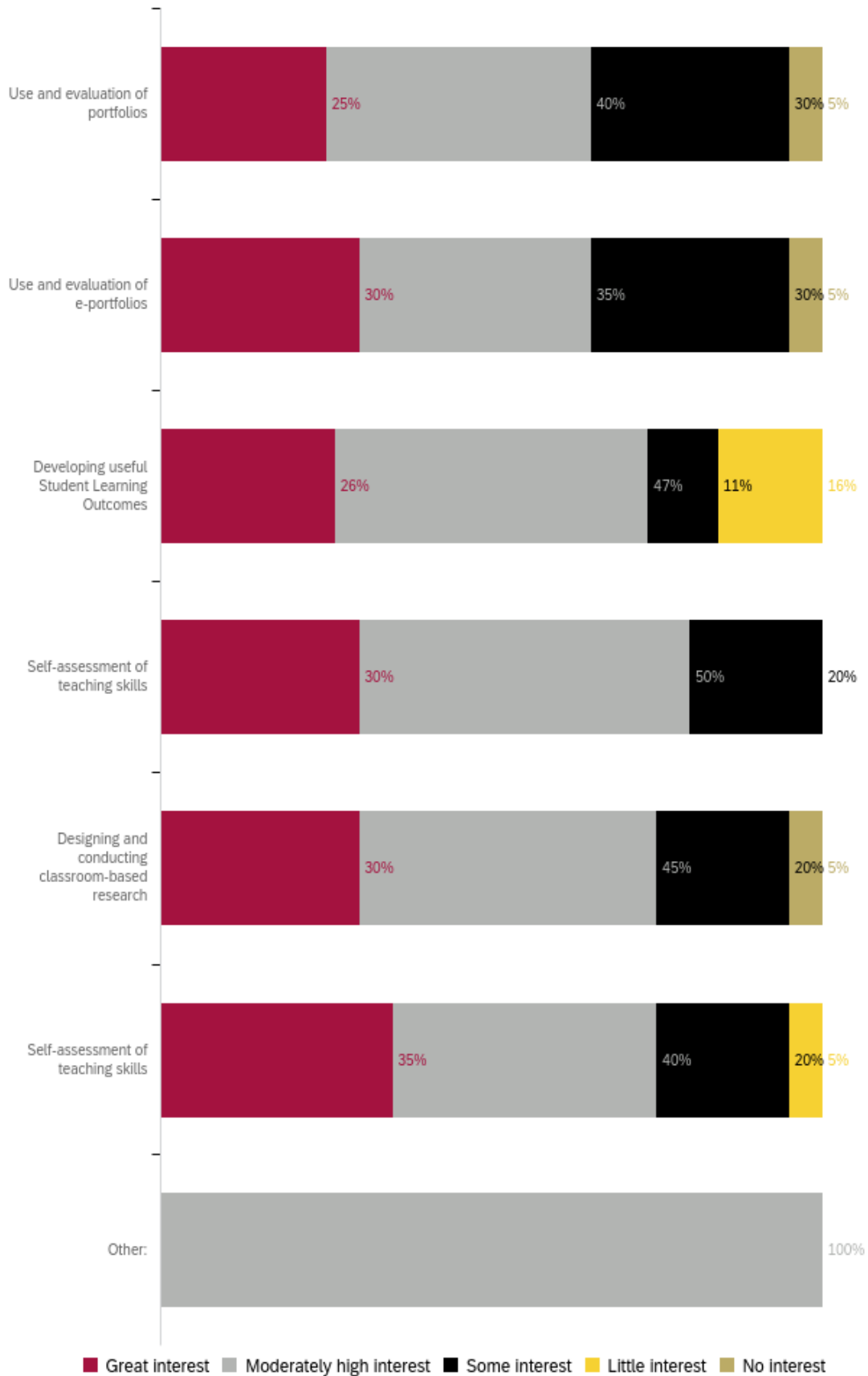
Professional Development for Diversity, Equity, and Inclusion in the Classroom



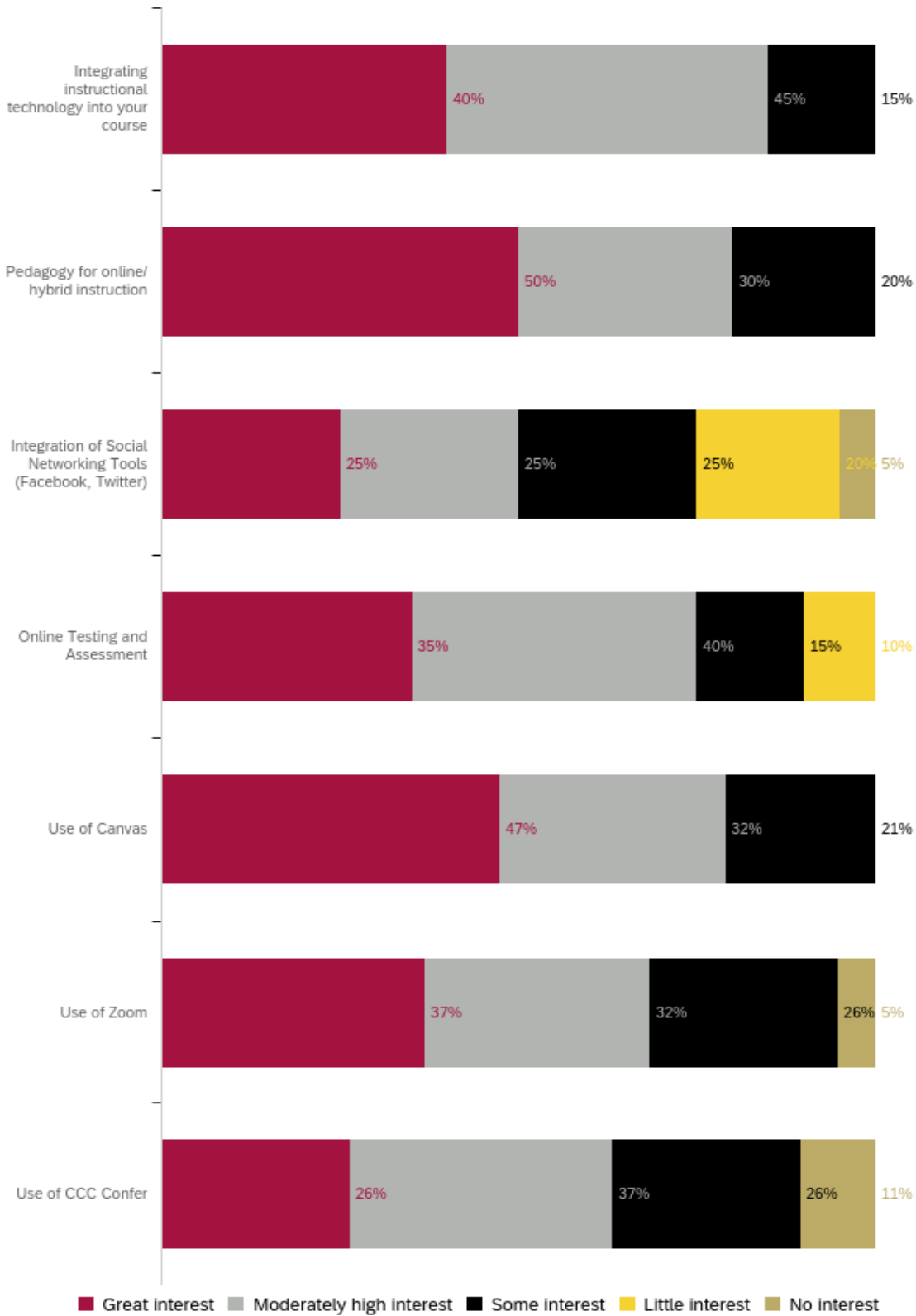


Professional Development to Improve Assessment

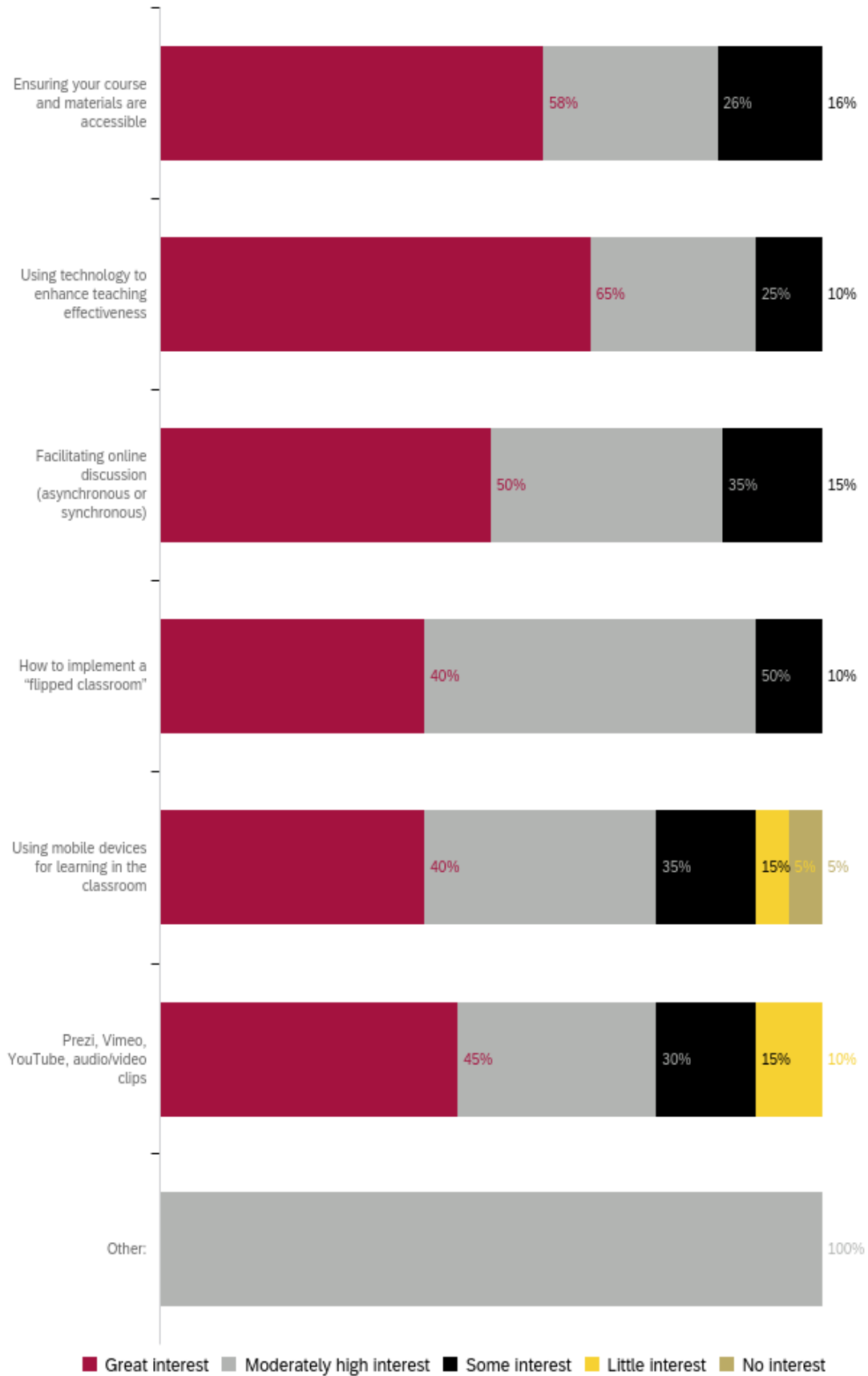




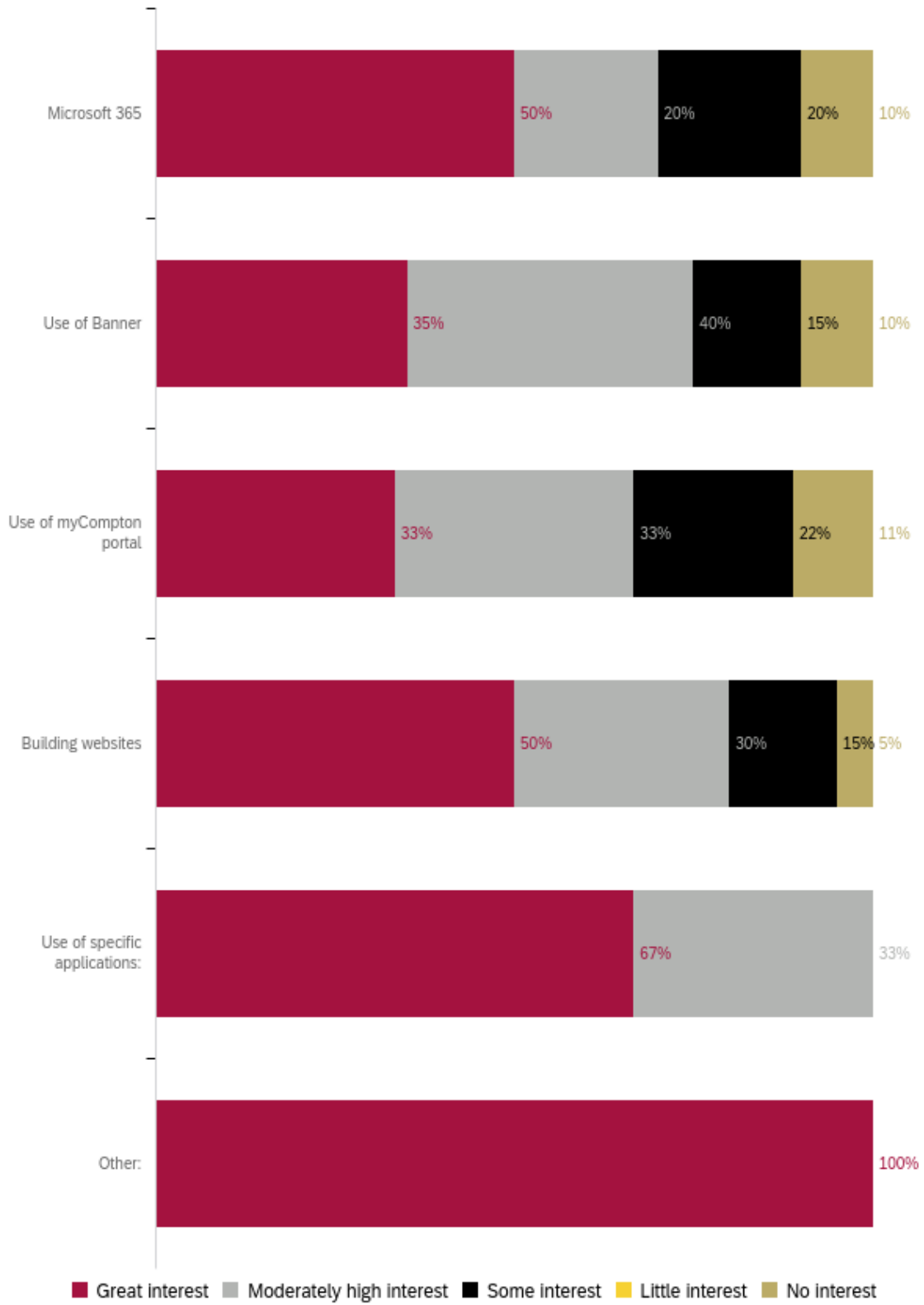
Professional Development for Use of Technology⁴



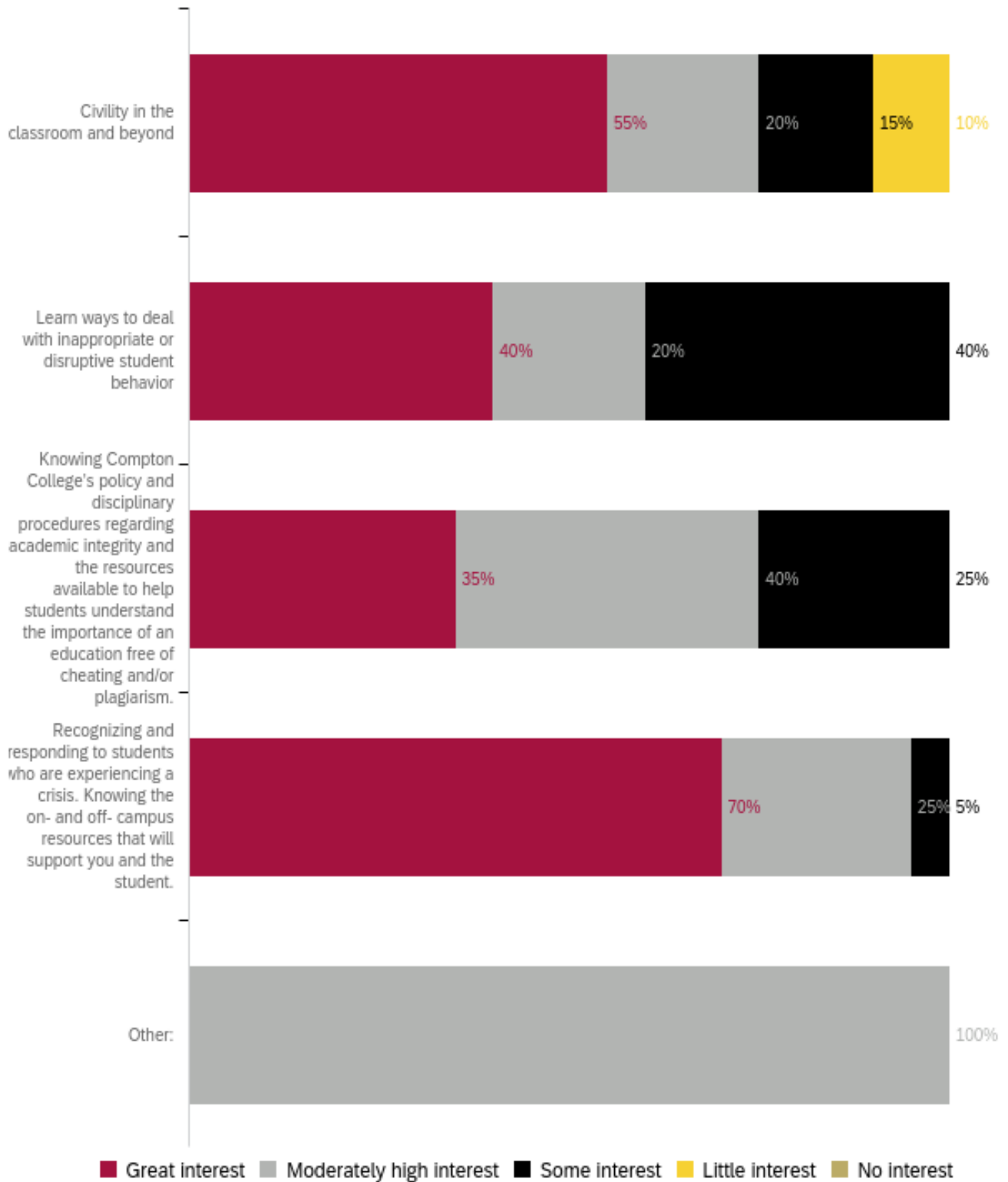
⁴ "Other" responses listed in Appendix A



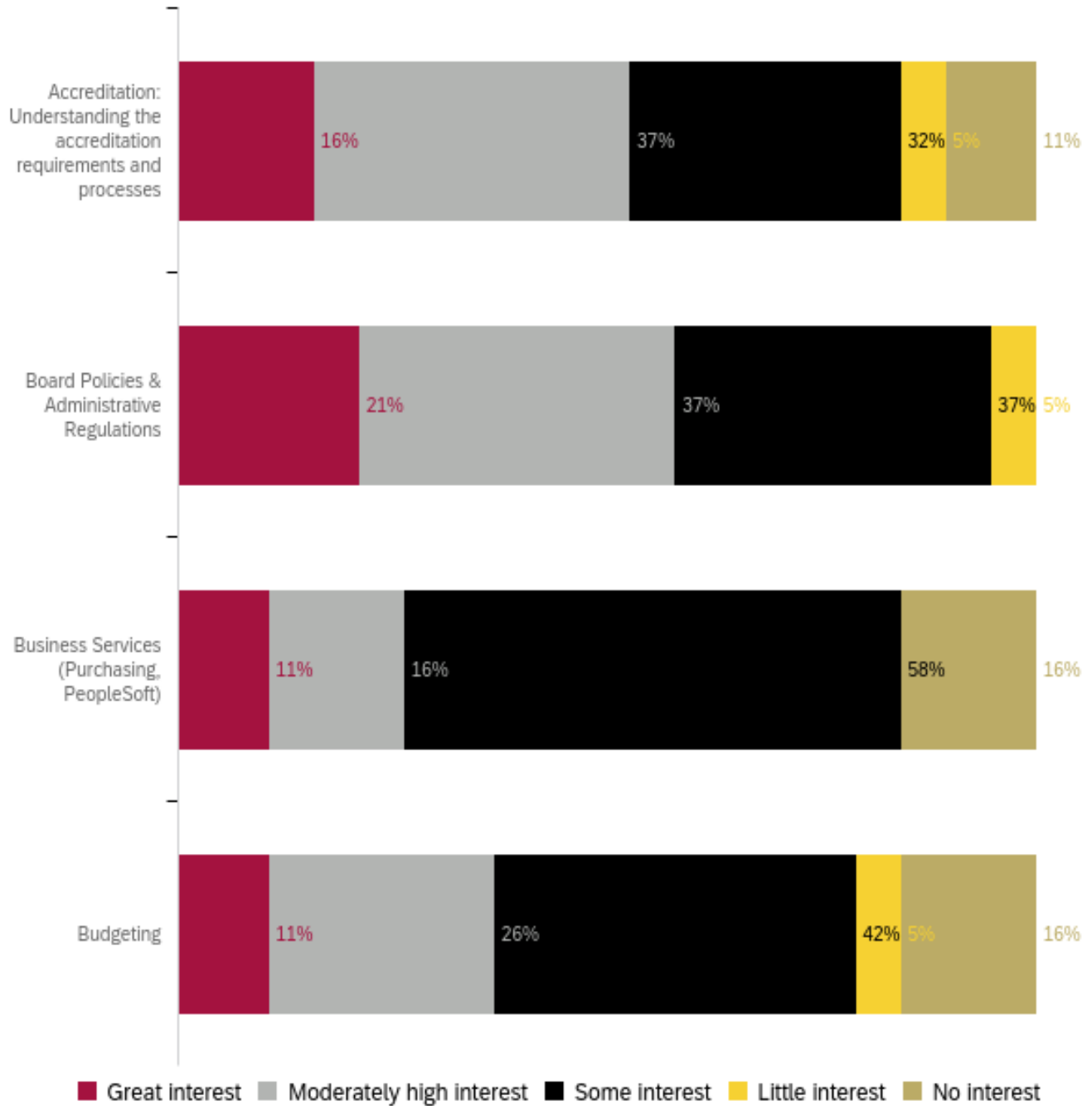
Professional Development for General Use of Technology



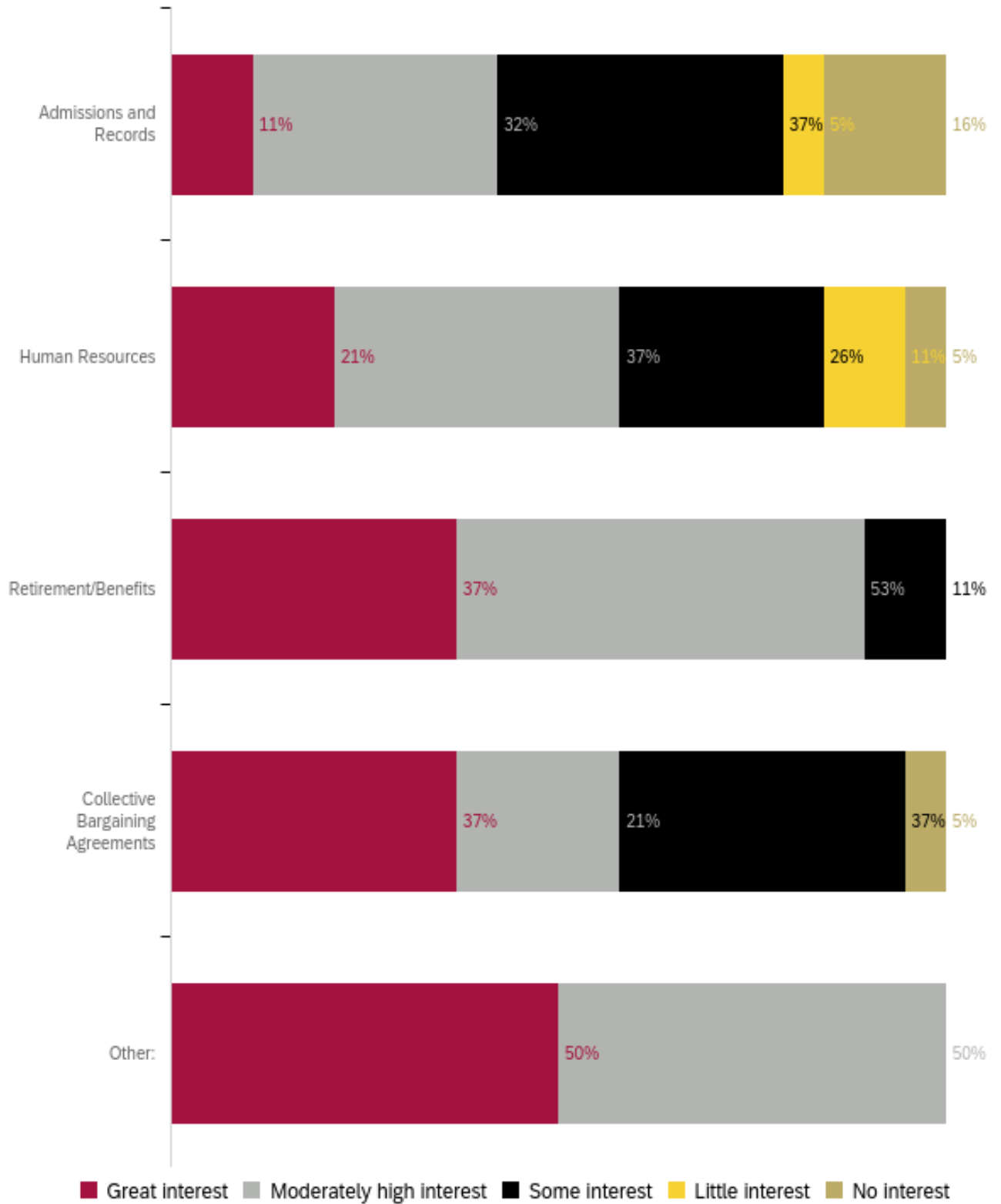
Professional Development for Classroom Management



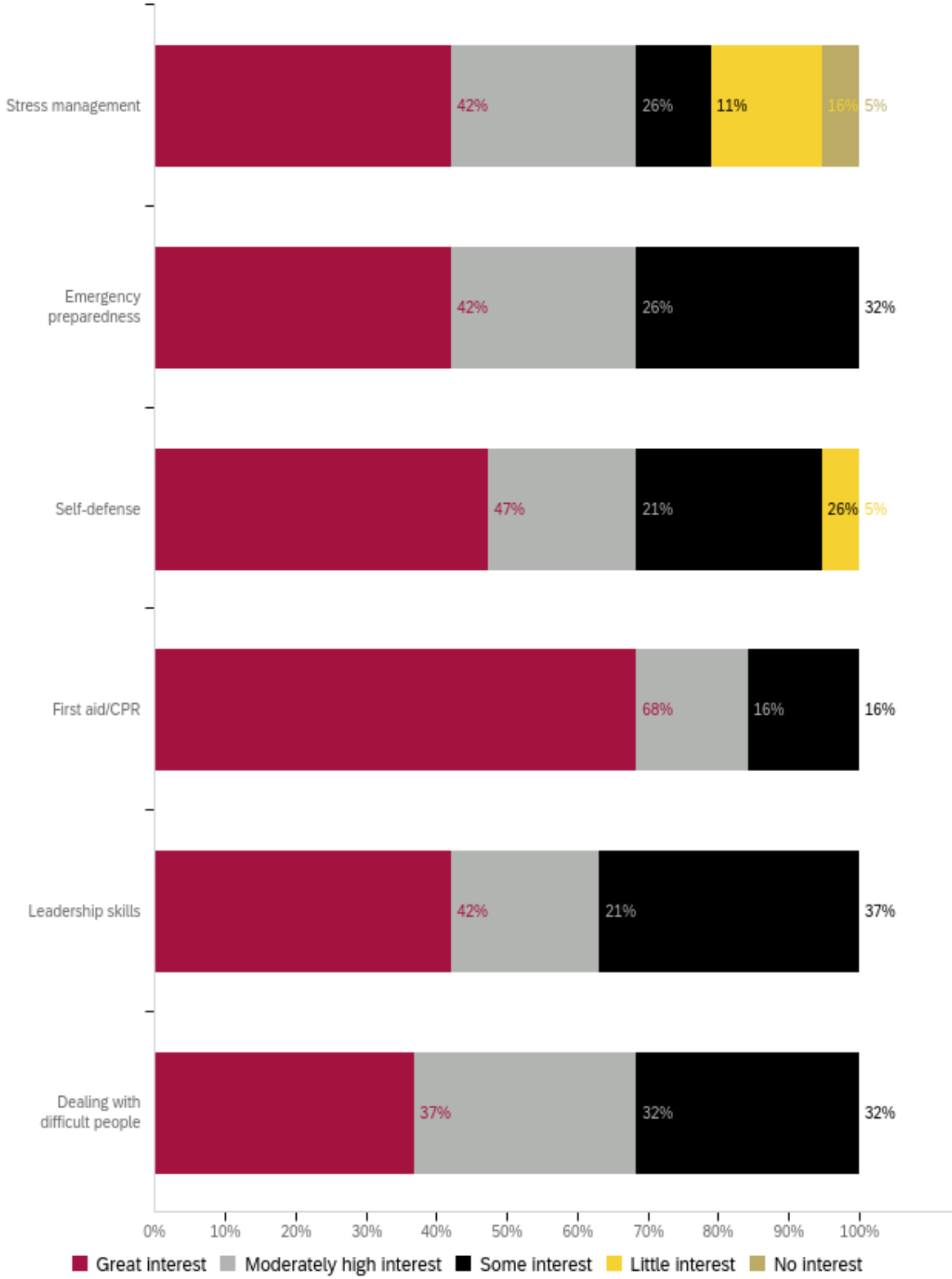
Professional Development for Compton College Policies and Procedures⁵



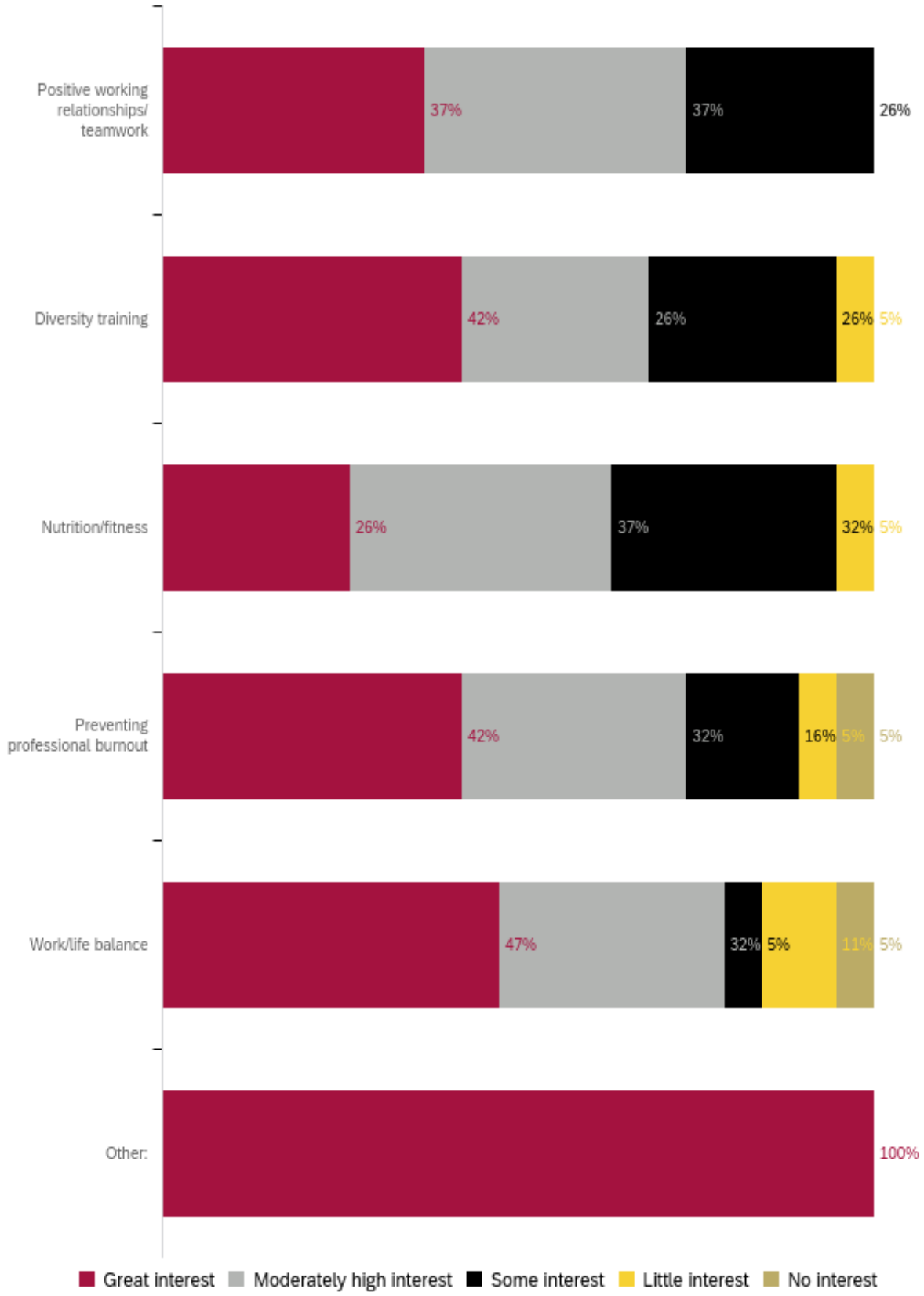
⁵ "Other" responses listed in Appendix A



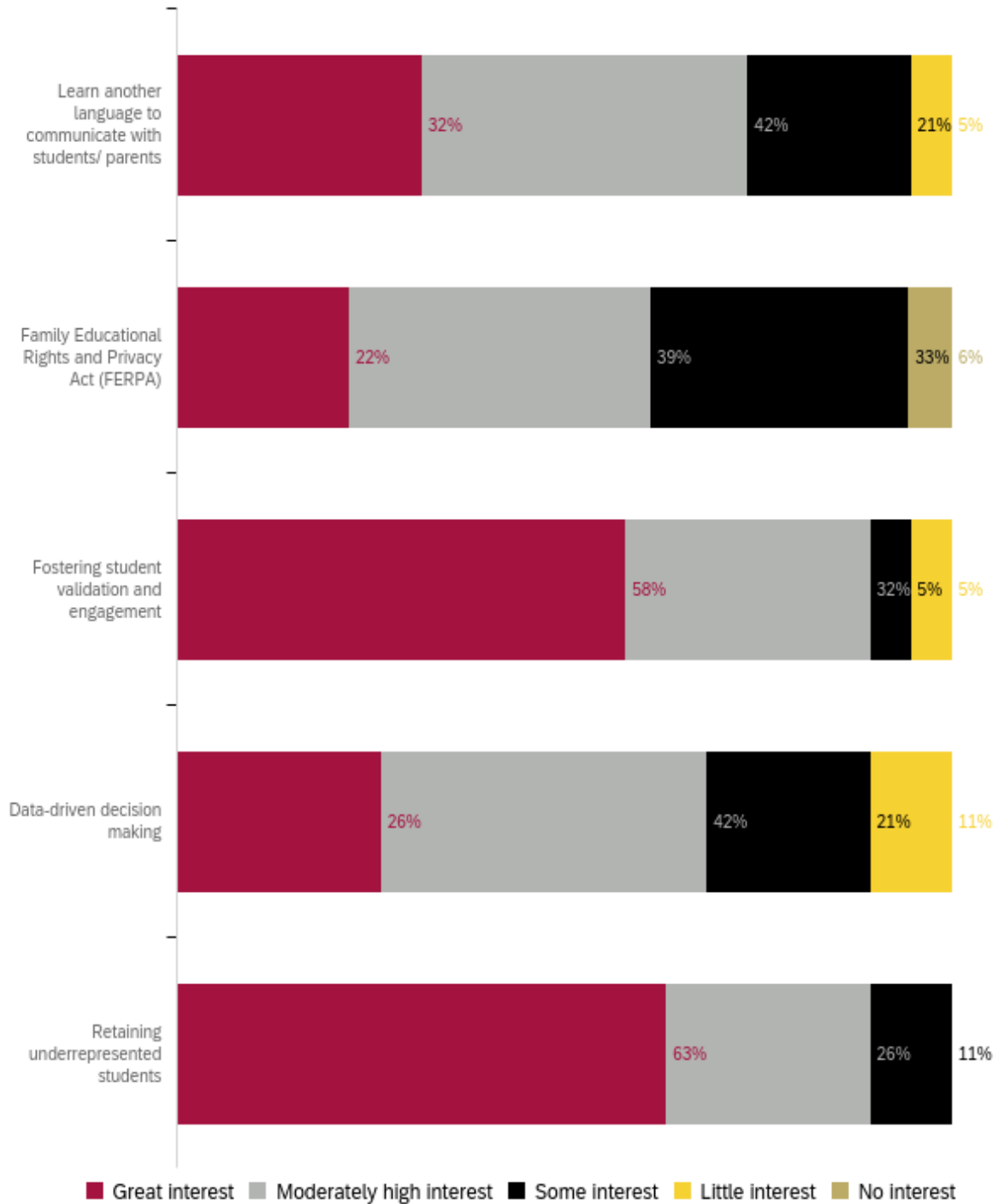
Professional Development for Health and Wellness⁶

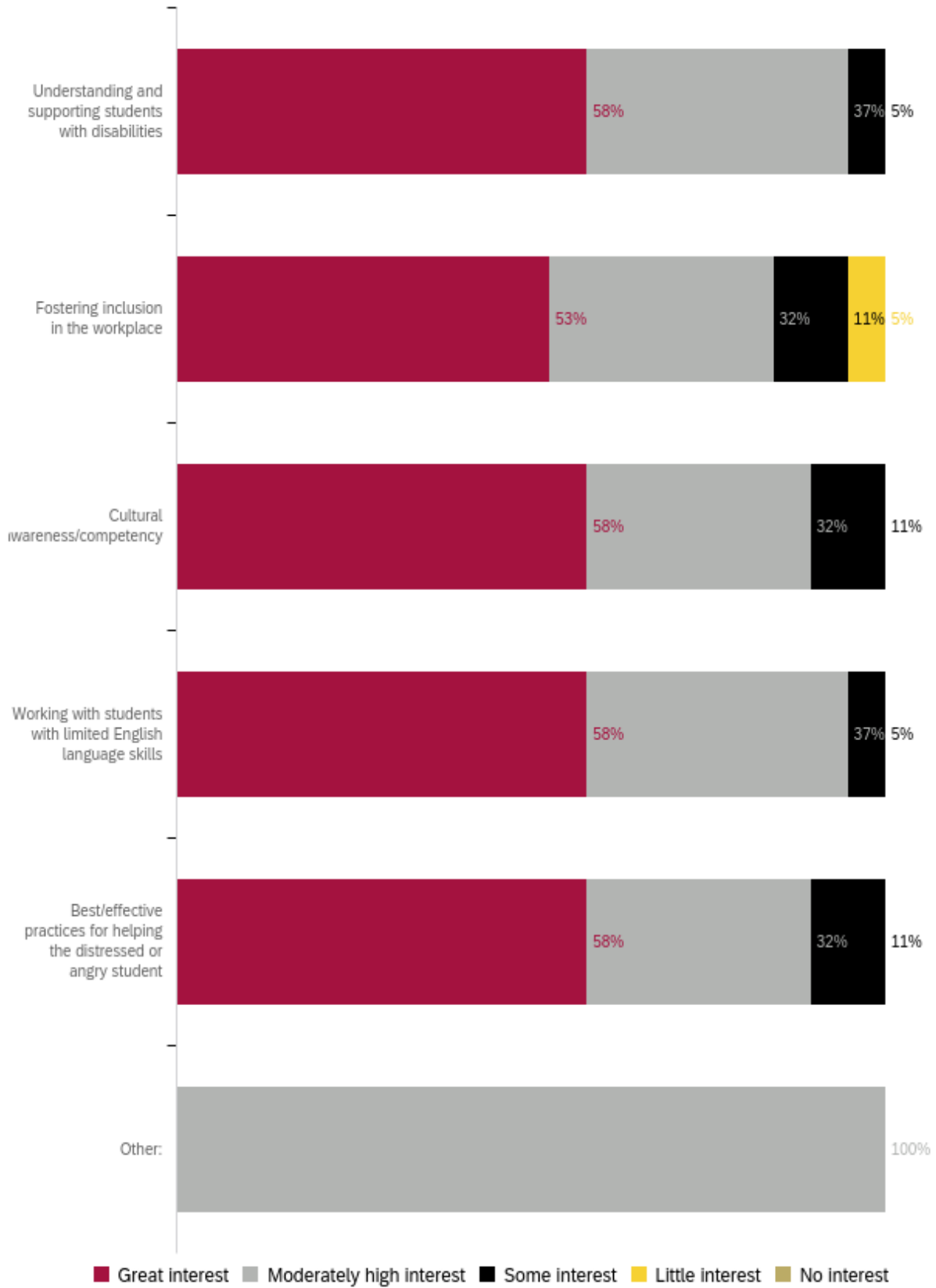


⁶ "Other" responses listed in Appendix A

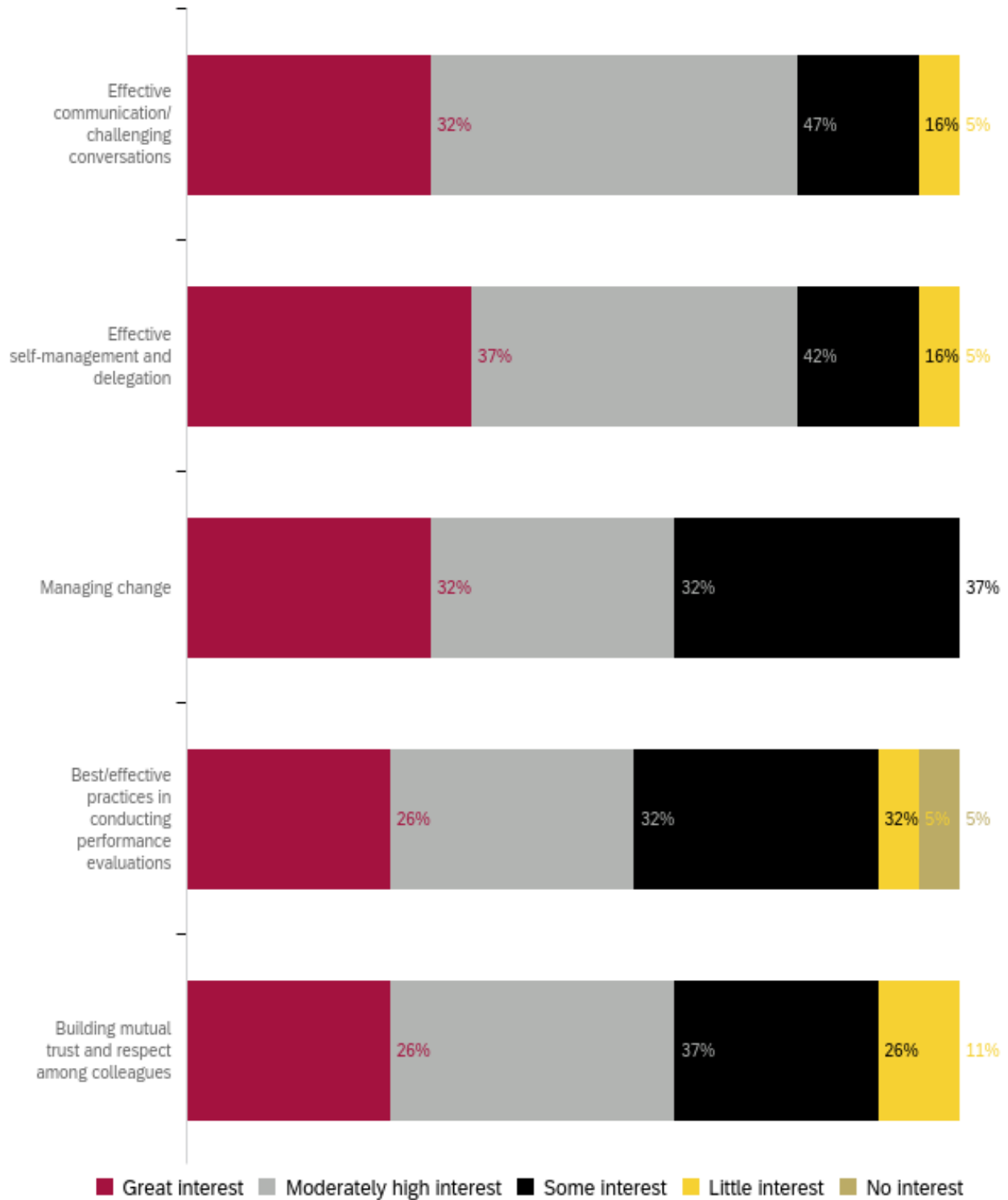


Professional Development to Enhance your Work

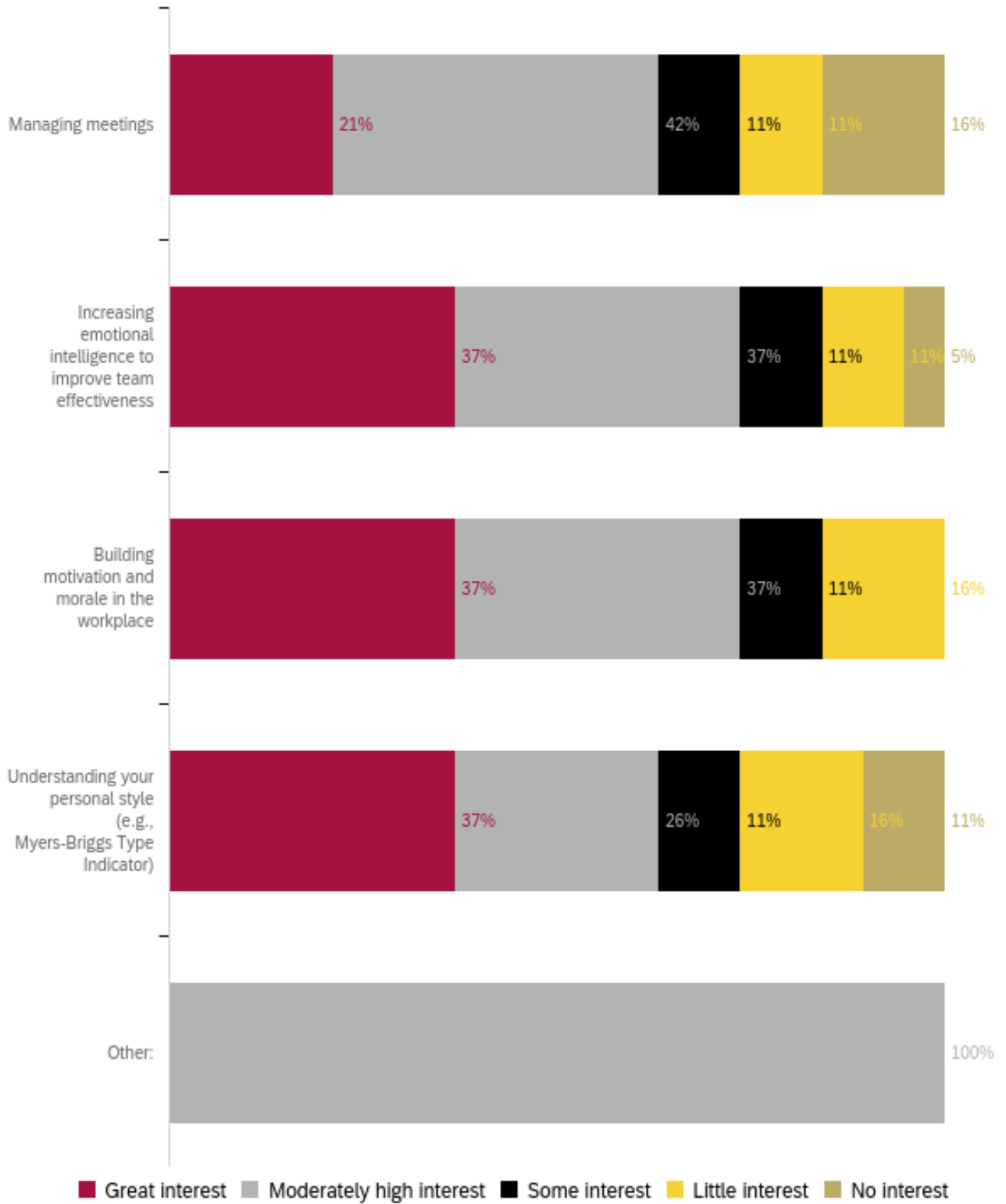




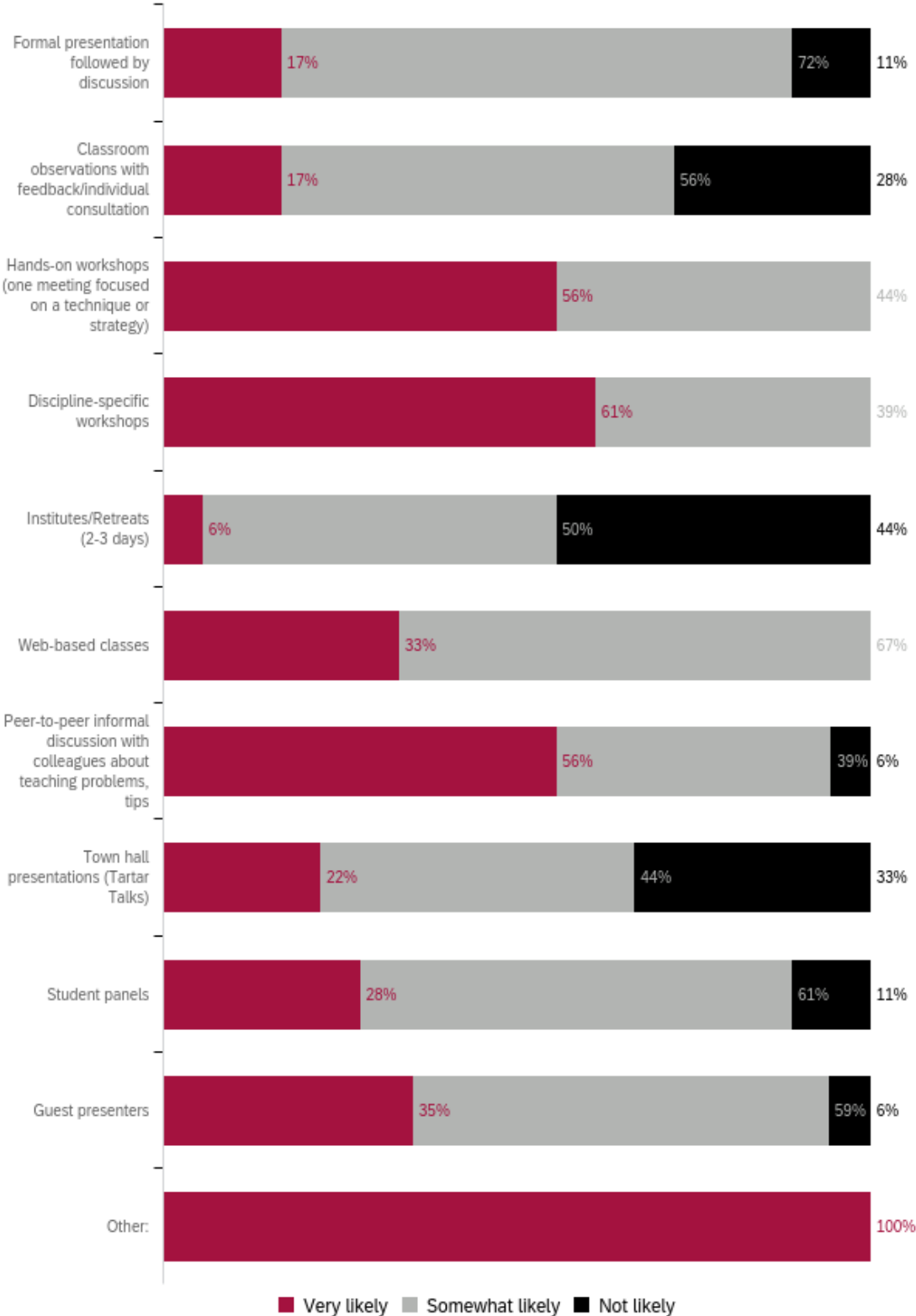
Professional Development for Leadership Skills⁷



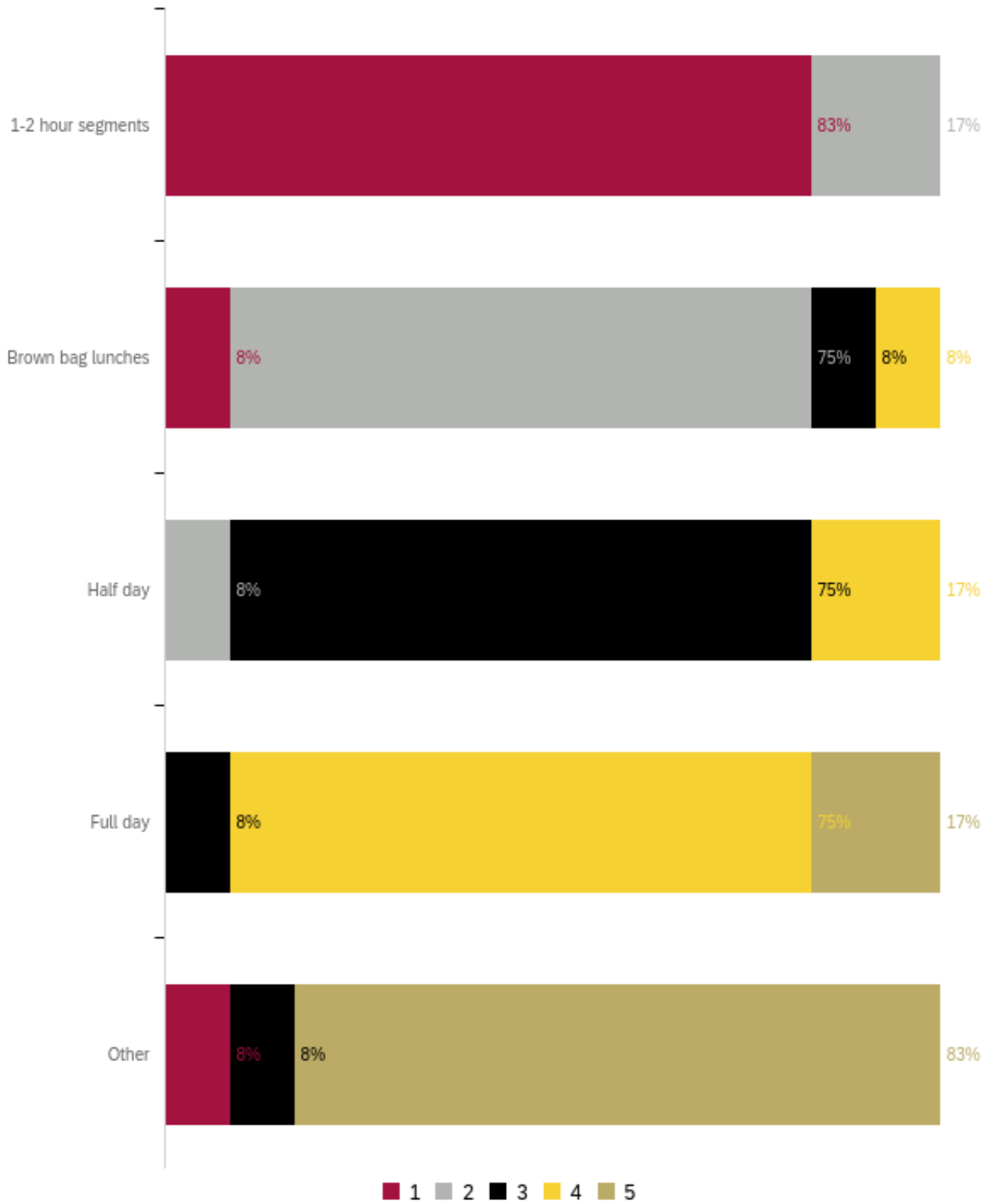
⁷ "Other" responses listed in Appendix A



Preferred Professional Development Format⁸

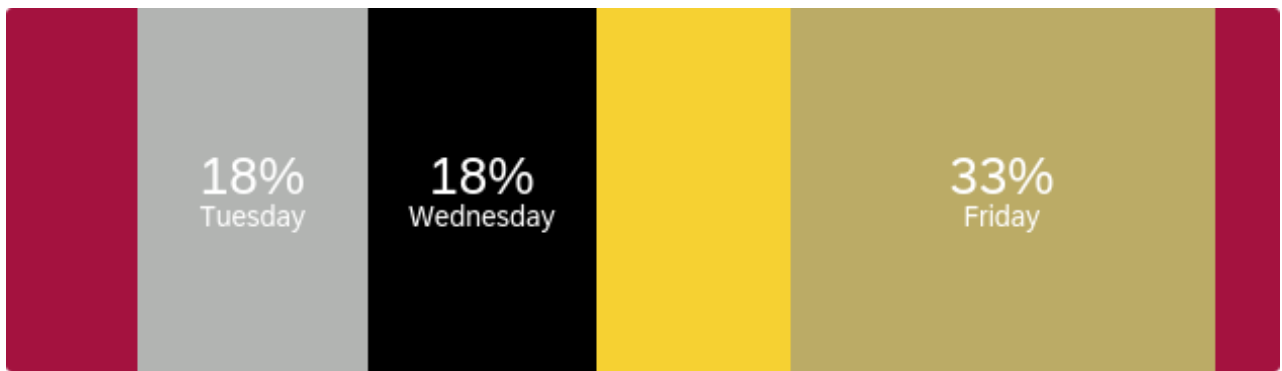
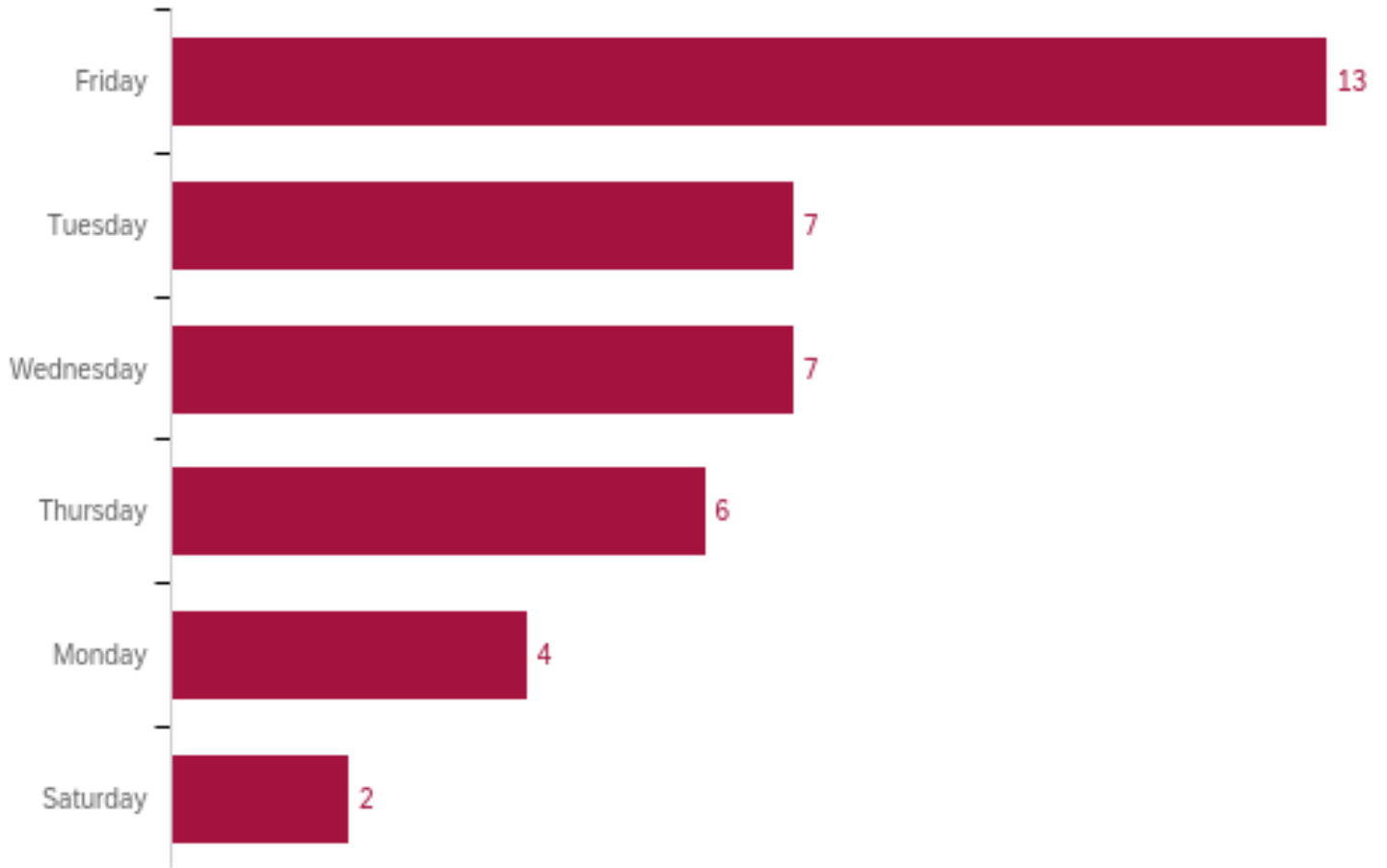


Preferred Format: Ranked 1 (first) to 5 (last)⁹



⁹ "Other" responses listed in Appendix A

Preferred Day for Training



Monday Tuesday Wednesday Thursday Friday Saturday

What do you need to enhance your career?

Responses:

- Professional Development on equity practices, CV and cover letter building, and any allyship workshops.
- I need to feel safe in my work environment. Given the consistent bullying and incivility by faculty/staff, I do not feel safe.
- Retreats with fellow practitioners to learn different approaches.
- Trauma informed teaching training. Teaching with poverty in mind training.
- I would like to know more about technology and what other resources there are to aid students.
- Release time so that I am not overloaded with teaching and administrative duties.
- I just want to continue receiving good workshops and trainings.
- Greater tuition reimbursement for continuing education.
- A competent college president who speaks truthfully, who is accountable for the health of the institution, who understands and follows the law, and who ensures our students have most of the same opportunities as those at LBCC, ECC, Cerritos, etc.
- More time. Less emails (from you guys). More training for senate and for div dept chair positions. (more chairs).
 - Respect. Less bullying. But respect is stipends for the hard work we do.
 - MORE RELEASE time for positions. That is respectful!
 - Not forcing union to be in a year or more of negotiations (that is not respectful). Honoring our PT faculty with a significant raise.
 - OFFER the COLA raise without negotiations. Just OFFER it. Show respect. SHOW you HEAR us.
- time to apply what I am learning to my courses. To meaningfully redesign courses, lectures, and classroom activities takes HOURS. Even substituting a single new reading assignment can require revising/updating weeks of coursework.

What support or learning opportunity would help you do your job better?

Responses:

- I would like more discipline-specific offerings.
- Student-centered learning opportunities
- Addressing reading gaps for students. Teaching/working with the underprepared (and emotionally unready) high school students
- Control over classroom enrollment limit.
- I wish we were allocated some stipends for faculty to revamp their courses. The work is time-consuming, and there never seems to be enough time.
- If there was better communication between the instructor and the other members of the department then there could be more done or have the principal of the off-site location be better involved with the course offered.
- I need an assistant.
- Please continue with the excellent trainings and workshops, in order to obtain new knowledge, skills, and information to continue improving and developing my teaching abilities.
- Acquisition and training in current and emerging technologies.
- See above.
 - Respect for the hard work we are ALL doing. And do not punish us because there are some lazy faculty. Not everyone will be perfect and not everyone will be what you want but to punish the rest of us for that.
 - Make chair position 80-90 percent release time.
 - If you did that job you would want that.
- Compensated time to apply training. Real AB 705 support (a paid facilitator, a team that includes faculty, librarians, counselors, dual enrollment specialist, and DE support).

Is there anything else we should know to help build a robust, useful professional development offering?

Responses:

- N/A (4)
- A more realistic understanding of the reality of offsite teaching.
- Everything is excellent ! Good job! Thank you!
- See above.
 - Learn how to respect the people who work here.
 - We all are here because we LOVE this place and we LOVE our students.
 - Dale Carnegie - Lesson #2 - How to get people to do things? Make them WANT to do it!
 - That is rewarding with stipends! That is offering FLEX and stipends. El Camino knew that. Flex activities that helped anything from pedagogy to interaction was ALL shown that the school and admin respected our time and our professionalism and showed that respect through compensation of flex AND stipend.
 - Be an attentive listener - SHOW you have heard us through your (Curry) response. Show you heard us through action of a flex that is rewarded with flex time and stipend.
 - Show us you support the school and the functions it has by rewarding learning of how to be on Senate (and positions in Senate) and by rewarding learning how to be a chair.
 - And show us you heard us that the chair positions either need to be more at this current release time OR 80-100 release time (as so many other schools offer).
 - Be respectful.
 - Be respectful of our hard work and our time.
 - Be respectful of our professionalism.
- Pilar Huffman is doing a great job!

Appendix A: “Other” Responses

Ethnicity “Other” responses:

- Novohispano

Non-participation “Other” responses:

- Nothing kept me from attending training (2)
- I have attended external PD

PD for GPD “Other” responses:

- internships

PD for Tech “Other” responses:

- Proctorio
- Perusal
- Honorlock

PD for Policy “Other” responses:

- Dept/Div chair responsibilities

PD for Health and Wellness “Other” responses:

- ironic this category this we have bully climate (change that)

PD for Leadership “Other” responses:

- again - ironic because of bully climate on campus

PD Format “Other” responses:

- all must have flex and stipend (not either or)
- time to implement PD

PD Format (types of trainings) “Other” responses:

- half day with lunch and stipend and flex (not either or)
- anything less than 1/2 day - full day (that's bad pedagogy)