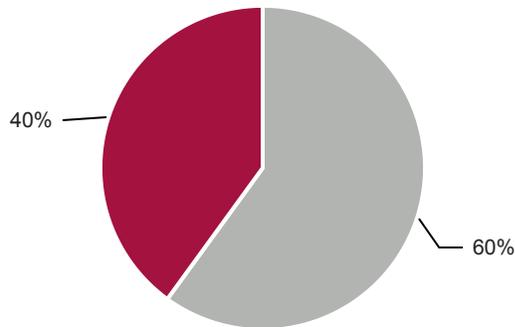# Faculty Professional Development Needs Assessment - Spring 2025

Demographics

Gender
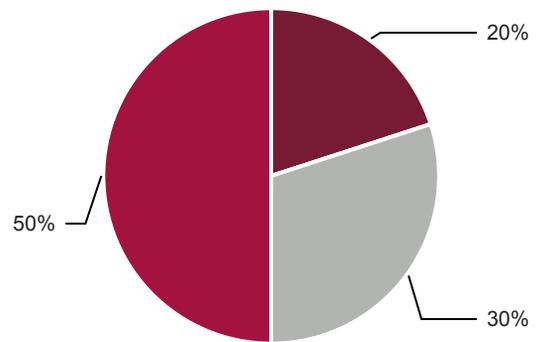
10 Responses

- Woman
- Man

40%

60%

Race/Ethnicity

10 Responses

20%

30%

50%

- White
- Latino/a/x
- Black/African American

Employee Group

10 Responses

| 73% | 9% | 9% | 9% |

- Full-time faculty [8]
- Adjunct faculty [1]
- Counselor [1]
- Librarian [1]

Area

67%	22%	11%

■ Academic Affairs [6]   ■ Student Services [2]   ■ Other [1]

Years at Compton College

30%	20%	10%	10%	10%	20%
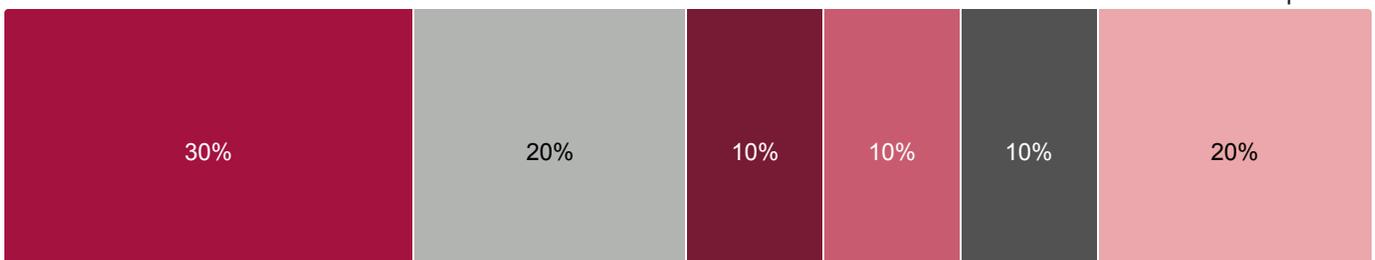
■ Less than 5 years [3]   ■ 5-10 years [2]   ■ 11-15 years [1]   ■ 16-20 years [1]   ■ 21-30 years [1]

■ More than 30 years [2]

Guided Pathway Division

10%	30%	10%	30%	20%
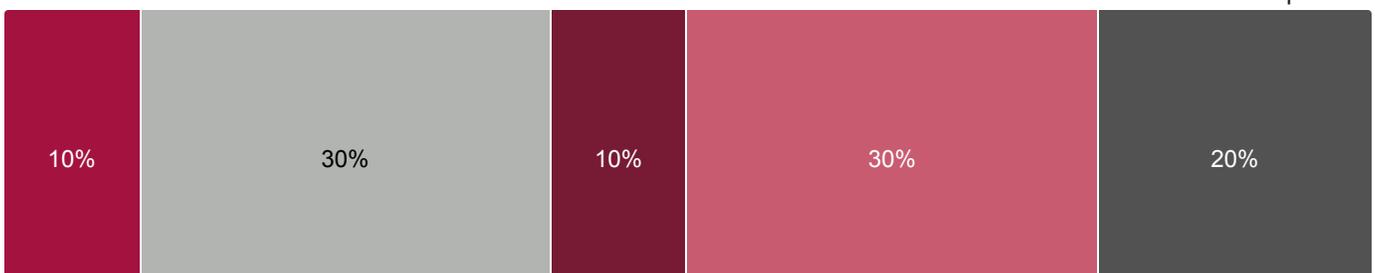
■ BIST [1]   ■ FACH [3]   ■ STEM [1]   ■ HEPS [3]   ■ SSCI [2]

Professional Development Barriers

In 2024-2025, what kept you from participating in professional development activities?

9 Responses

Barrier	Percentage
Scheduling conflict	89%
Not encouraged by supervisor	33%
COVID-19	11%
Not interested	11%
Sessions are not relevant to my job	11%
Was not aware of training	11%
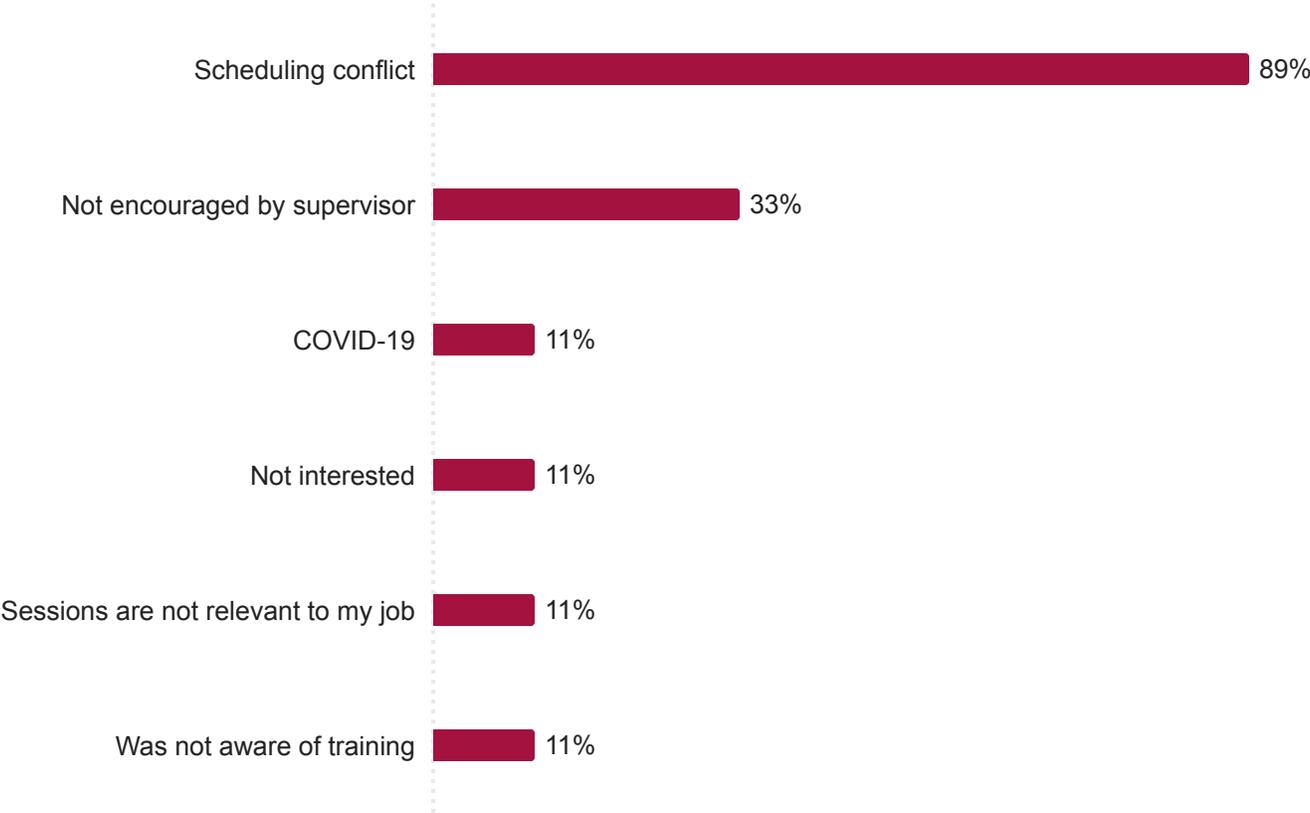
Professional Development Attendance

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

10 Responses

10 Responses

■ 0 hours   ■ 1-10 hours   ■ 11-20 hours   ■ >21 hours
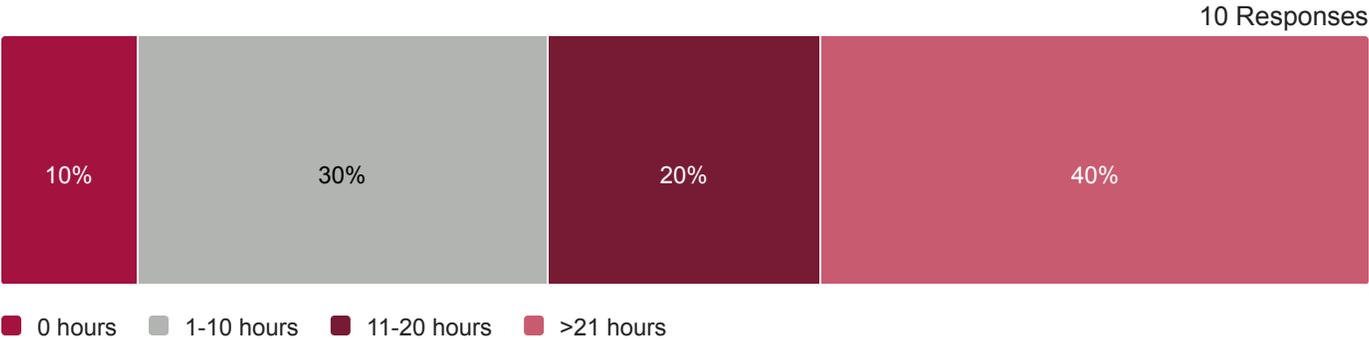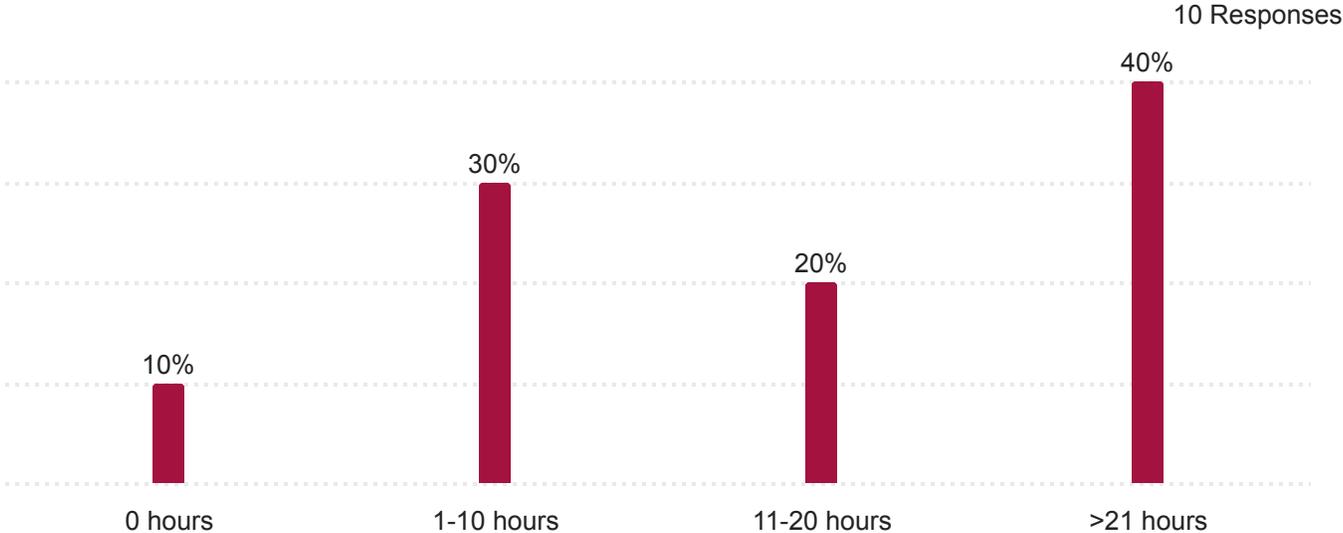
Professional Development Interest Ratings

Level of interest in the professional development topics to **Cultural Responsiveness and Data Utilization to Achieve Student Success:**

10 Responses

Topic	Great Interest	Moderately high interest	Some interest
Effectively utilizing data to inform decision-making processes	40%	30%	30%
Integrating cultural responsiveness into teaching and support services	70%	20%	10%
Implementing culturally responsive practices in your role	70%	20%	10%
Focusing on cultural responsiveness and data utilization	50%	30%	20%

■ Great Interest ■ Moderately high interest ■ Some interest ■ Little interest ■ No interest

5

Level of interest in the professional development topics to **enhance teaching:**

10 Responses

Developing your teaching portfolio
44% | 11% | 33% | 11%

Incorporating field experiences into your course
44% | 11% | 22% | 22%

Lessons learned from award winning teachers who share best practices
44% | 22% | 22% | 11%

Open Educational Resources (OER)
50% | 30% | 10% | 10%

Zero-cost materials
60% | 20% | 20%

Designing learning experiences (i.e. aligning goals, methods, and assessments)
40% | 10% | 40% | 10%

Designing activities, assignments, and projects
90% | 10%

New approaches to syllabus design
22% | 44% | 33%

Learner-centered teaching
67% | 22% | 11%

■ Great interest ■ Moderately high interest ■ Some interest ■ Little interest ■ No interest

...continued

	Great interest	Moderately high interest	Some interest	Little interest	No interest

7
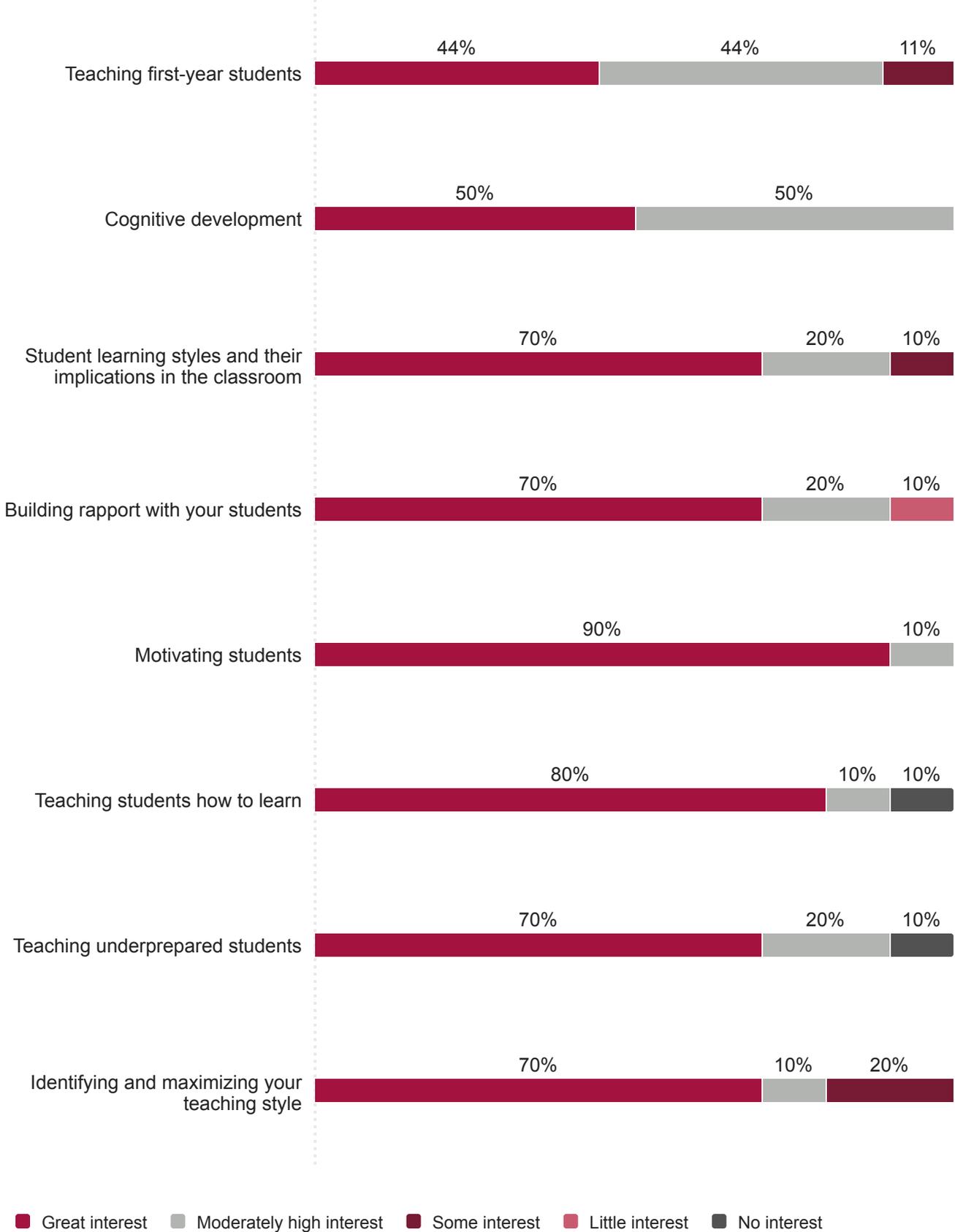
Level of interest in the professional development topics to **engage in curriculum development:**

	Great interest	Moderately high interest	Some interest	Little interest	No interest
Curriculum development process	30%	60%	10%		
Developing interdisciplinary courses	40%	40%			20%
Identifying individual student needs	89%	11%			
Dividing the course into instructional units	50%	30%	20%		
Identifying and integrating career exploration in curriculum	70%	20%			10%

■ Great interest ■ Moderately high interest ■ Some interest ■ Little interest ■ No interest

Level of interest in the professional development topics to **enhance diversity and inclusion in the classroom:**

10 Responses

Incorporating multicultural content into your curriculum
80% | 20%

Inclusive teaching practices
78% | 22%

Use of inter-group dialogue
80% | 10% | 10%

Teaching for social justice
80% | 10% | 10%

Gender issues in the classroom
70% | 10% | 20%

Integrating feminist perspectives in the classroom
80% | 10% | 10%

Working with students with disabilities
67% | 22% | 11%

Sexual orientation issues in the classroom
60% | 10% | 10% | 20%

Understanding of the conditions and forces, cultural, social and economic, which influence ...
80% | 10% | 10%

Using data to identify equity concerns
70% | 10% | 20%

■ Great interest ■ Moderately high interest ■ Some interest ■ Little interest ■ No interest

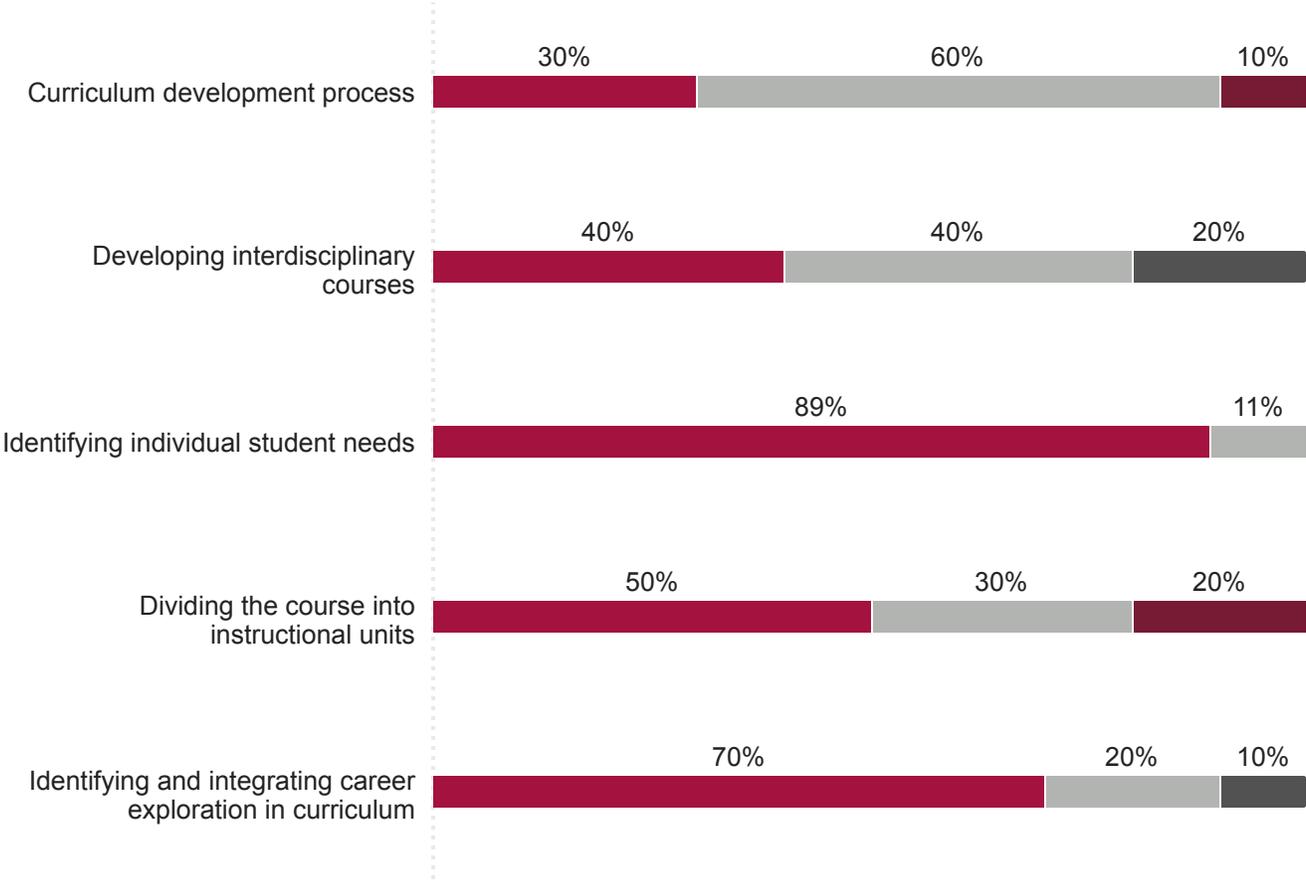# Level of interest in the professional development topics to **improve assessment:**

10 Responses

Developing rubrics for assessing assignments and projects: Great interest 40%, Moderately high interest 20%, Some interest 20%, Little interest 10%, No interest 10%

eLumen platform: Great interest 33%, Moderately high interest 22%, Some interest 22%, No interest 22%

Writing effective essay tests: Great interest 40%, Moderately high interest 20%, Some interest 10%, Little interest 10%, No interest 20%

Writing effective multiple-choice tests: Great interest 50%, Moderately high interest 20%, Some interest 10%, Little interest 10%, No interest 10%

Using data to improve your program: Great interest 40%, Moderately high interest 30%, Some interest 30%

Course-level and program-level assessment: Great interest 33%, Moderately high interest 33%, Some interest 33%

Performance assessments (service learning, projects, presentations): Great interest 50%, Moderately high interest 40%, Some interest 10%

Use and evaluation of portfolios: Great interest 44%, Moderately high interest 22%, Some interest 11%, No interest 22%

Use and evaluation of e-portfolios: Great interest 44%, Moderately high interest 22%, Little interest 11%, No interest 22%

Developing useful Student Learning Outcomes: Great interest 44%, Moderately high interest 22%, Some interest 22%, Little interest 11%

Self-assessment of teaching skills: Great interest 44%, Moderately high interest 33%, Some interest 22%

Designing and conducting classroom-based research: Great interest 50%, Moderately high interest 40%, Some interest 10%

Self-assessment of teaching skills: Great interest 60%, Moderately high interest 30%, No interest 10%

Service Area Outcome (SAO) Assessment: Great interest 40%, Moderately high interest 10%, Some interest 20%, Little interest 10%, No interest 20%
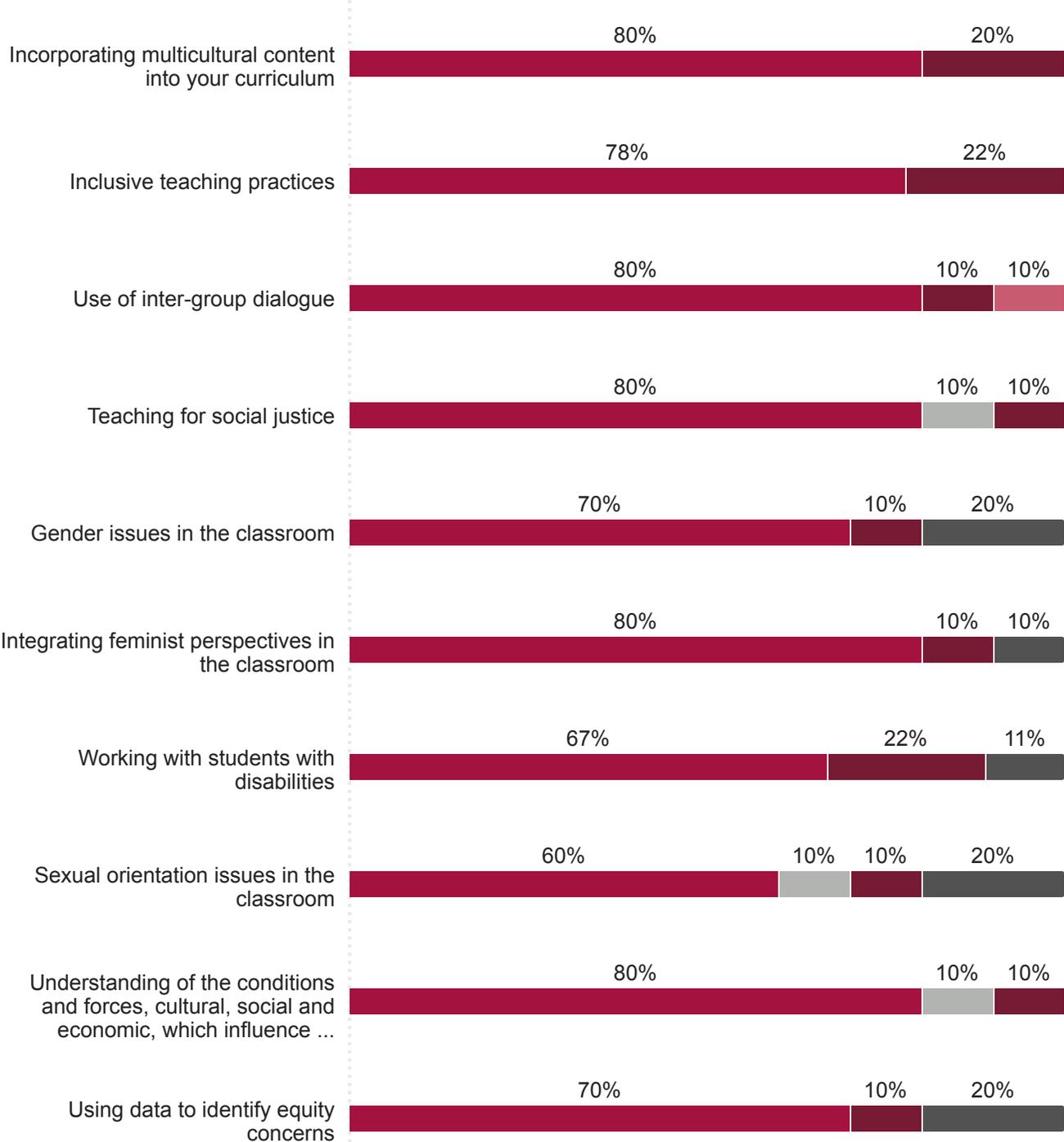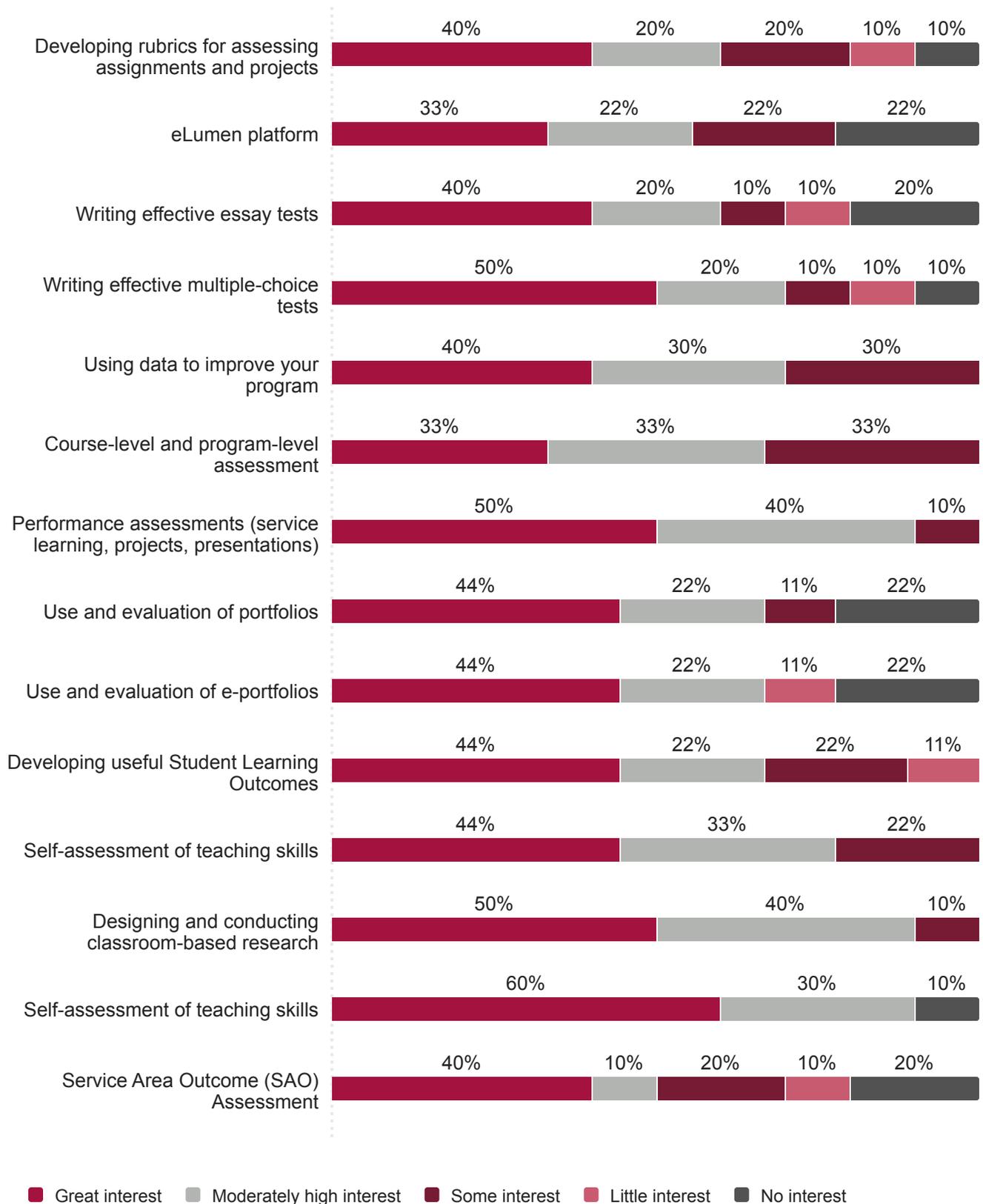
Legend: Great interest, Moderately high interest, Some interest, Little interest, No interest

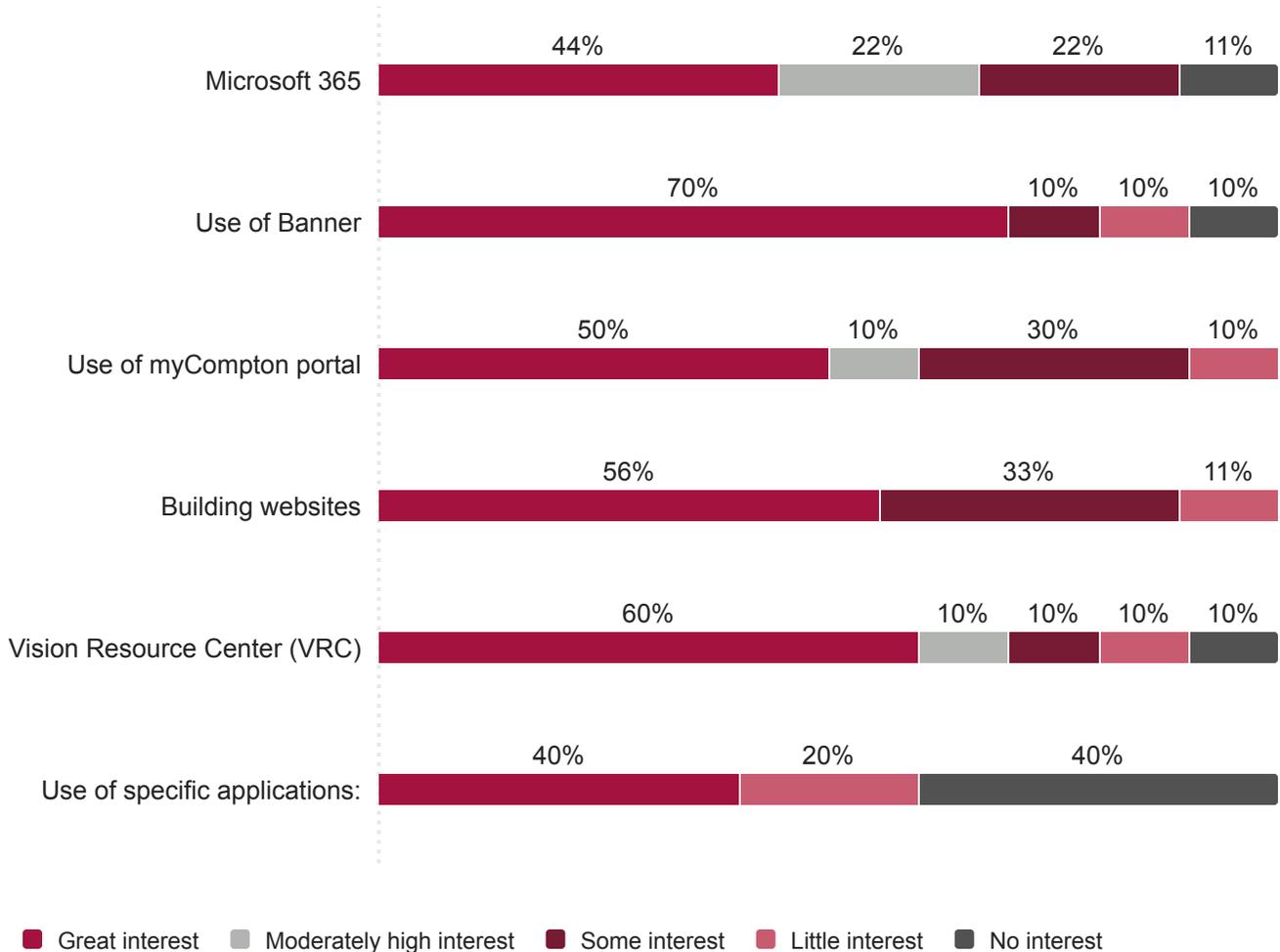# Level of interest in the professional development topics to **improve use of technology:**

10 Responses

Integrating instructional technology into your course: Great interest 40%, Moderately high interest 50%, No interest 10%

Pedagogy for online/hybrid instruction: Great interest 44%, Moderately high interest 44%, Some interest 11%

Integration of Social Networking Tools (Facebook, Twitter): Great interest 50%, Moderately high interest 20%, Little interest 10%, No interest 20%

Online Testing and Assessment: Great interest 33%, Moderately high interest 22%, Some interest 11%, Little interest 11%, No interest 22%

Use of Canvas: Great interest 50%, Moderately high interest 10%, Some interest 30%, No interest 10%

Use of Zoom: Great interest 30%, Moderately high interest 10%, Some interest 30%, No interest 30%

Use of CCC Confer: Great interest 33%, Moderately high interest 11%, Some interest 22%, Little interest 11%, No interest 22%

Ensuring your course and materials are accessible: Great interest 56%, Moderately high interest 22%, Little interest 11%, No interest 11%

Using technology to enhance teaching effectiveness: Great interest 60%, Moderately high interest 30%, No interest 10%

Facilitating online discussion (asynchronous or synchronous): Great interest 70%, Moderately high interest 10%, Some interest 10%, No interest 10%

How to implement a "flipped classroom": Great interest 44%, Moderately high interest 33%, No interest 22%

Using mobile devices for learning in the classroom: Great interest 60%, Moderately high interest 10%, Little interest 20%, No interest 10%

Prezi, Vimeo, YouTube, audio/video clips: Great interest 67%, Moderately high interest 11%, Some interest 11%, No interest 11%

Legend: Great interest, Moderately high interest, Some interest, Little interest, No interest

Level of interest in the professional development topics to **improve general use of technology:**

	Great interest	Moderately high interest	Some interest	Little interest	No interest
Microsoft 365	44%	22%	22%		11%
Use of Banner	70%		10%	10%	10%
Use of myCompton portal	50%	10%	30%	10%	
Building websites	56%		33%	11%	
Vision Resource Center (VRC)	60%	10%	10%	10%	10%
Use of specific applications:	40%			20%	40%

■ Great interest ■ Moderately high interest ■ Some interest ■ Little interest ■ No interest

Specific applications:

Artificial Intelligence tools implement through pedagogy

What Artificial Intelligence (AI) tools, if any, are you currently using in your work at Compton College?

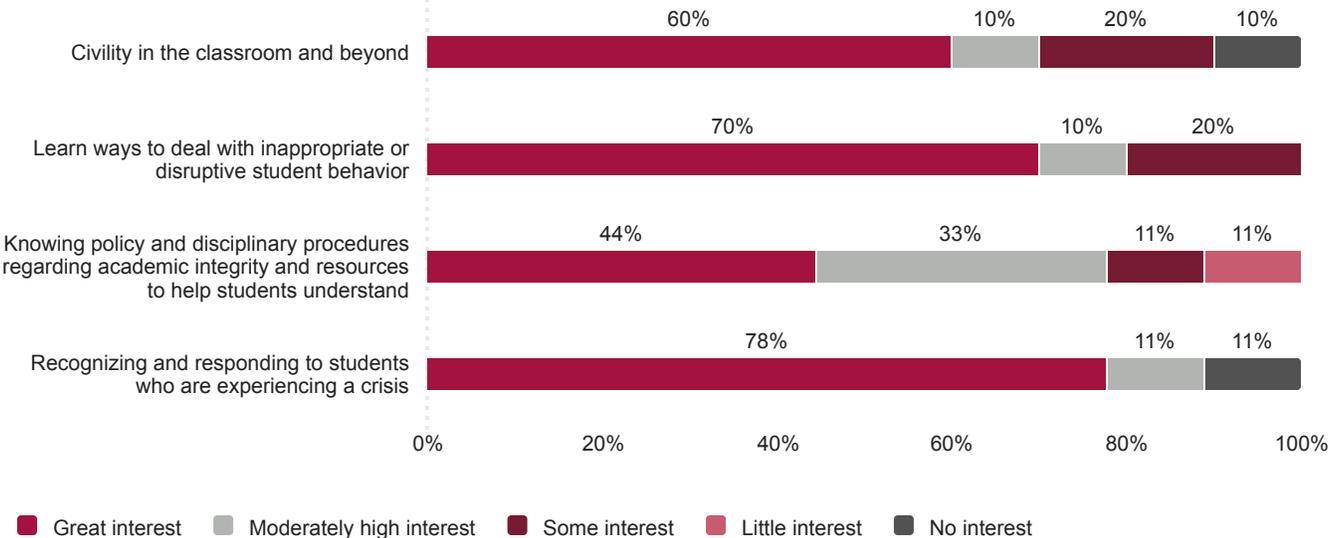Claude AI and Chat GPT. AI is also built into MANY programs without our knowledge or consent.

CANVAS - AUDIO FEEDBACK - WORD DICTATION

I occasionally use ChatGPT and some of the AI tools integrated into Google.

None at this time. However, may explore later once I learn more about what each platform offers and can be used ethically by students.
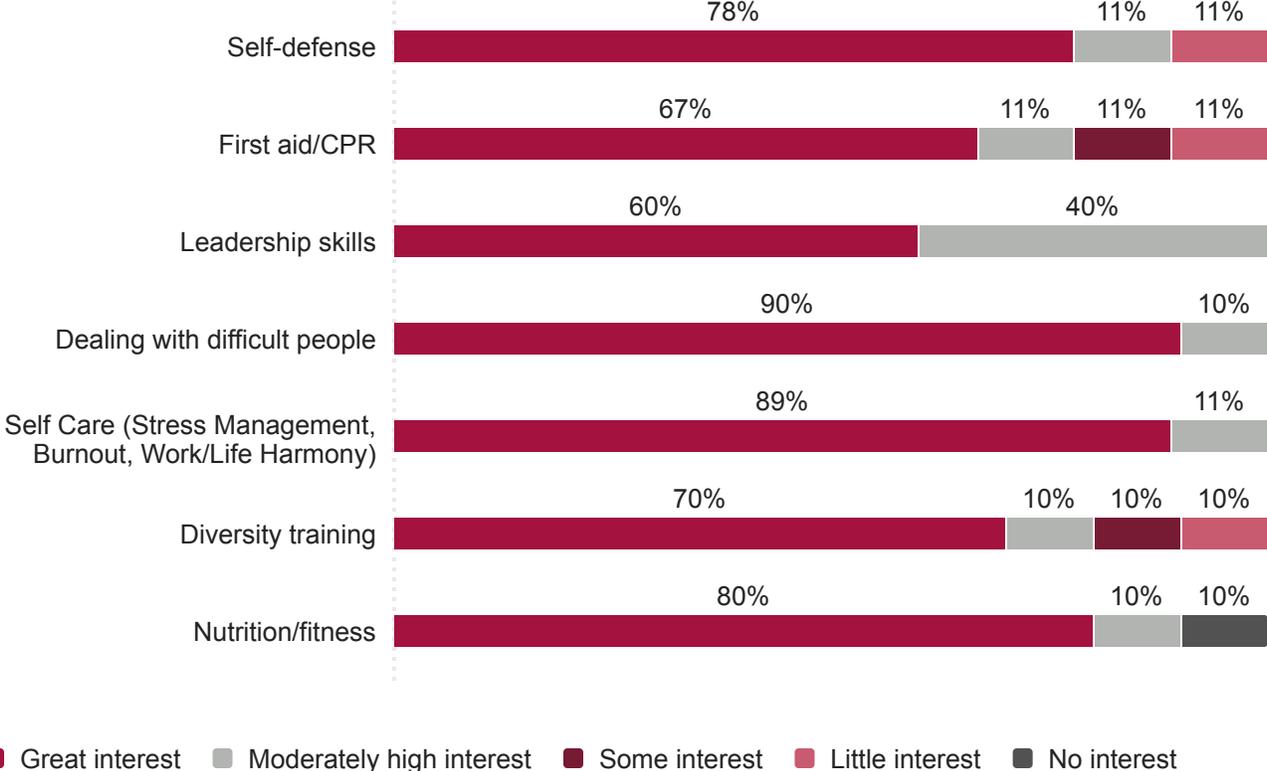
Level of interest in the professional development topics to improve your **classroom management:**
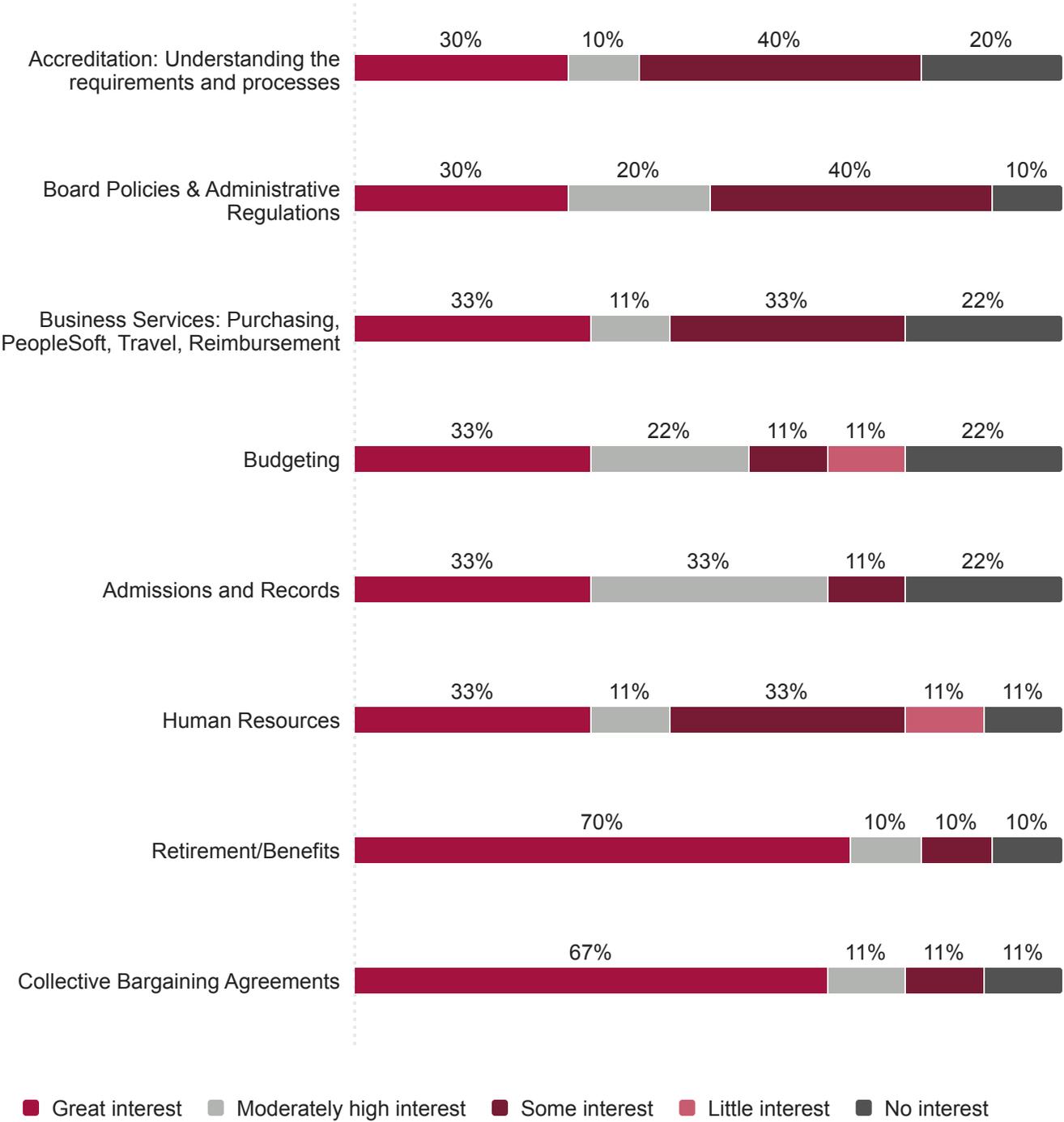
10 Responses

Topic	Great interest	Moderately high interest	Some interest	Little interest	No interest
Civility in the classroom and beyond	60%	10%	20%		10%
Learn ways to deal with inappropriate or disruptive student behavior	70%	10%	20%		
Knowing policy and disciplinary procedures regarding academic integrity and resources to help students understand	44%	33%	11%	11%	
Recognizing and responding to students who are experiencing a crisis	78%	11%			11%

0%   20%   40%   60%   80%   100%

■ Great interest ■ Moderately high interest ■ Some interest ■ Little interest ■ No interest

Level of interest in the professional development topics related to **health and wellness:**

10 Responses

Topic	Great interest	Moderately high interest	Some interest	Little interest	No interest
Self-defense	78%	11%		11%	
First aid/CPR	67%	11%	11%	11%	
Leadership skills	60%	40%			
Dealing with difficult people	90%	10%			
Self Care (Stress Management, Burnout, Work/Life Harmony)	89%	11%			
Diversity training	70%	10%	10%	10%	
Nutrition/fitness	80%	10%			10%

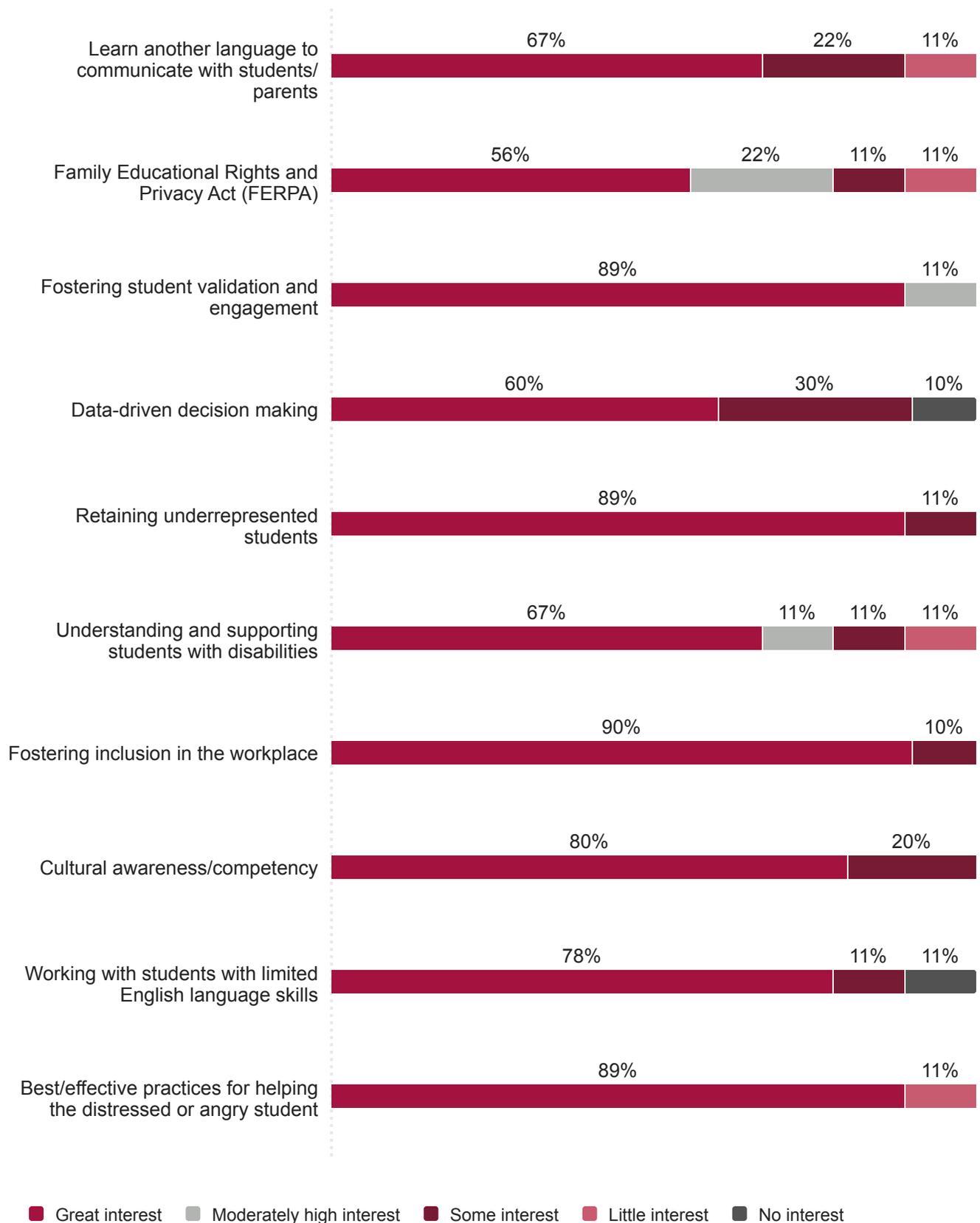■ Great interest ■ Moderately high interest ■ Some interest ■ Little interest ■ No interest

13

Level of interest in the professional development topics to increase understanding of **Compton College policies and procedures:**
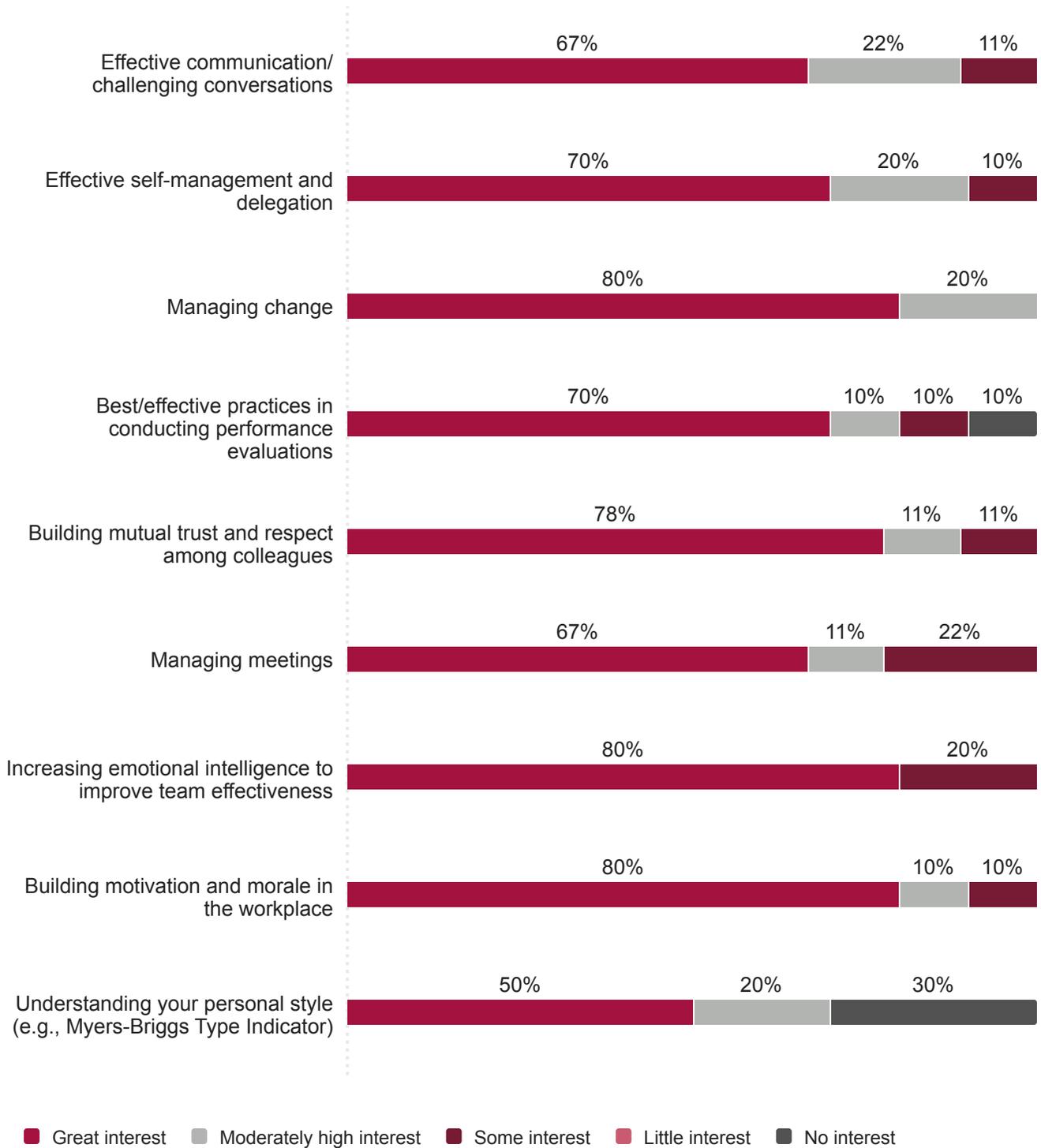
10 Responses

Accreditation: Understanding the requirements and processes
- 30% Great interest
- 10% Moderately high interest
- 40% Some interest
- 20% No interest

Board Policies & Administrative Regulations
- 30% Great interest
- 20% Moderately high interest
- 40% Some interest
- 10% No interest

Business Services: Purchasing, PeopleSoft, Travel, Reimbursement
- 33% Great interest
- 11% Moderately high interest
- 33% Some interest
- 22% No interest

Budgeting
- 33% Great interest
- 22% Moderately high interest
- 11% Some interest
- 11% Little interest
- 22% No interest

Admissions and Records
- 33% Great interest
- 33% Moderately high interest
- 11% Some interest
- 22% No interest

Human Resources
- 33% Great interest
- 11% Moderately high interest
- 33% Some interest
- 11% Little interest
- 11% No interest

Retirement/Benefits
- 70% Great interest
- 10% Moderately high interest
- 10% Some interest
- 10% No interest

Collective Bargaining Agreements
- 67% Great interest
- 11% Moderately high interest
- 11% Some interest
- 11% No interest

Legend: ■ Great interest ■ Moderately high interest ■ Some interest ■ Little interest ■ No interest

Level of interest in the professional development topics to **enhance work:**

10 Responses

Learn another language to communicate with students/parents
67% | 22% | 11%

Family Educational Rights and Privacy Act (FERPA)
56% | 22% | 11% | 11%

Fostering student validation and engagement
89% | 11%

Data-driven decision making
60% | 30% | 10%

Retaining underrepresented students
89% | 11%

Understanding and supporting students with disabilities
67% | 11% | 11% | 11%

Fostering inclusion in the workplace
90% | 10%

Cultural awareness/competency
80% | 20%

Working with students with limited English language skills
78% | 11% | 11%

Best/effective practices for helping the distressed or angry student
89% | 11%

■ Great interest ■ Moderately high interest ■ Some interest ■ Little interest ■ No interest

Level of interest in the professional development topics to enhance **leadership skills:**

10 Responses

Effective communication/ challenging conversations
67% 22% 11%

Effective self-management and delegation
70% 20% 10%

Managing change
80% 20%

Best/effective practices in conducting performance evaluations
70% 10% 10% 10%

Building mutual trust and respect among colleagues
78% 11% 11%

Managing meetings
67% 11% 22%

Increasing emotional intelligence to improve team effectiveness
80% 20%

Building motivation and morale in the workplace
80% 10% 10%

Understanding your personal style (e.g., Myers-Briggs Type Indicator)
50% 20% 30%

■ Great interest ■ Moderately high interest ■ Some interest ■ Little interest ■ No interest

Professional Development Support and Training

What professional development support would help you improve student engagement and service in the classroom or through instructional communication?

3 Responses

Retention of male students, athletes in particular

Interest in faculty success and not just student success

Canvas application and Microsoft usage.,

Q27 - In which of the following types of activities would you be most likely to p...

Activity	Very likely	Somewhat likely	Not likely
Formal presentation followed by discussion	88%		13%
Classroom observations with feedback/individual consultation	38%	25%	38%
Hands-on workshops (one meeting focused on a technique or strategy)	88%		13%
Discipline-specific workshops	88%		13%
Institutes/Retreats (2-3 days)	38%	50%	13%
Web-based classes	63%	25%	13%
Peer-to-peer informal discussion with colleagues about teaching problems, tips	75%	13%	13%
Panels	67%	22%	11%
Guest presenters	78%	11%	11%

Legend:
- ■ Very likely
- ■ Somewhat likely
- ■ Not likely

Preferred Types of Training

The red bars indicate the percent of staff who ranked that training type as first (most important), while the gray bars show the percent who rank it as second.

Training Type	First	Second
1-2 hour segments	56%	44%
Micro learning (30 minutes of less)	33%	22%
Half day	11%	33%
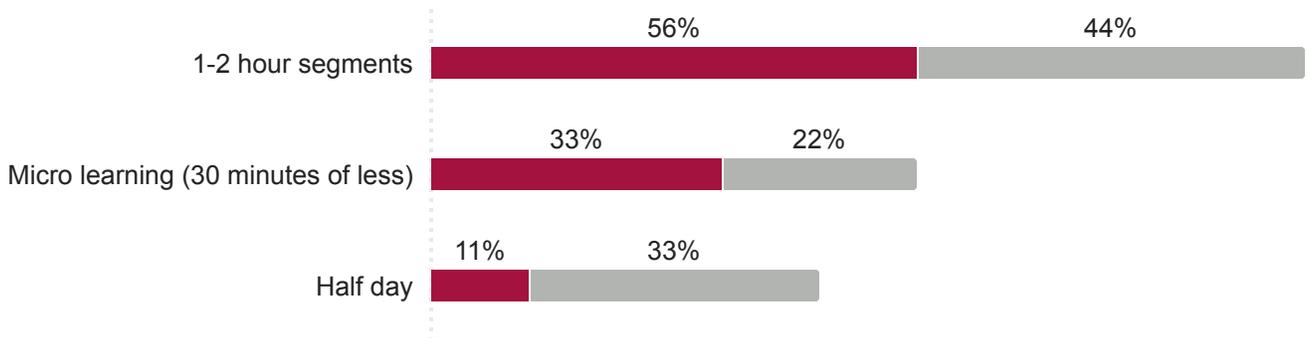
Preferred Training Days

Day	Percent
Friday	37%
Monday	26%
Wednesday	21%
Thursday	11%
Tuesday	5%
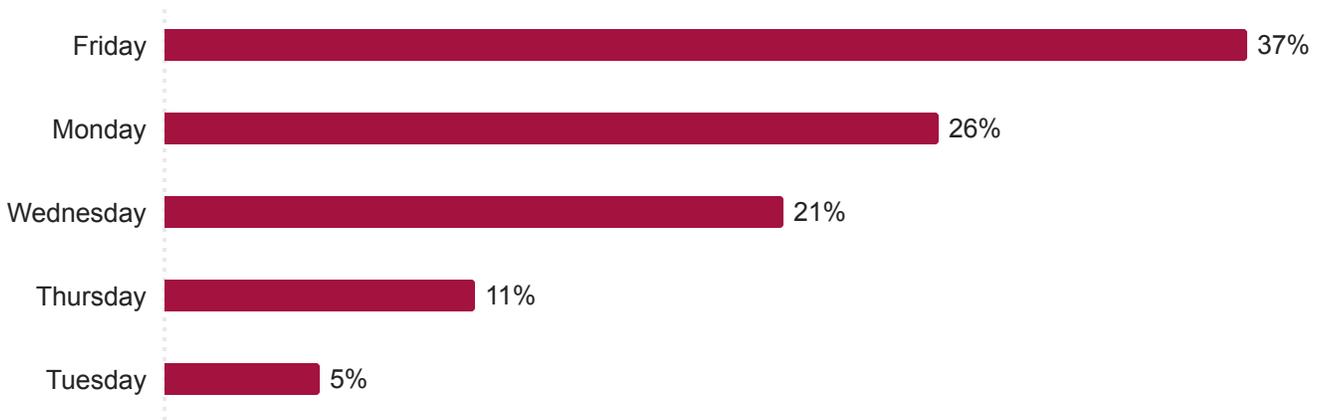
What do you need to enhance your career?

5 Responses

money

Release time to support the implementation of learning. Financial support (stipends or release time) to try AB 1/705 supports post-COVID-19 closure. Support for reading pedagogy (including a transfer-level reading course and adding a reading competency to our local AA, like other local colleges require).

Learning mindset positively affects student success

Up to date information and technology. Time provided for adjuncts to do PD.

Updated survey that students can do online and not takeaway class time for someone to come in the classroom. It's time to move with the times.

Follow up the given professional development activities on enhancing teaching and increasing the outcomes on student success.

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

6 Responses

discipline focused and any support

Equitable pay so that all faculty can maintain a reasonable workload, and so we can retain faculty and staff. Paid community of practices with a commitment of 2 years for results.

Full funding of out of state conferences within my discipline

Pedagogy support for teaching high school learners in the Dual Enrollment classroom. Especially for off-site teaching.

Creating assessments that are "AI proof" or at least make it hard for students to use AI.

Creating lessons on Critical Media Literacy for students.

Critical training on AI with research on how it is impacting student reading levels and critical thinking. As well as its impact on the environment.

Communication and hands on training

Advancing canvas usage.

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

a variety of offerings is best

Consider using our faculty more often. Pay US to train faculty. Encourage and support the Community of Practices (where faculty can build community, share best practices, and address what we are seeing in our classrooms). Robust training related to Dual Enrollment. Campus-wide training in reading pedagogy (this cannot be left to English alone; like writing and math, it must be reinforced in other disciplines).

For faculty, having other community college faculty members leading the trainings. Knowing they are in the classroom currently helps with buy-in from faculty participants.
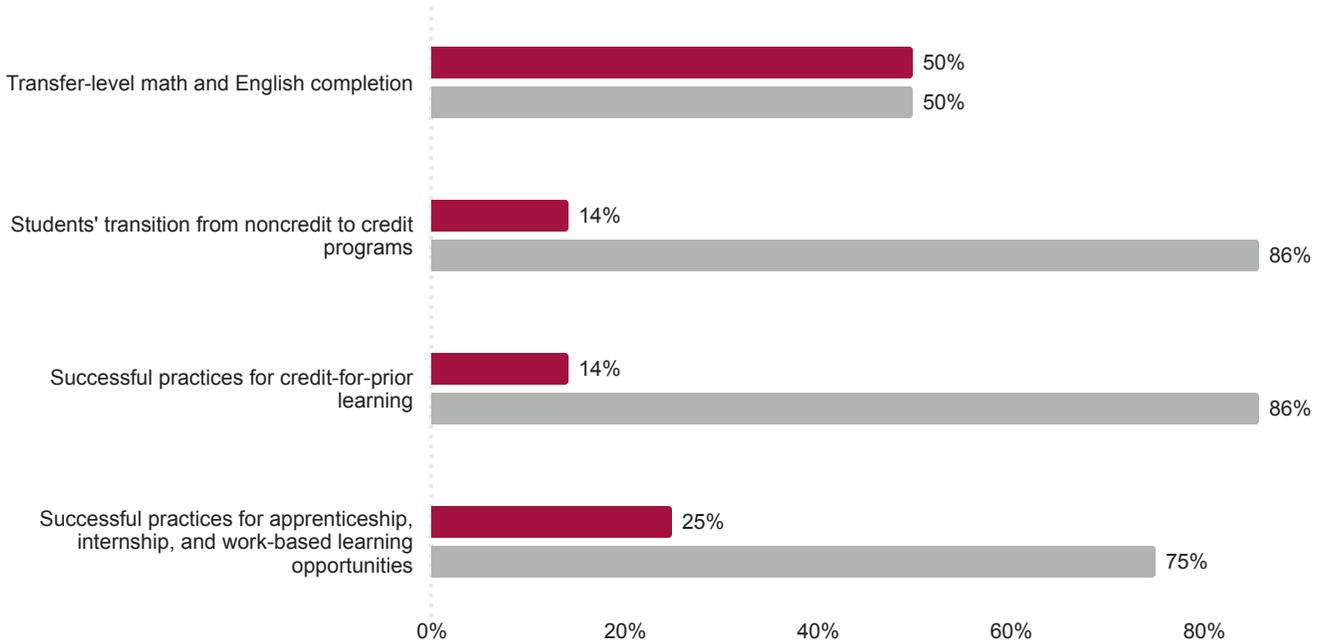
Offer wellness for faculty. Too much is focused on student success but not faculty success. Adjuncts can't even receive health insurance.

Anything with the faculty input stream on better teaching, supporting needy students and better using college plan as designed.

Interest/Knowledge in Compton 2035 Strategies and Objectives
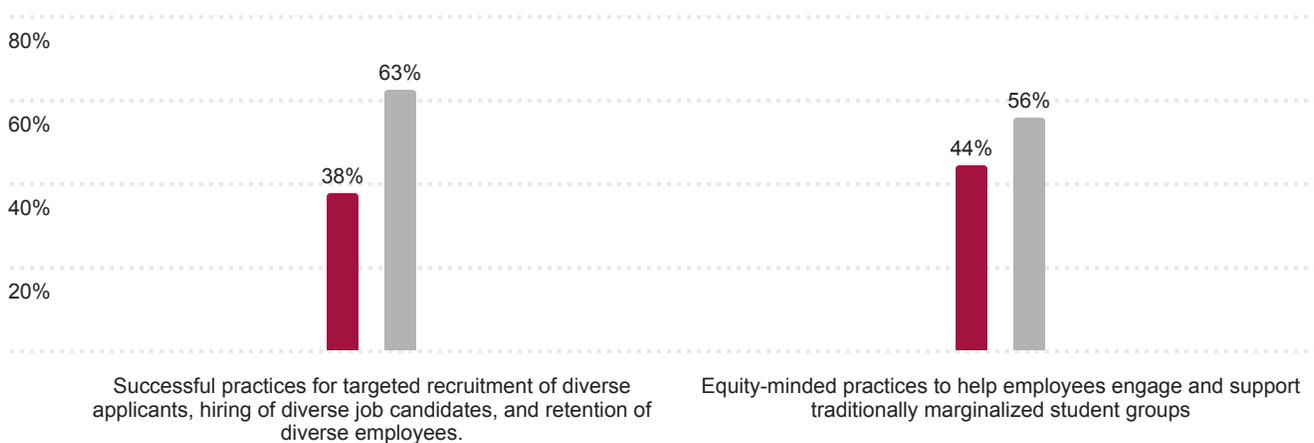
Education

9 Responses

Transfer-level math and English completion
- 50%
- 50%

Students' transition from noncredit to credit programs
- 14%
- 86%

Successful practices for credit-for-prior learning
- 14%
- 86%

Successful practices for apprenticeship, internship, and work-based learning opportunities
- 25%
- 75%

■ I have the knowledge I need to support students in this area

■ I am interested in learning more about successful practices in this area
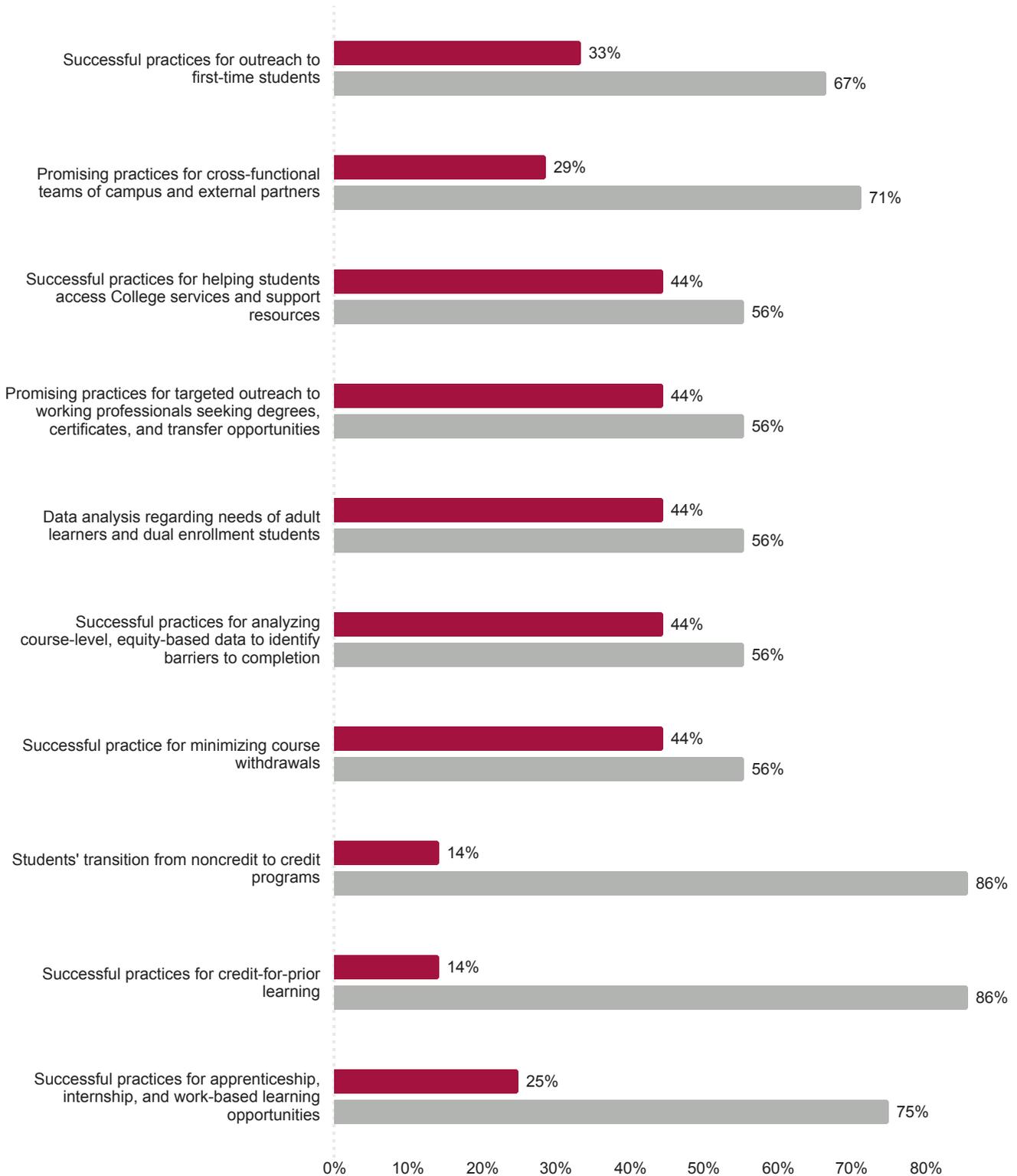
Human Resources

9 Responses

Successful practices for targeted recruitment of diverse applicants, hiring of diverse job candidates, and retention of diverse employees.
- 38%
- 63%

Equity-minded practices to help employees engage and support traditionally marginalized student groups
- 44%
- 56%

■ I have the knowledge I need to support the college in this area

■ I am interested in learning more about successful practices in this area

Strategic Enrollment Management

9 Responses

Successful practices for outreach to first-time students
- 33%
- 67%

Promising practices for cross-functional teams of campus and external partners
- 29%
- 71%

Successful practices for helping students access College services and support resources
- 44%
- 56%

Promising practices for targeted outreach to working professionals seeking degrees, certificates, and transfer opportunities
- 44%
- 56%

Data analysis regarding needs of adult learners and dual enrollment students
- 44%
- 56%

Successful practices for analyzing course-level, equity-based data to identify barriers to completion
- 44%
- 56%

Successful practice for minimizing course withdrawals
- 44%
- 56%

Students' transition from noncredit to credit programs
- 14%
- 86%

Successful practices for credit-for-prior learning
- 14%
- 86%

Successful practices for apprenticeship, internship, and work-based learning opportunities
- 25%
- 75%

0% 10% 20% 30% 40% 50% 60% 70% 80%

■ I have the knowledge I need to support the college in this area

■ I am interested in learning more about successful practices in this area
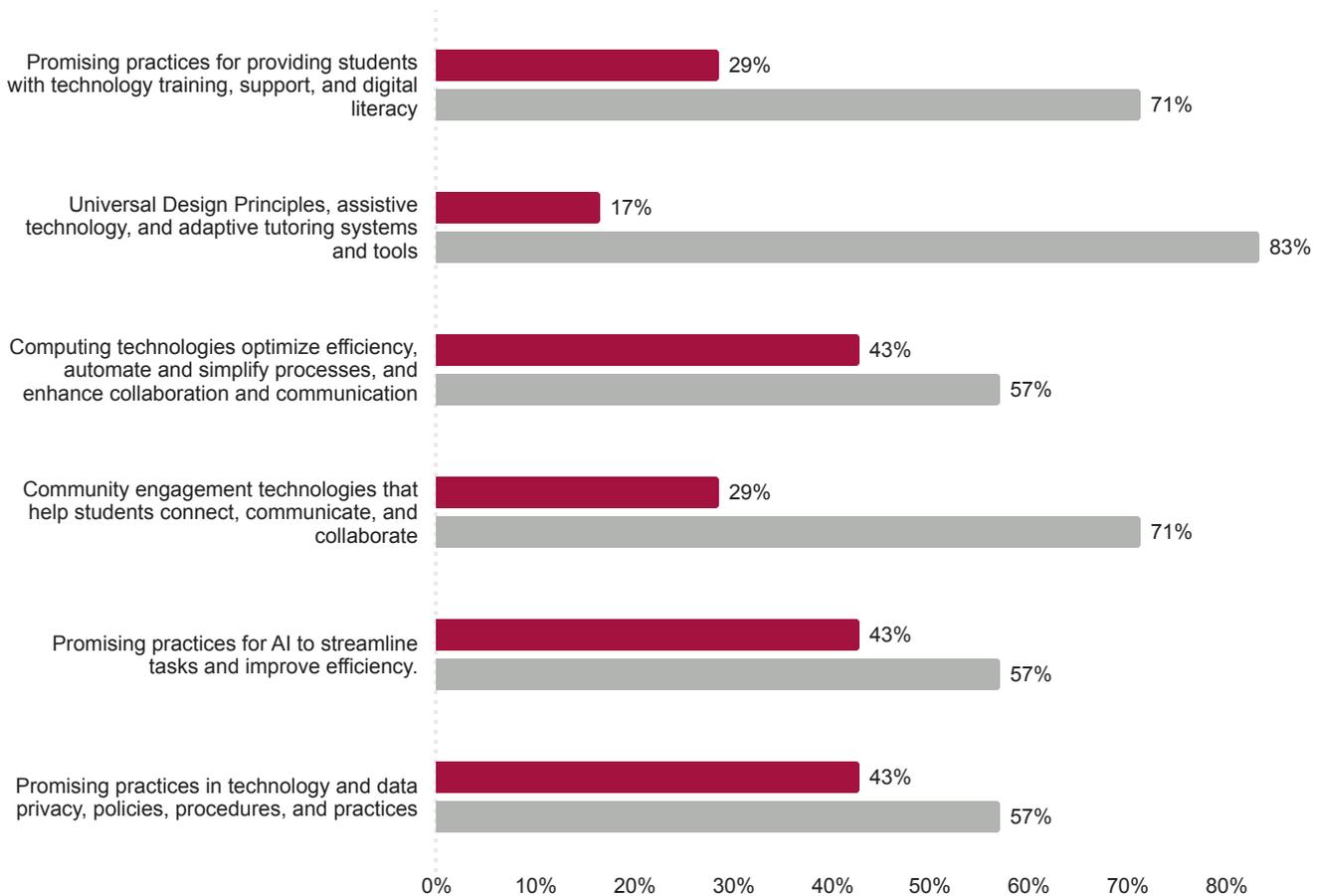
Student Equity and Achievement

9 Responses
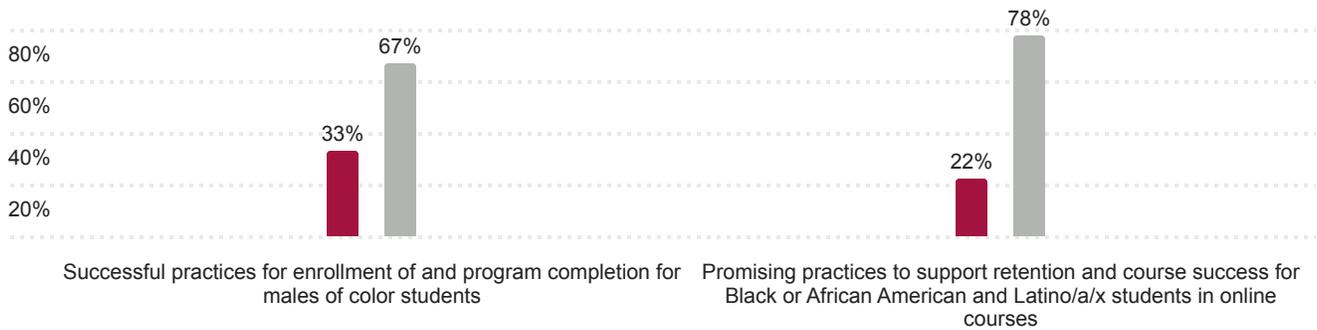
- ■ (maroon) I have the knowledge I need to support the college in this area
- ■ (gray) I am interested in learning more about successful practices in this area

Technology

8 Responses

- ■ (maroon) I have the knowledge I need to support the college in this area
- ■ (gray) I am interested in learning more about successful practices in this area