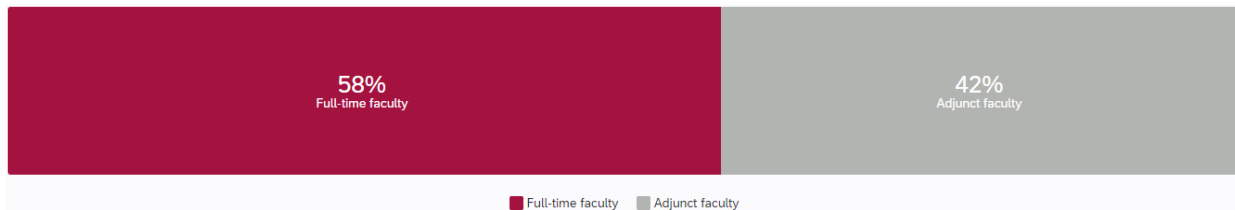




Professional Development Needs Assessment
 Spring 2022- Faculty
 Science, Technology, Engineering, and Math

n=19



What is your ethnicity?

Race/Ethnicity	Percentage
Black/African American	26%
Latinx	21%
Asian	37%
White	16%

What is your area?

Area	Percentage
Academic Affairs	45%
Student Services	26%
Other	28%

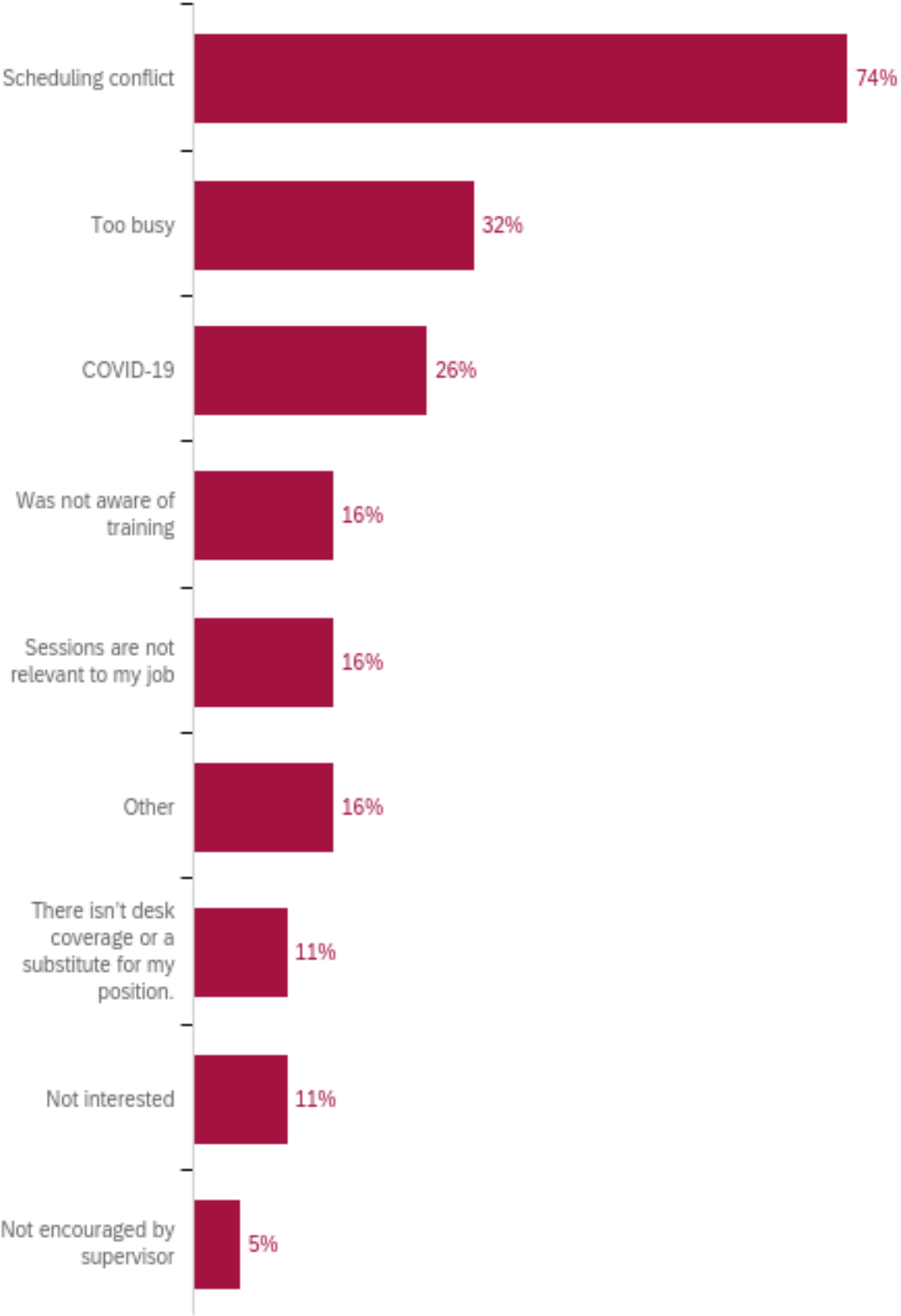
What is your gender?

Gender	Percentage
Female	47%
Male	53%

How long have you worked at Compton College?

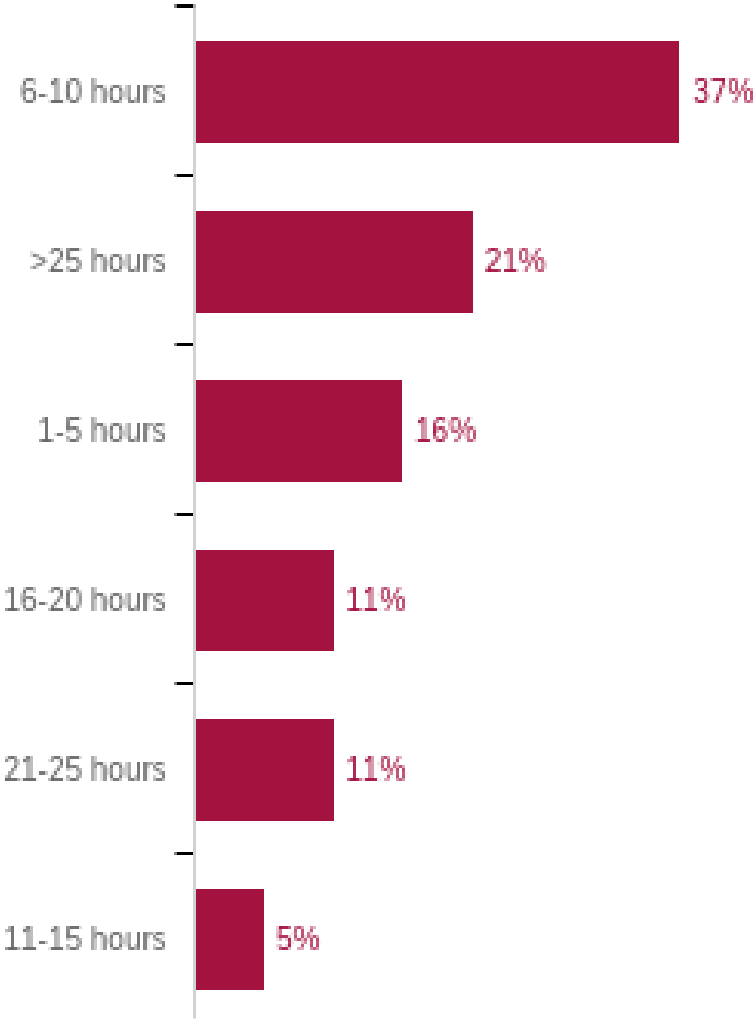
Years at Compton	Percentage
Less than 5 years	32%
5-10 years	37%
11-15 years	21%
21-30 years	5%
More than 30 years	5%

What kept you from participating in professional development activities?¹



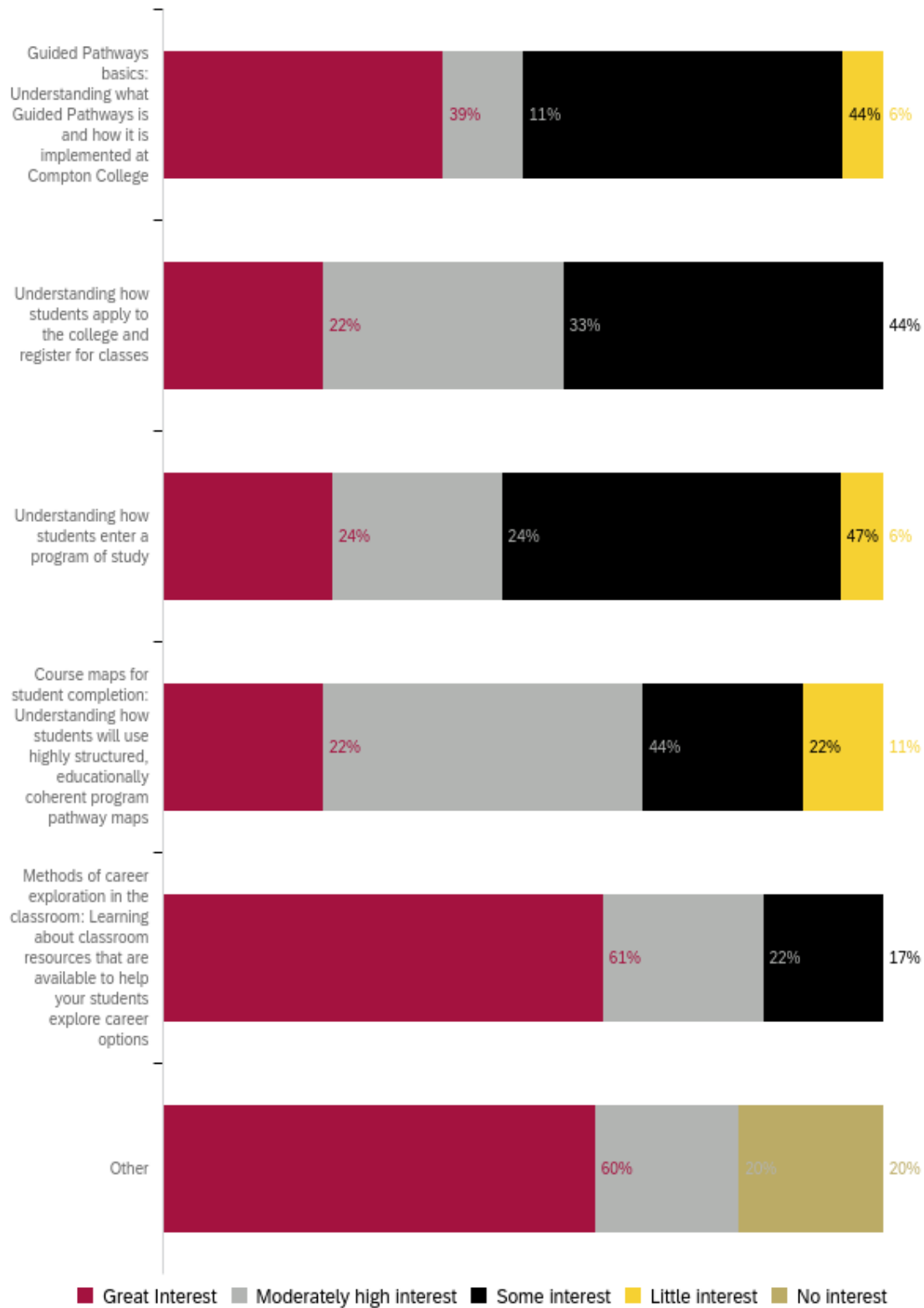
¹ "Other" responses listed in Appendix A

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



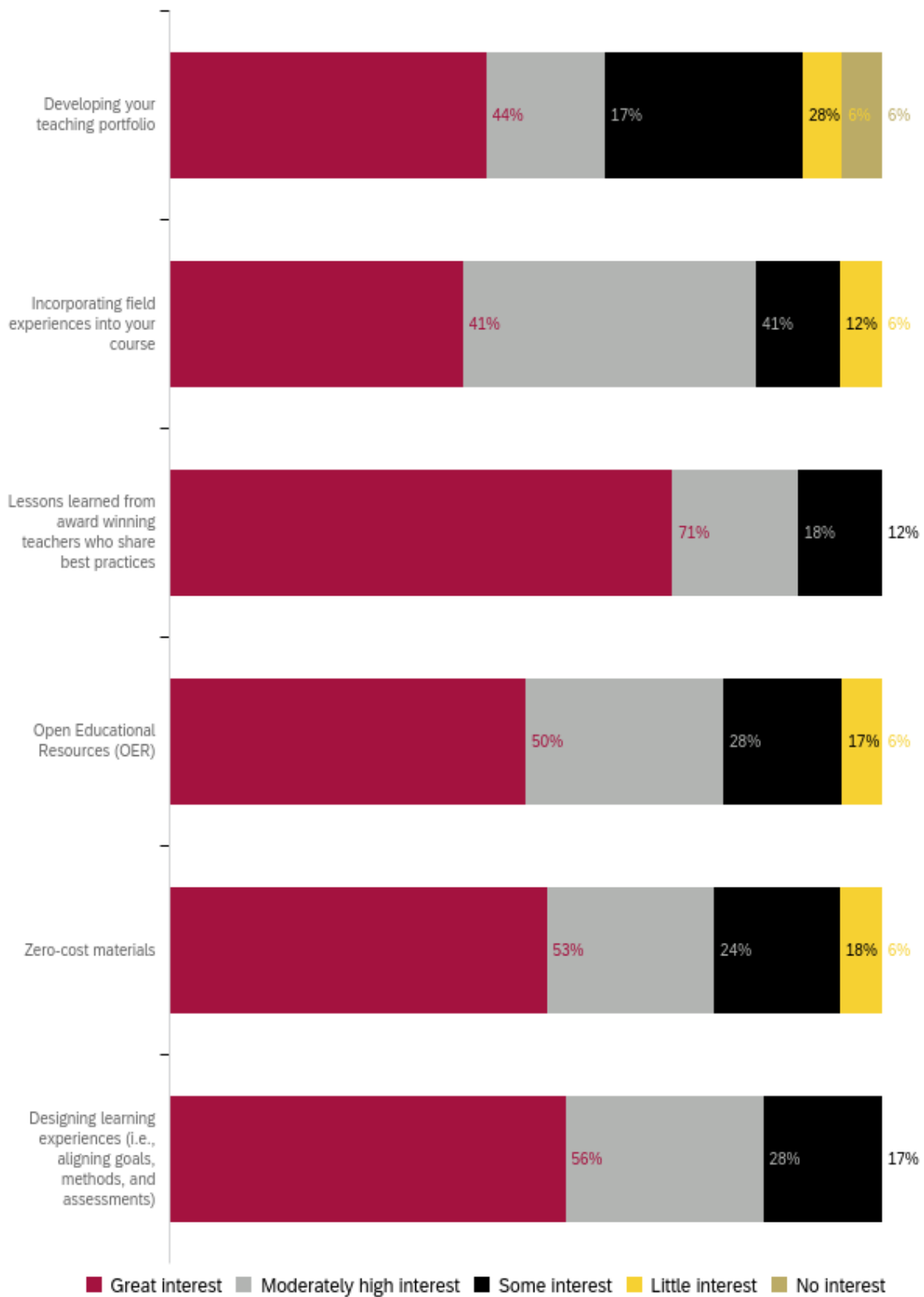
- 1-5 hours
- 6-10 hours
- 11-15 hours
- 16-20 hours
- 21-25 hours
- >25 hours

Professional Development for Guided Pathways²

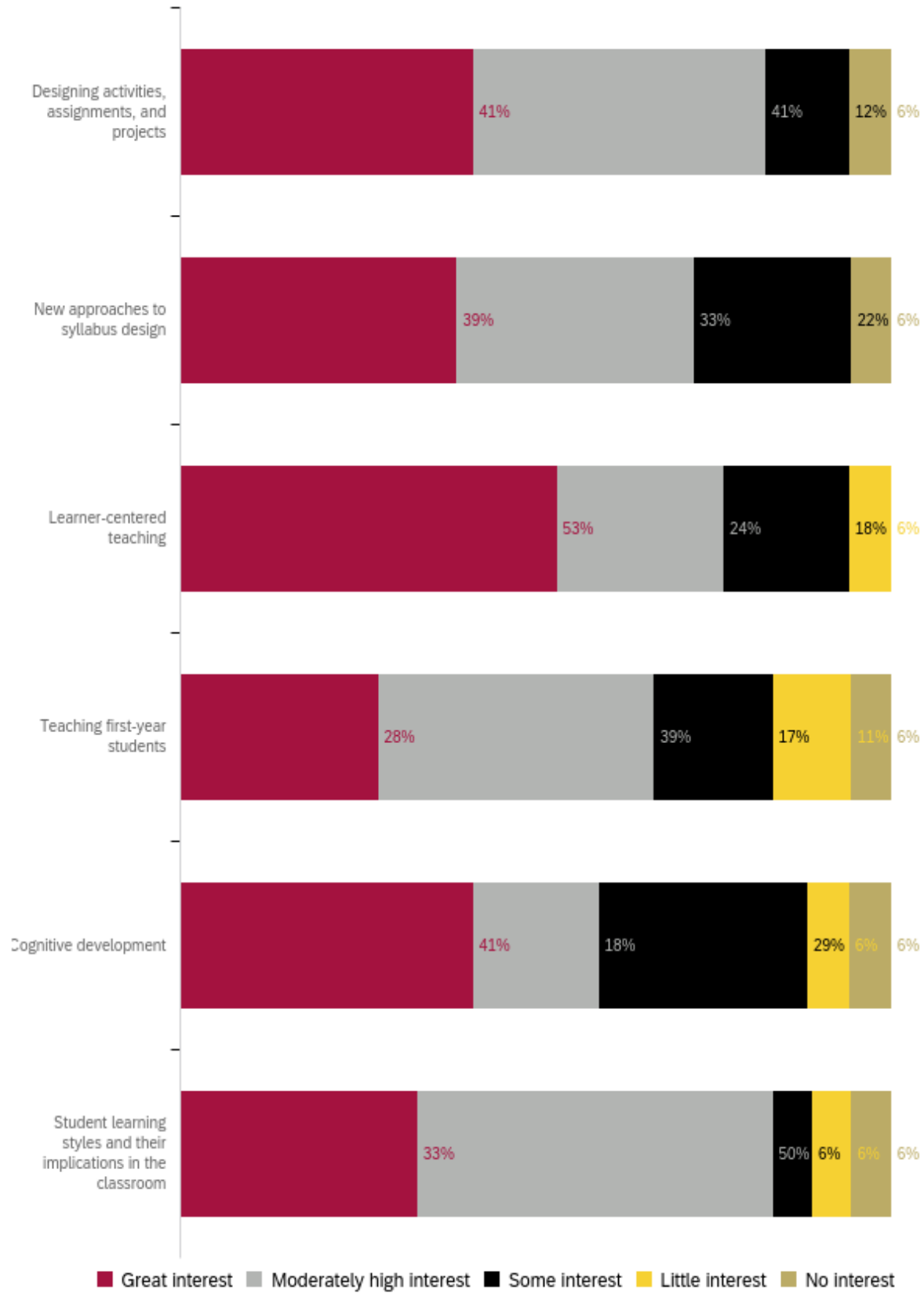


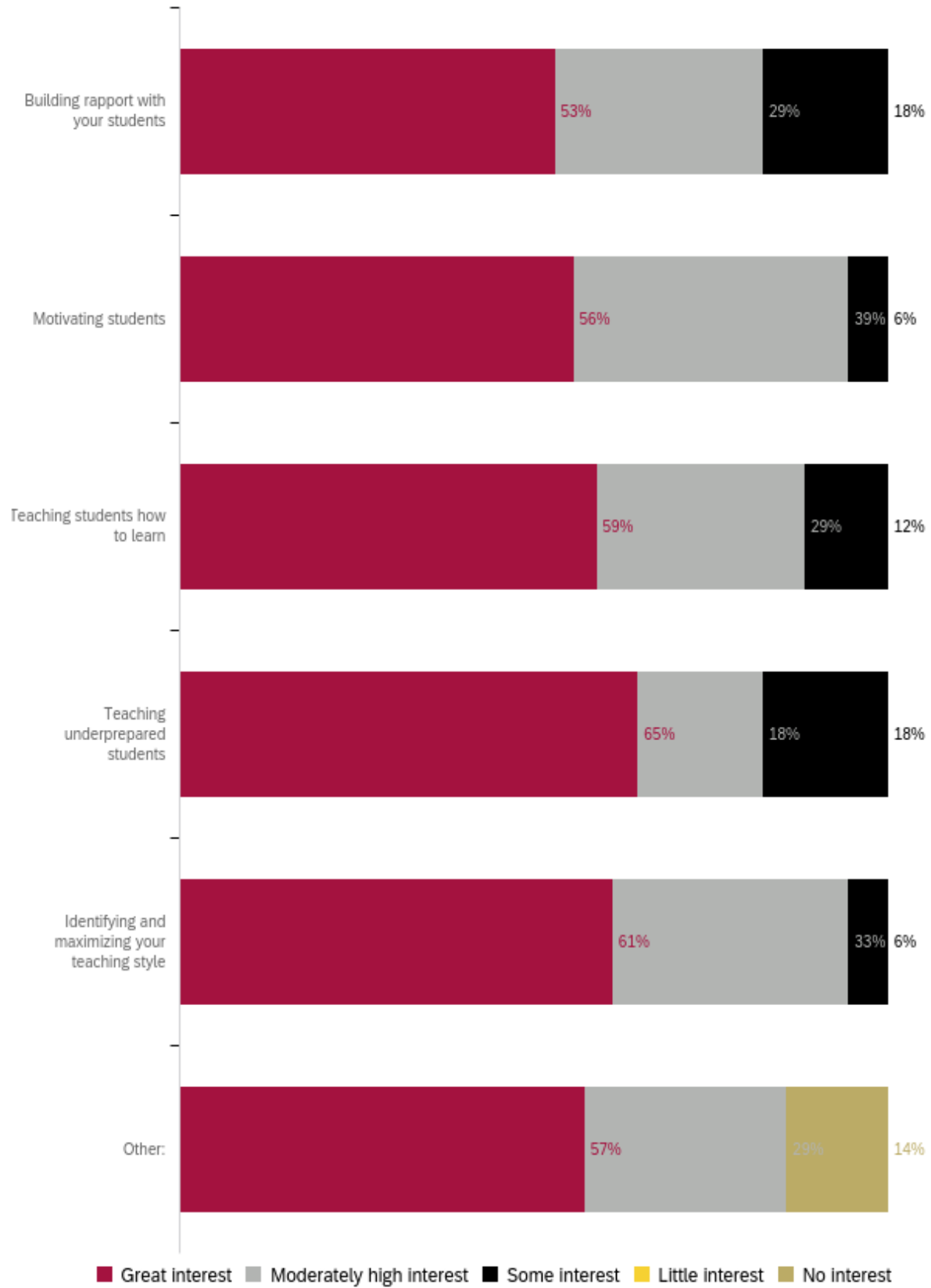
² "Other" responses listed in Appendix A

Professional Development to Enhance Teaching³

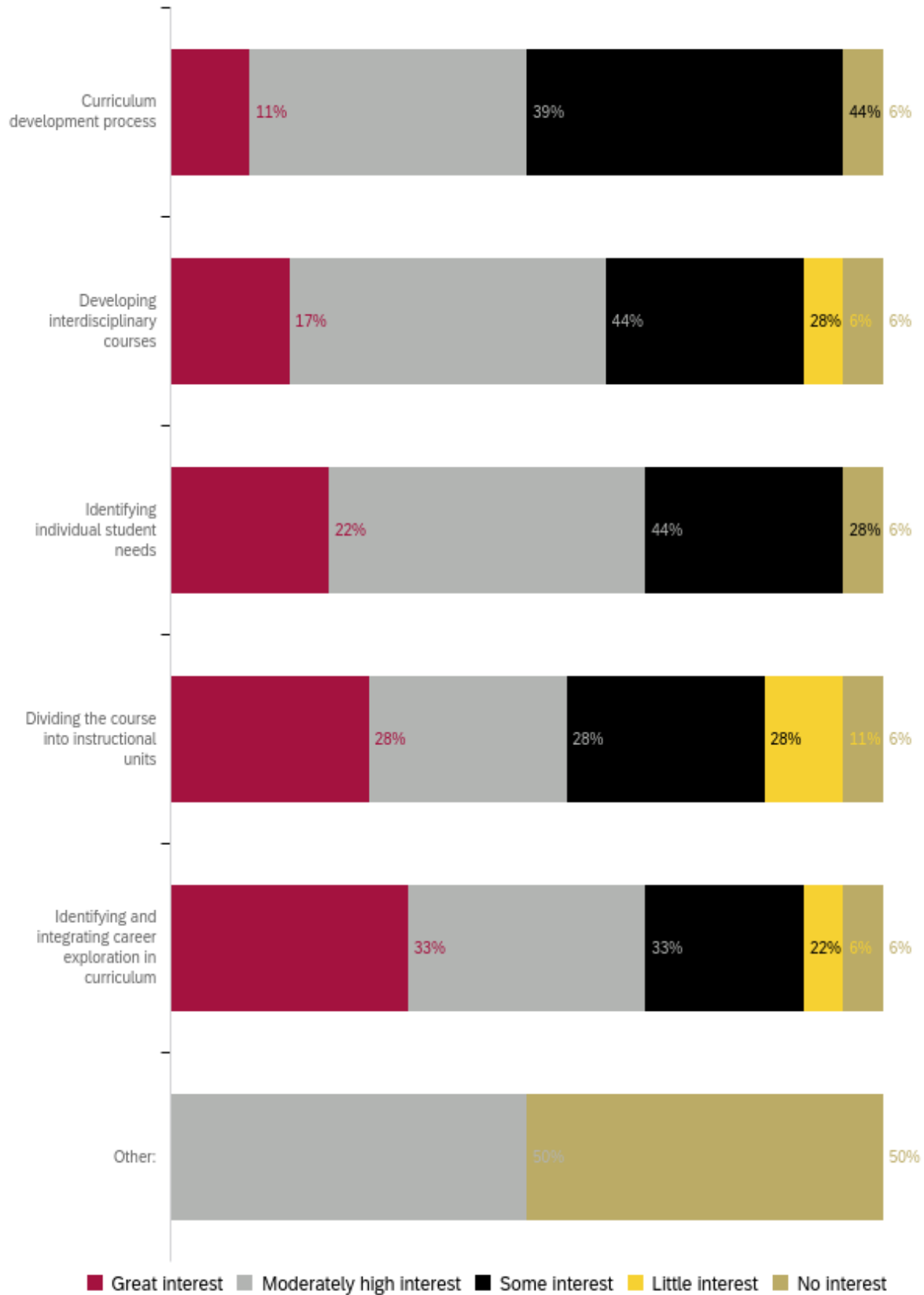


³ “Other” responses listed in Appendix A

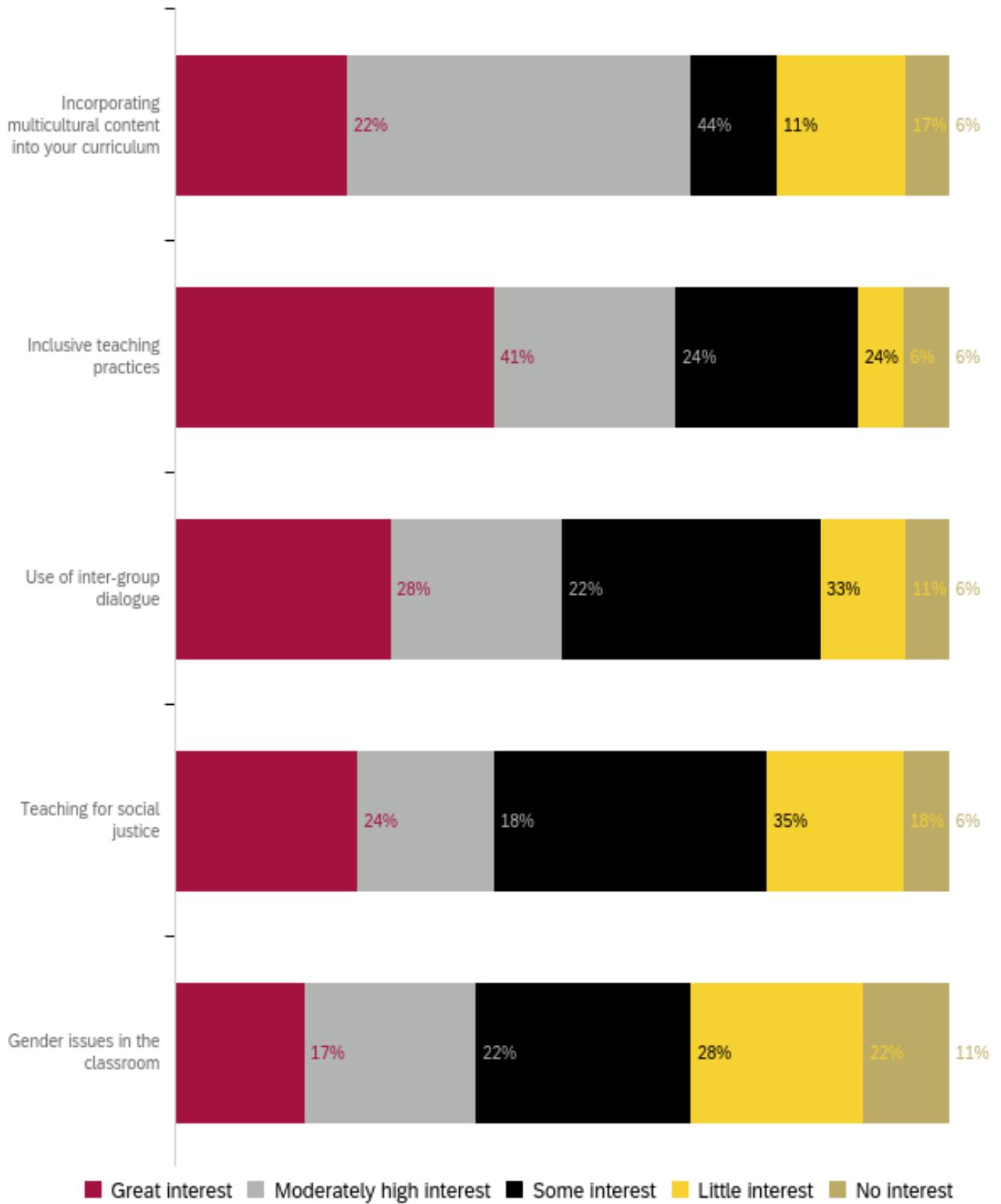


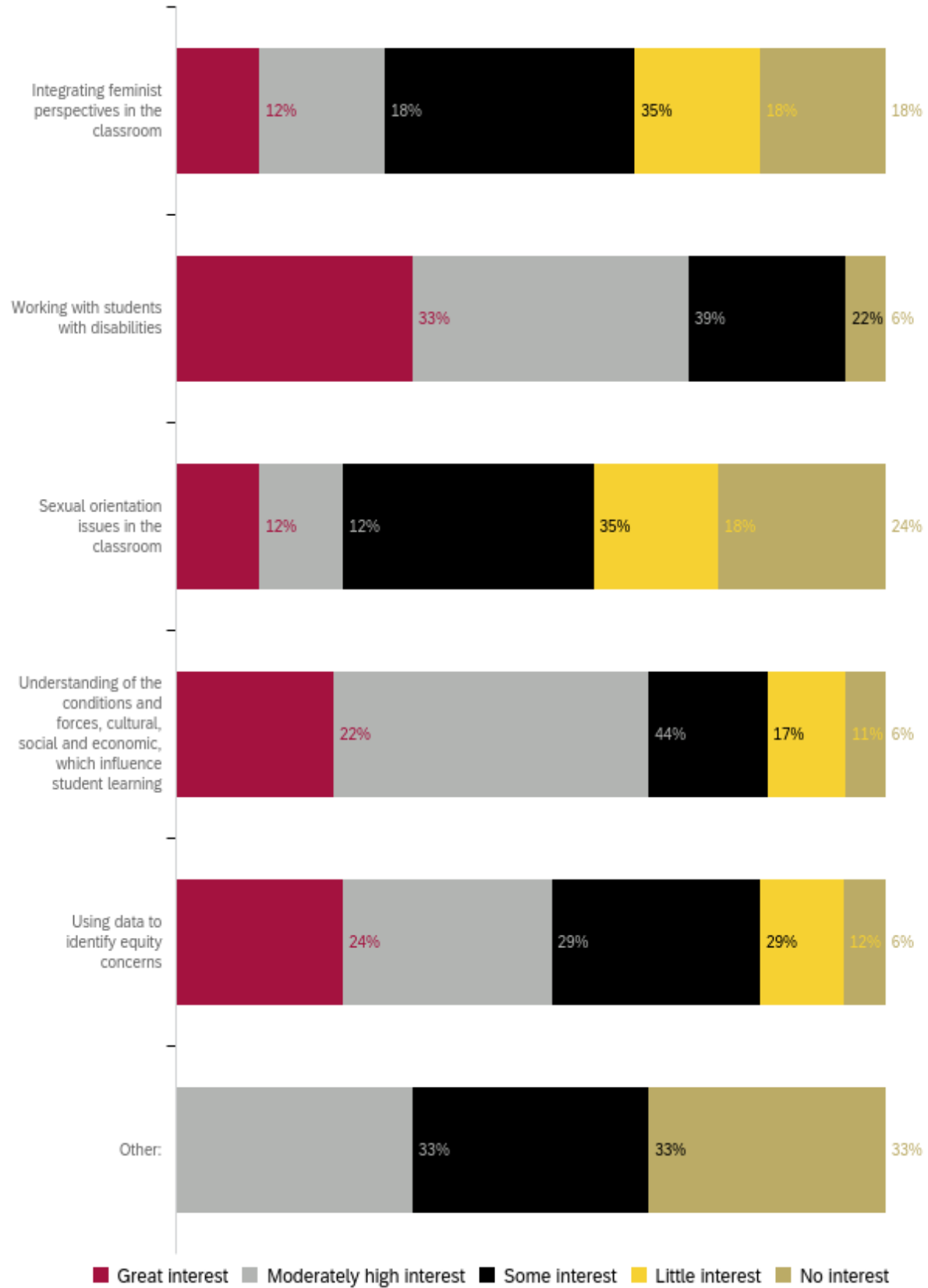


Professional Development for Curriculum Development

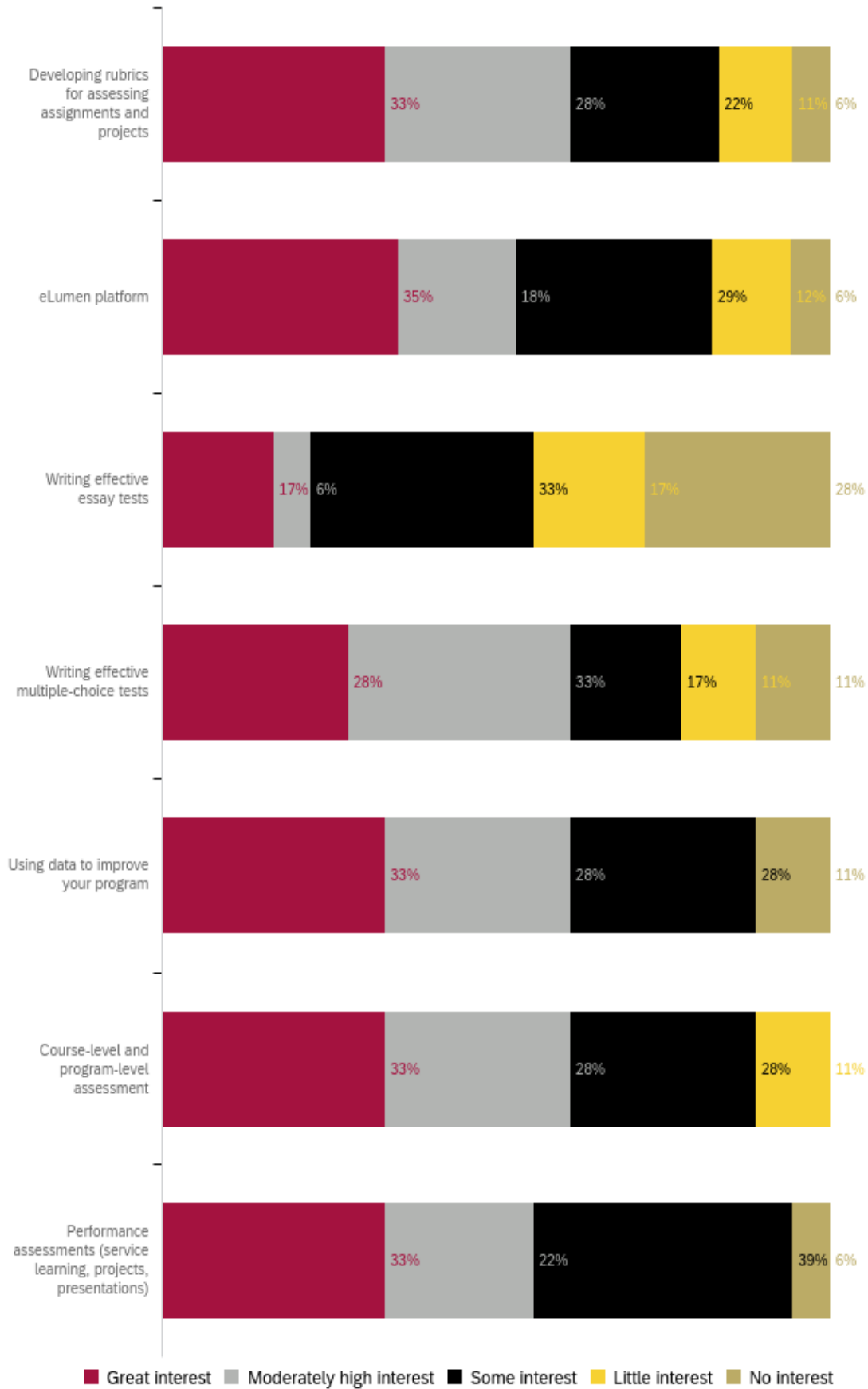


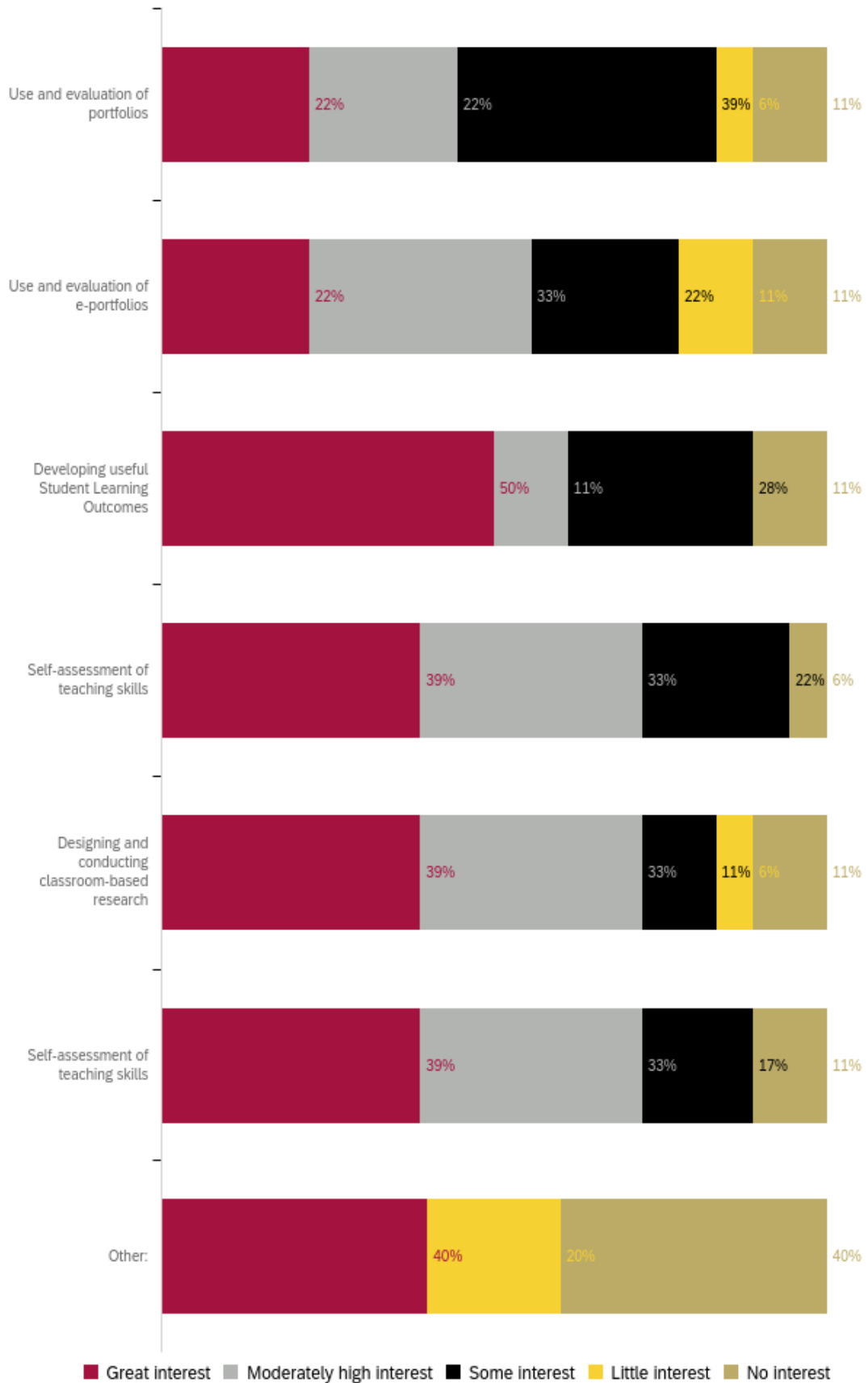
Professional Development for Diversity, Equity, and Inclusion in the Classroom



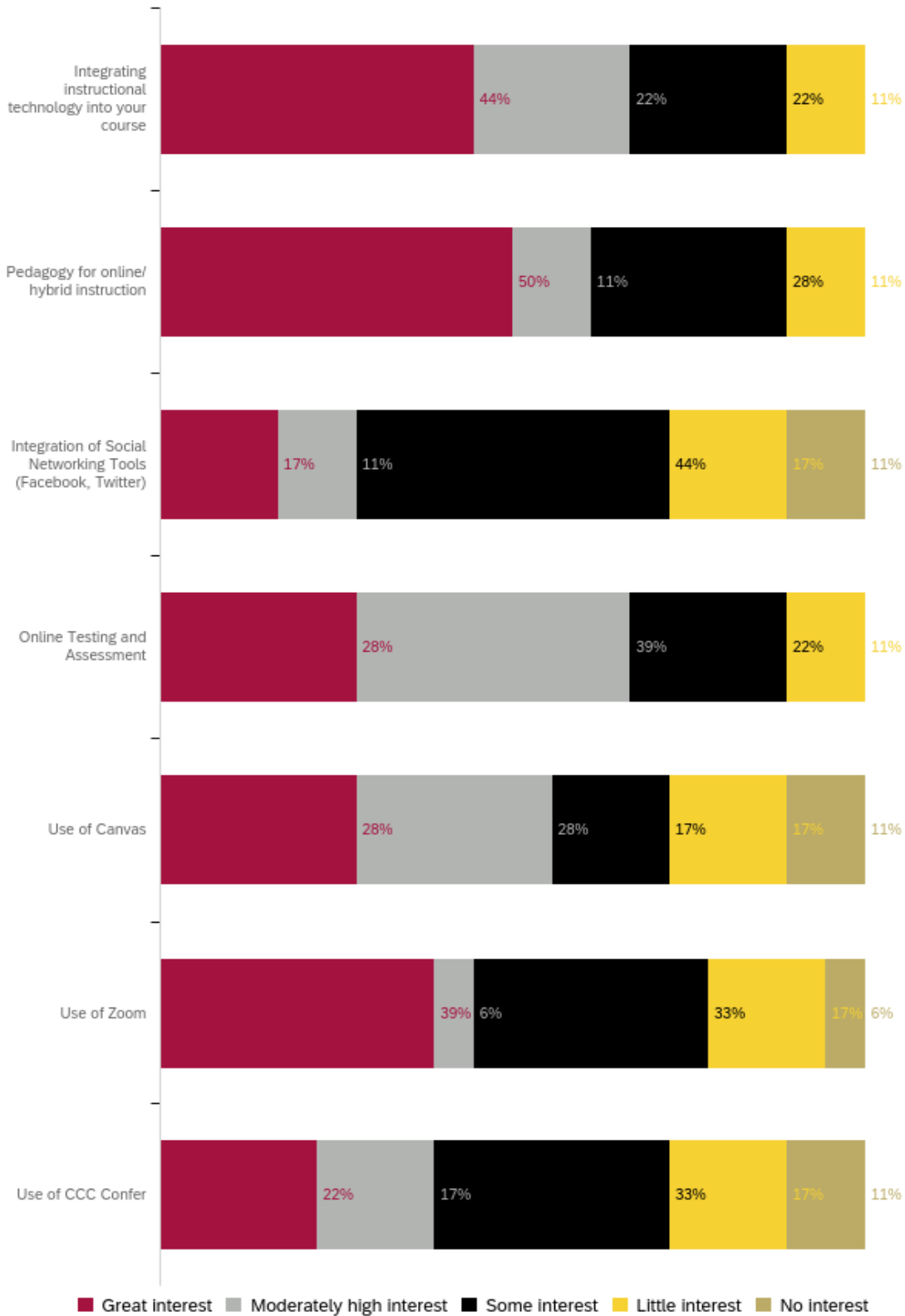


Professional Development to Improve Assessment

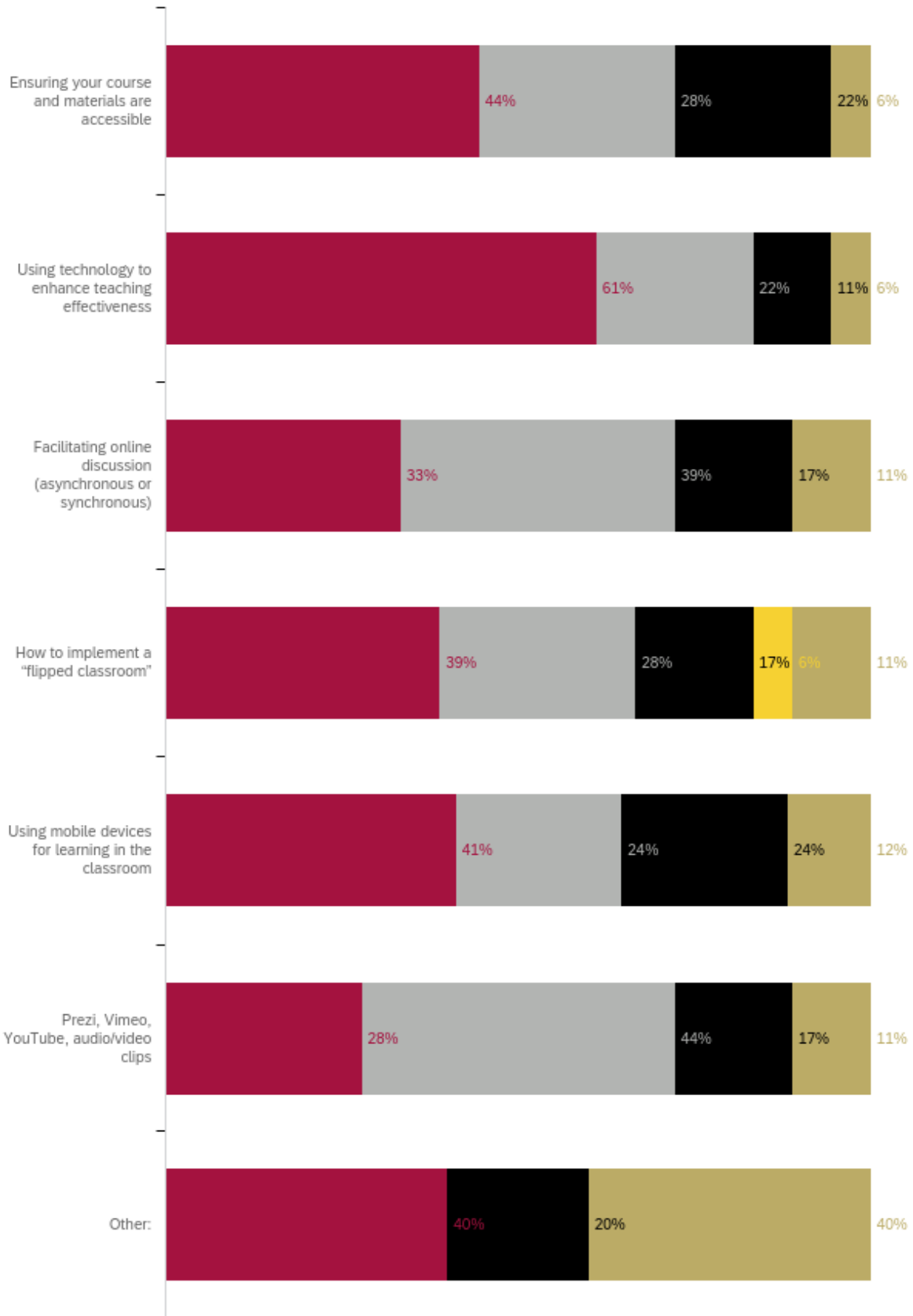




Professional Development for Use of Technology⁴

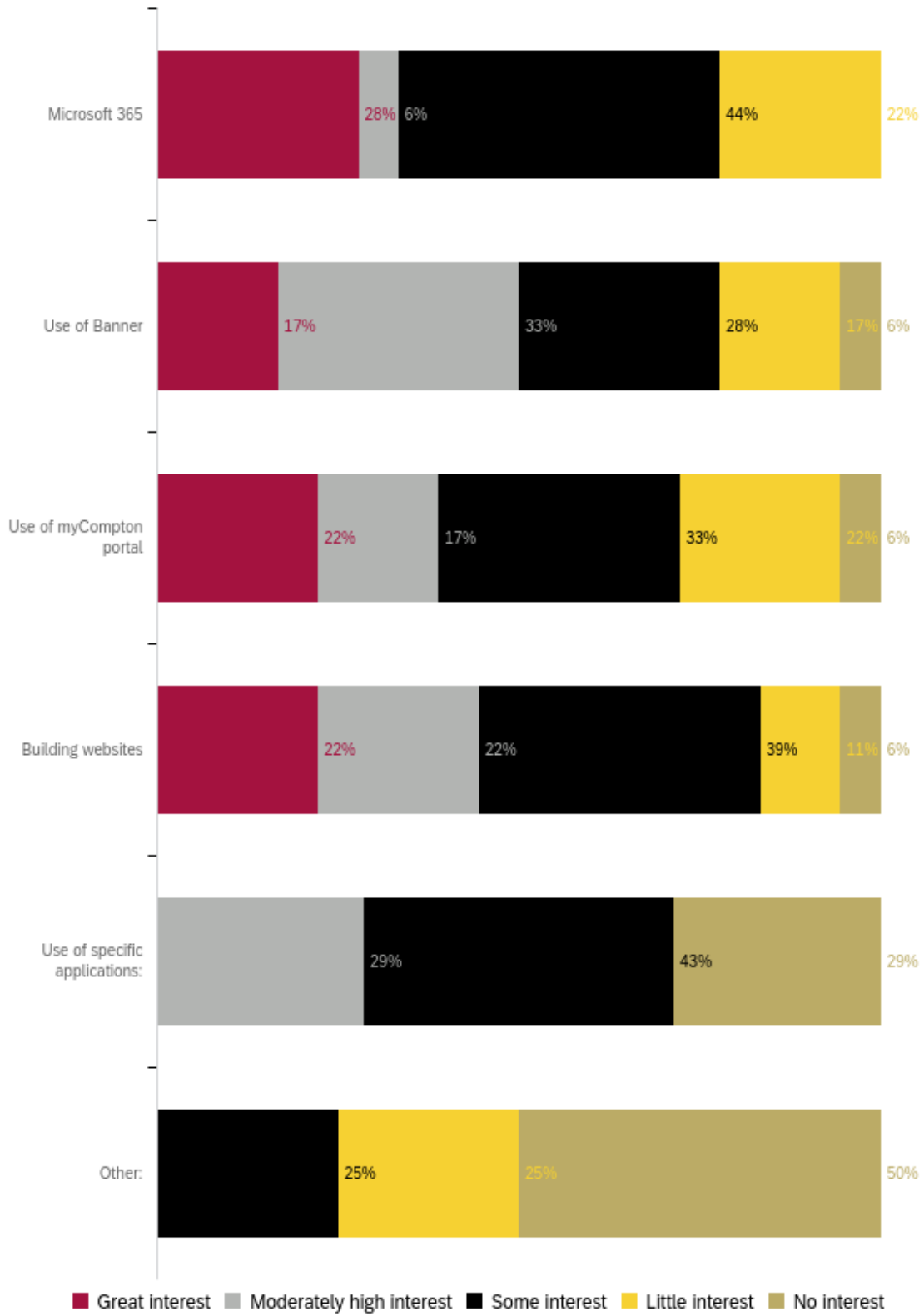


⁴ "Other" responses listed in Appendix A

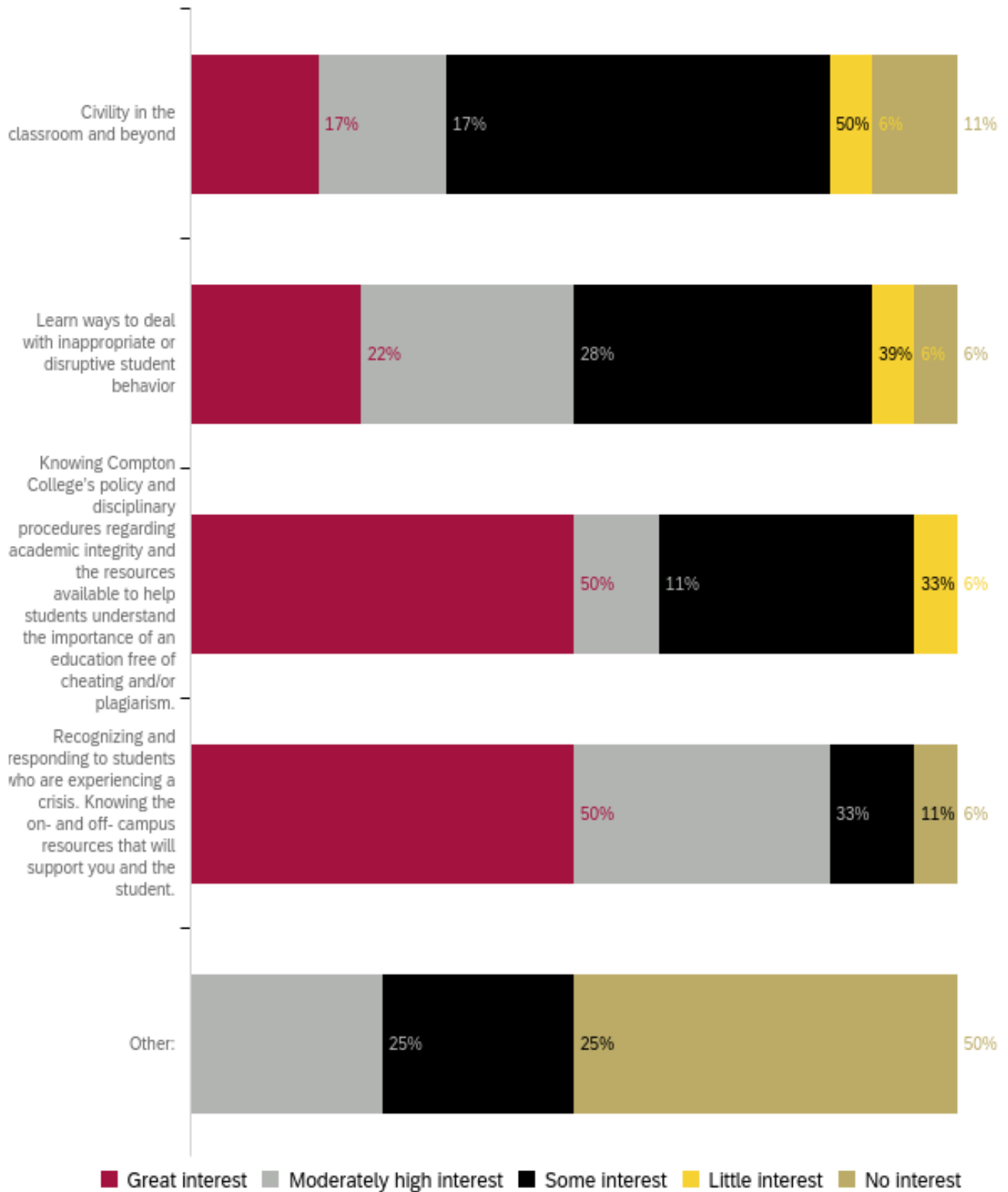


■ Great interest
 ■ Moderately high interest
 ■ Some interest
 ■ Little interest
 ■ No interest

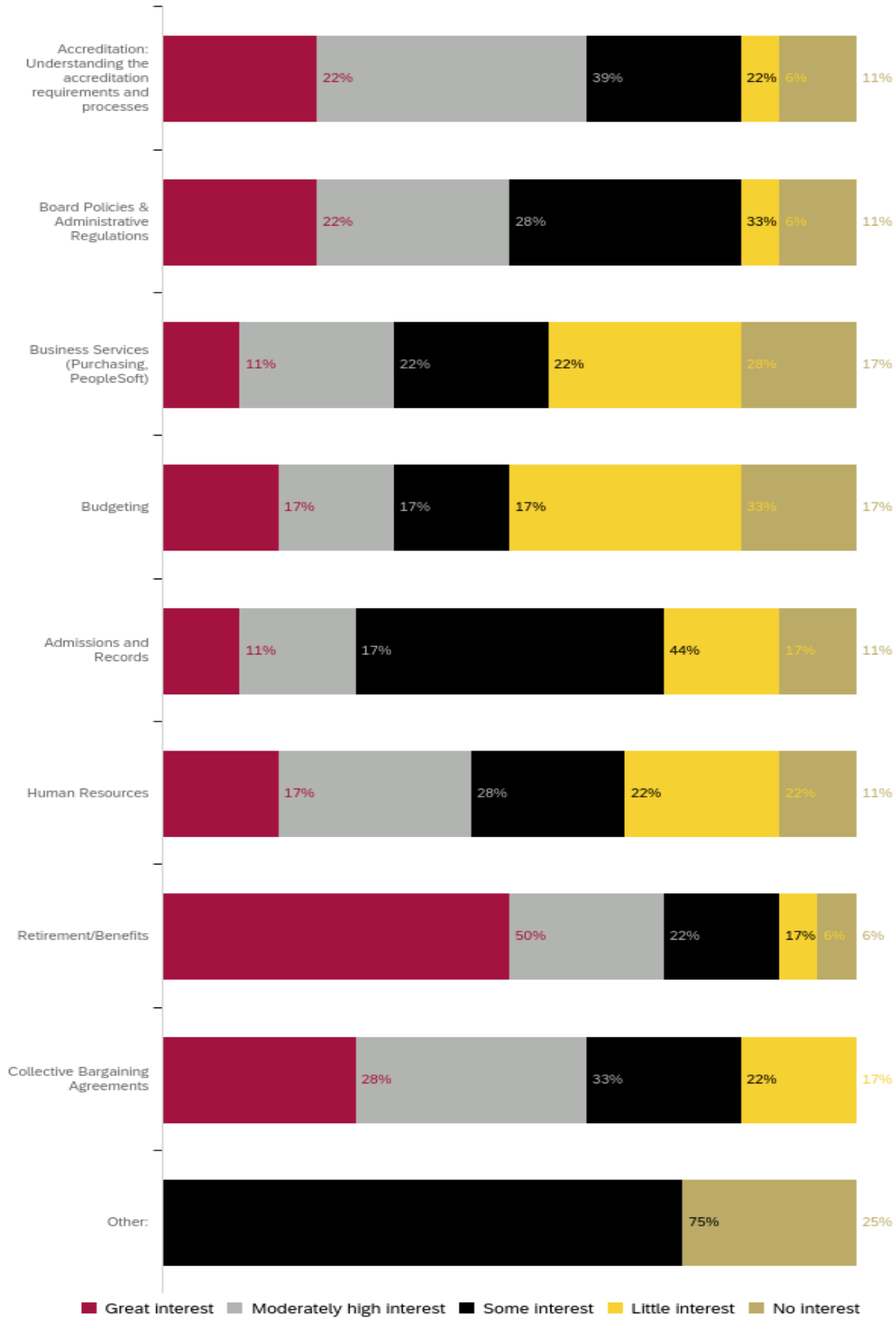
Professional Development for General Use of Technology



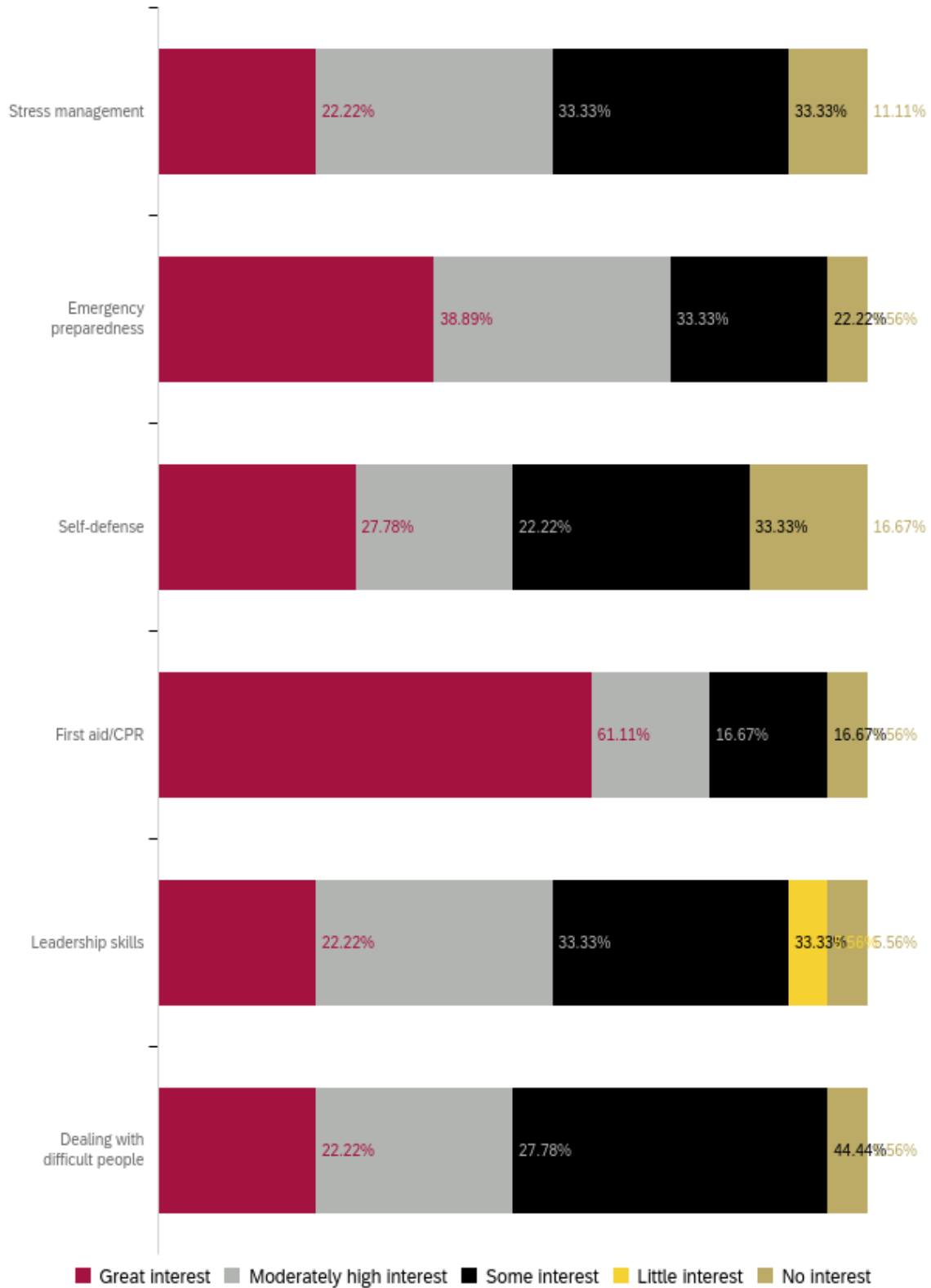
Professional Development for Classroom Management

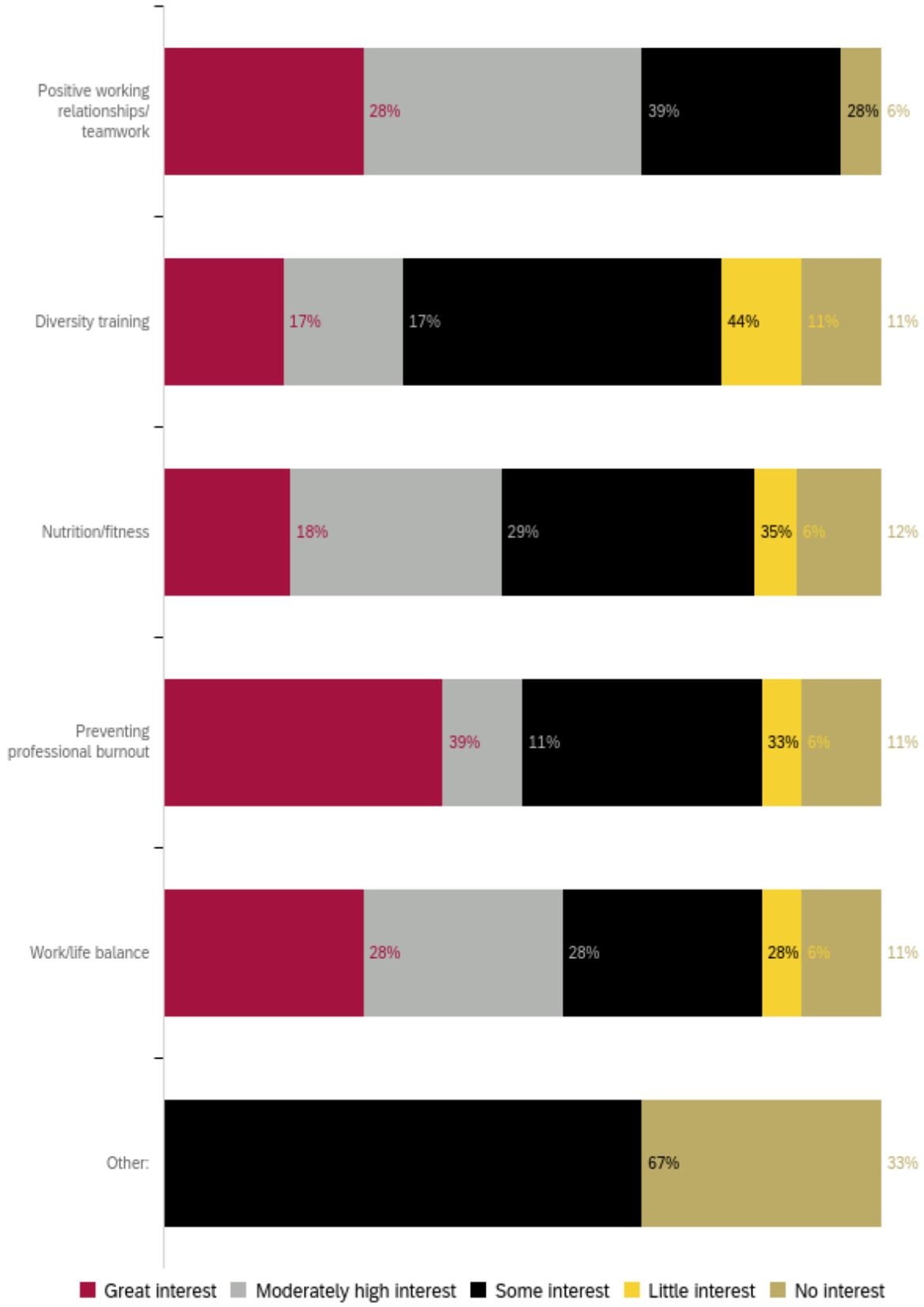


Professional Development for Compton College Policies and Procedures

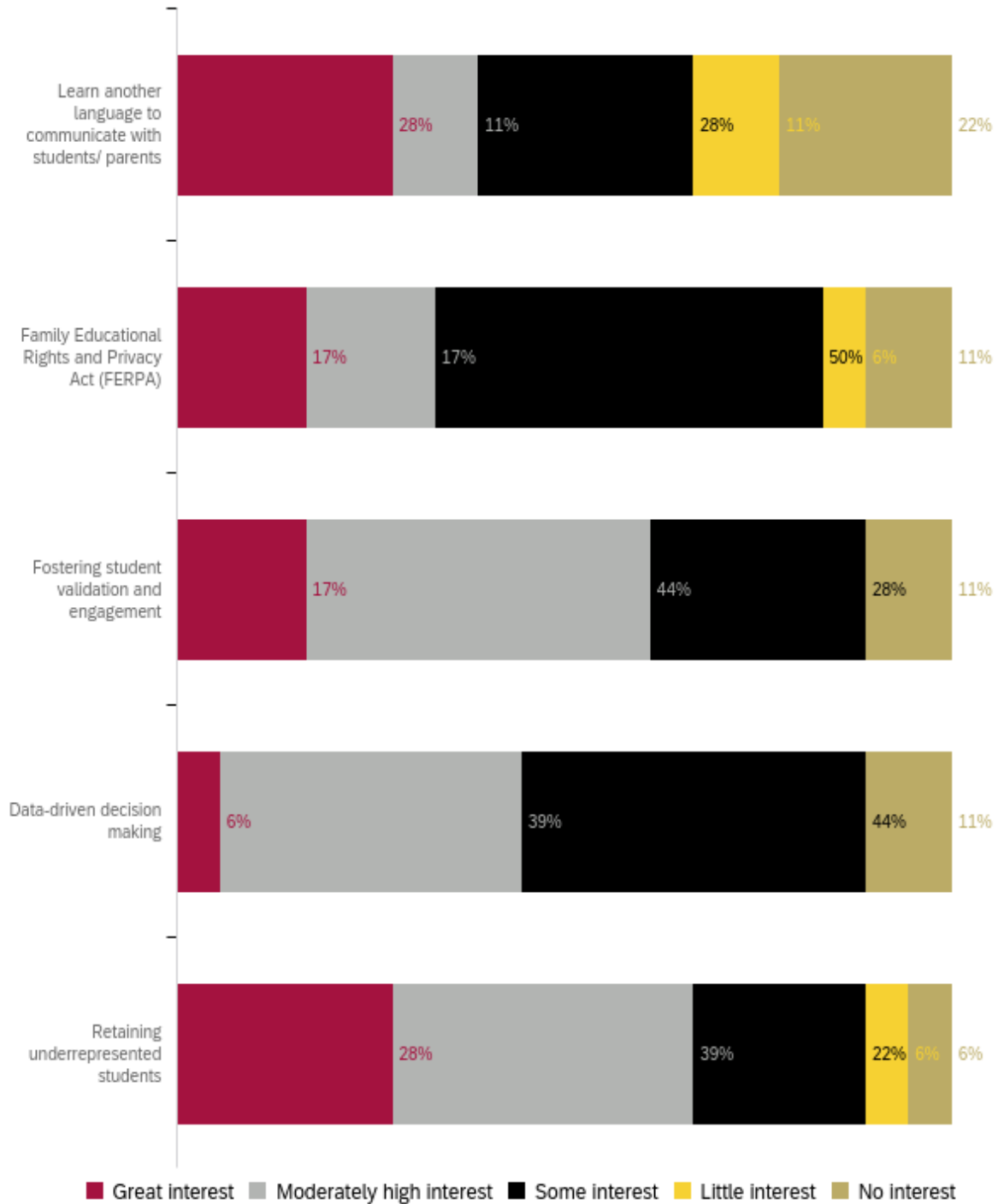


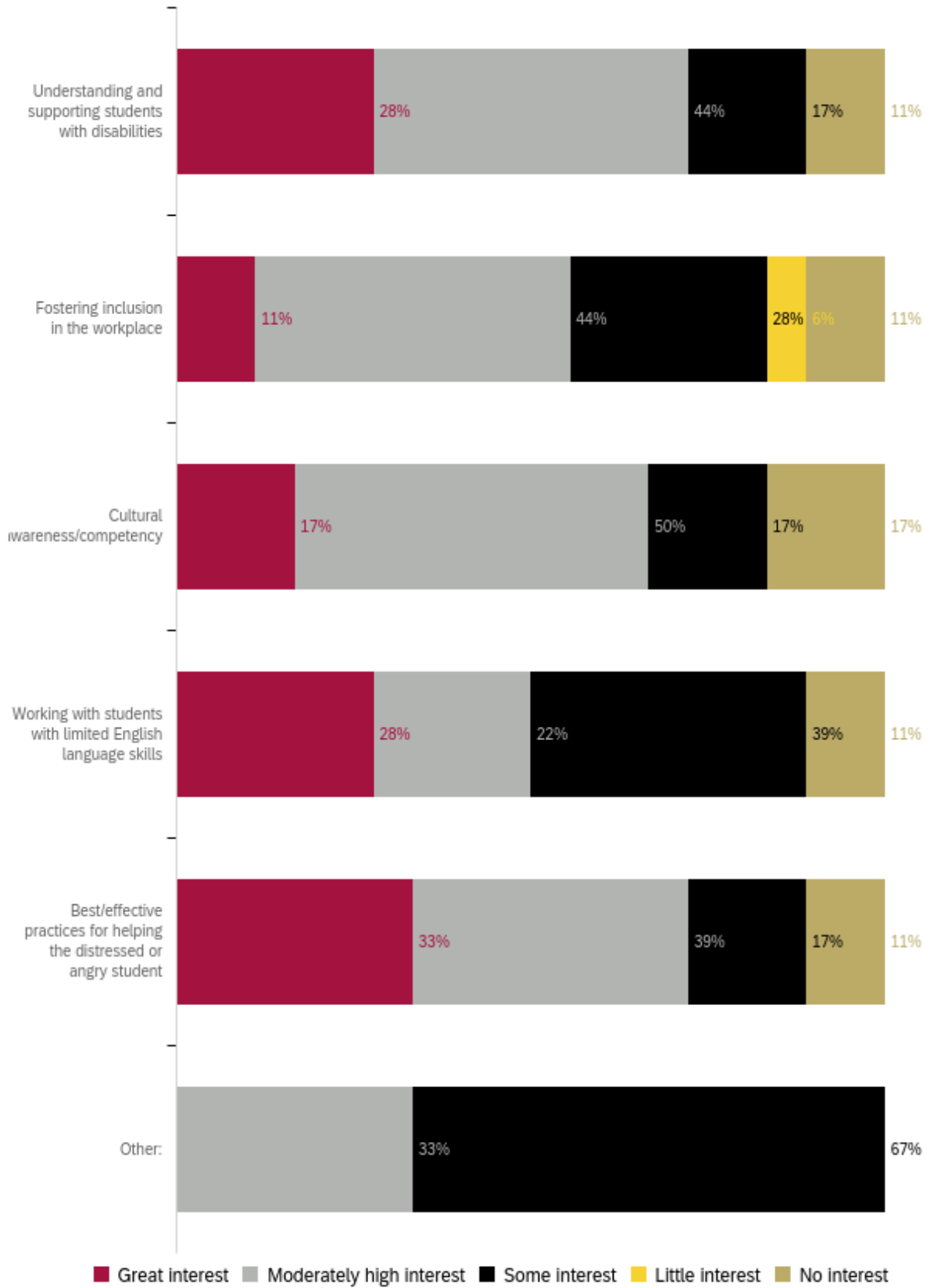
Professional Development for Health and Wellness



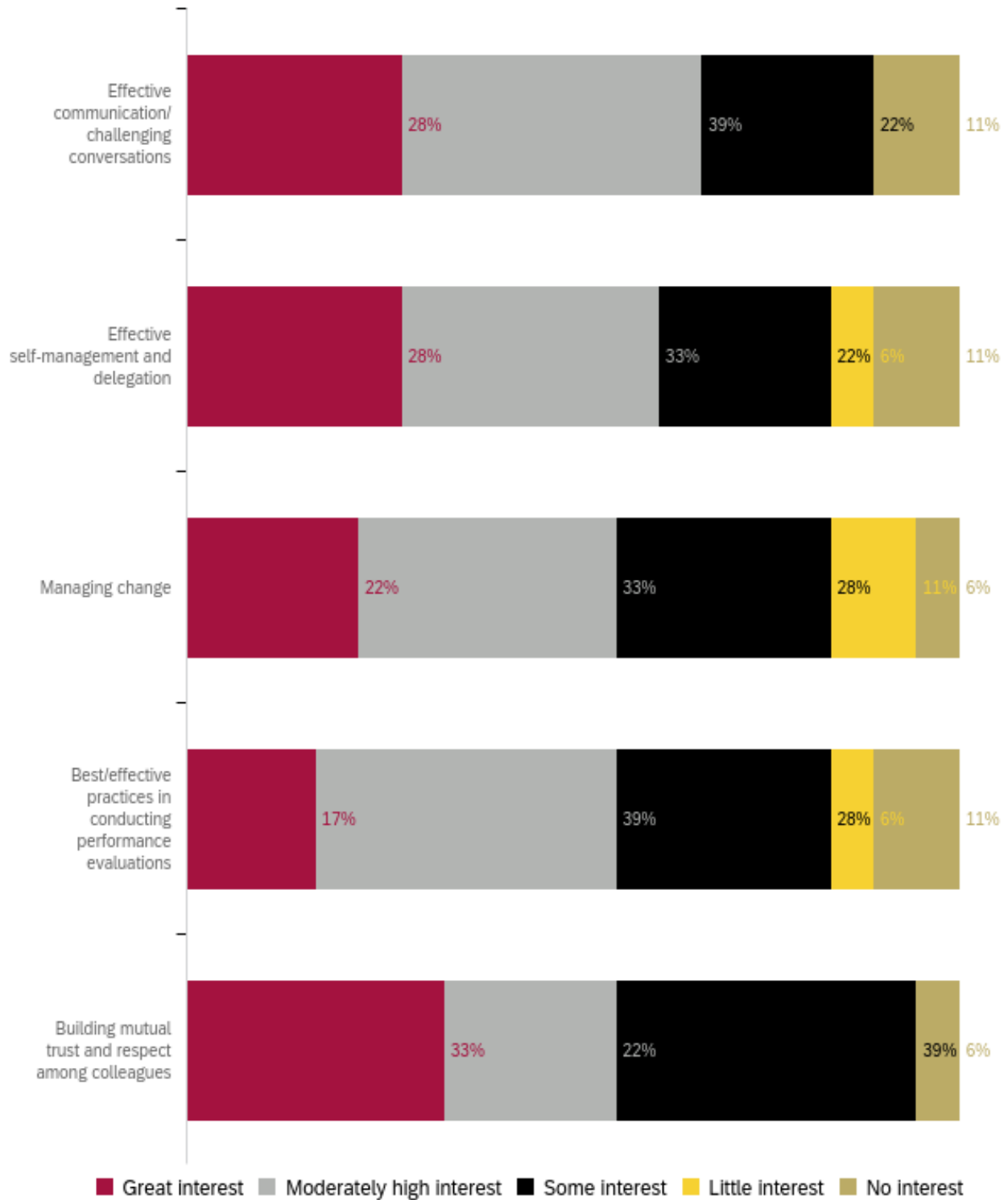


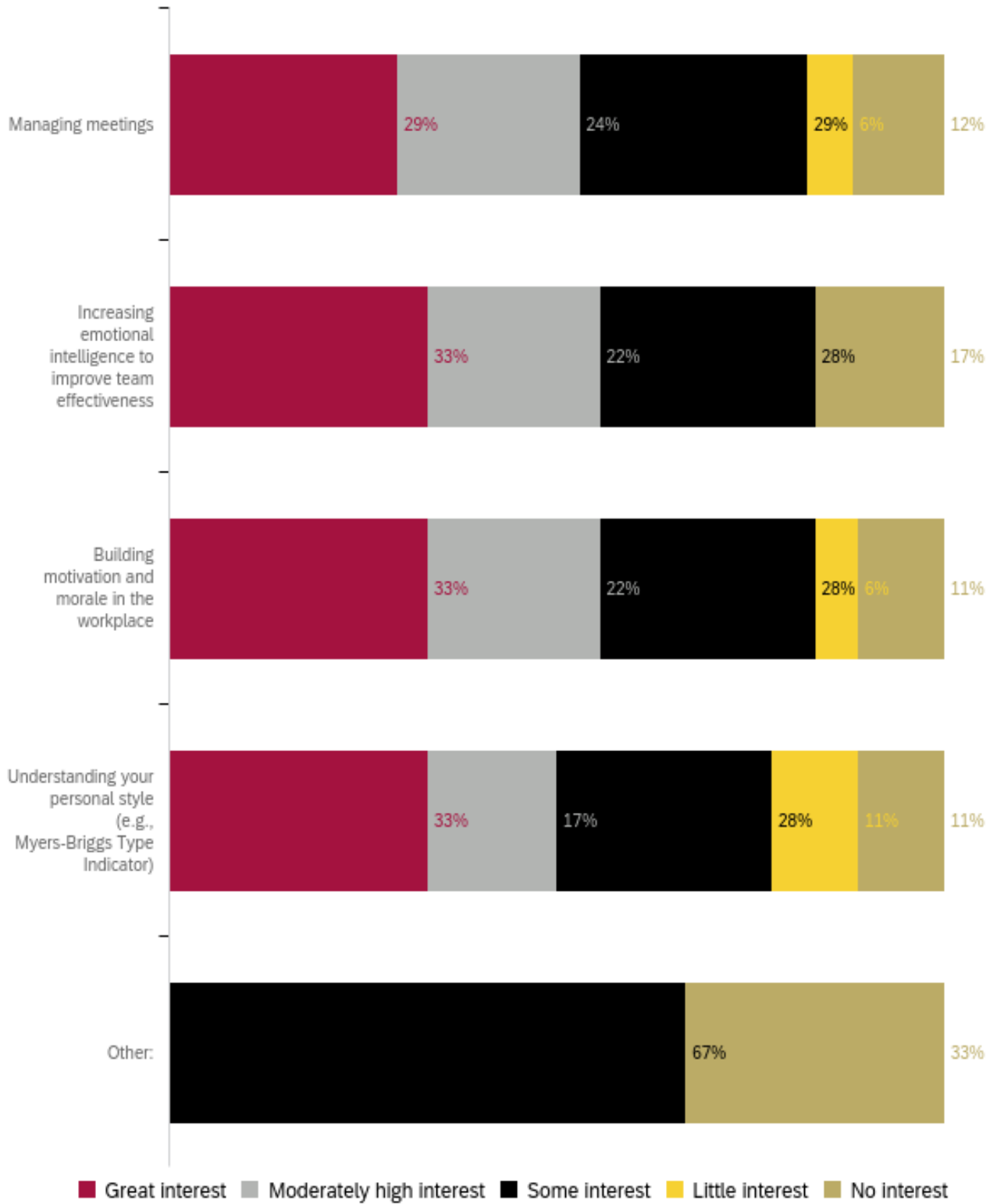
Professional Development to Enhance your Work



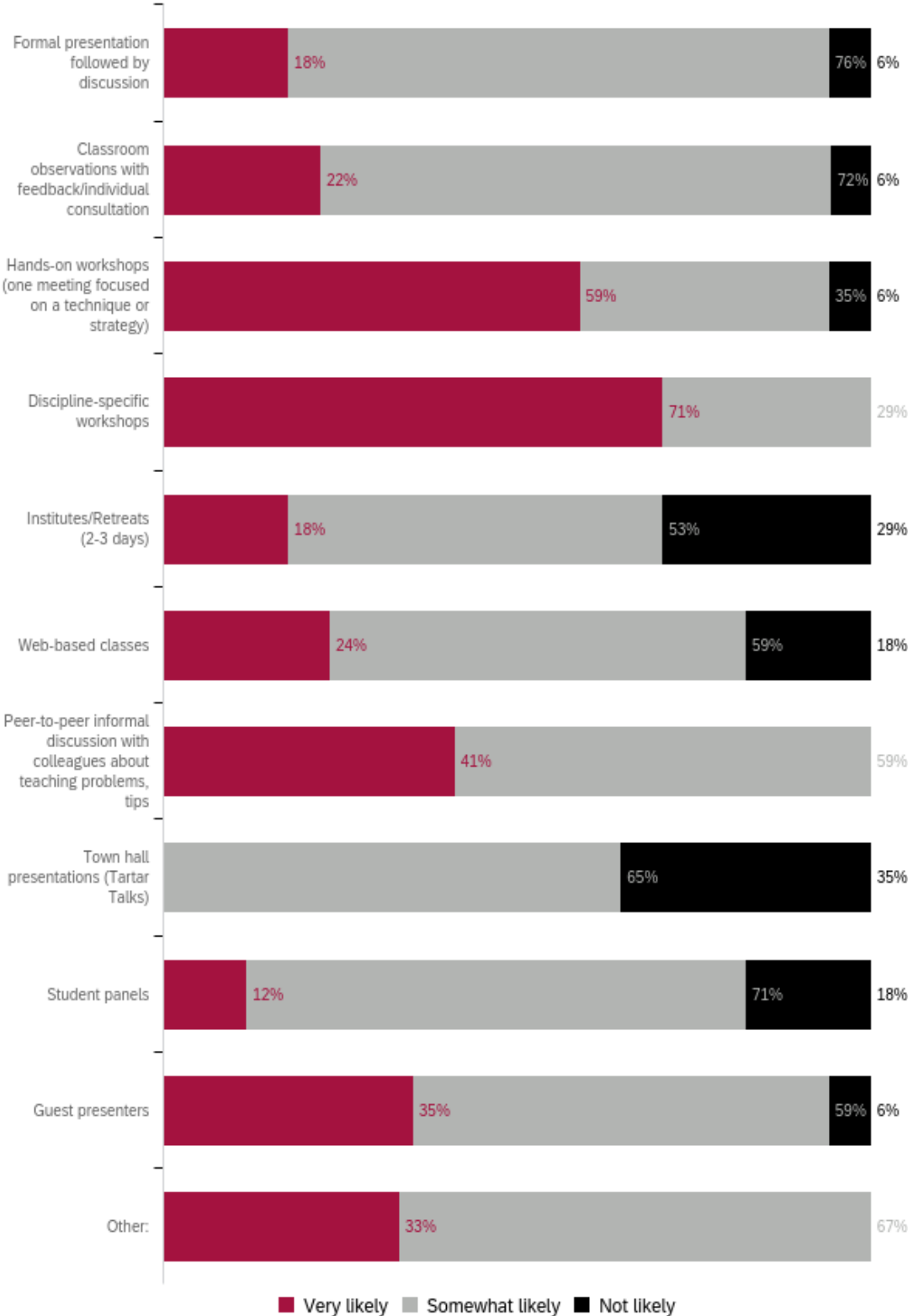


Professional Development for Leadership Skills

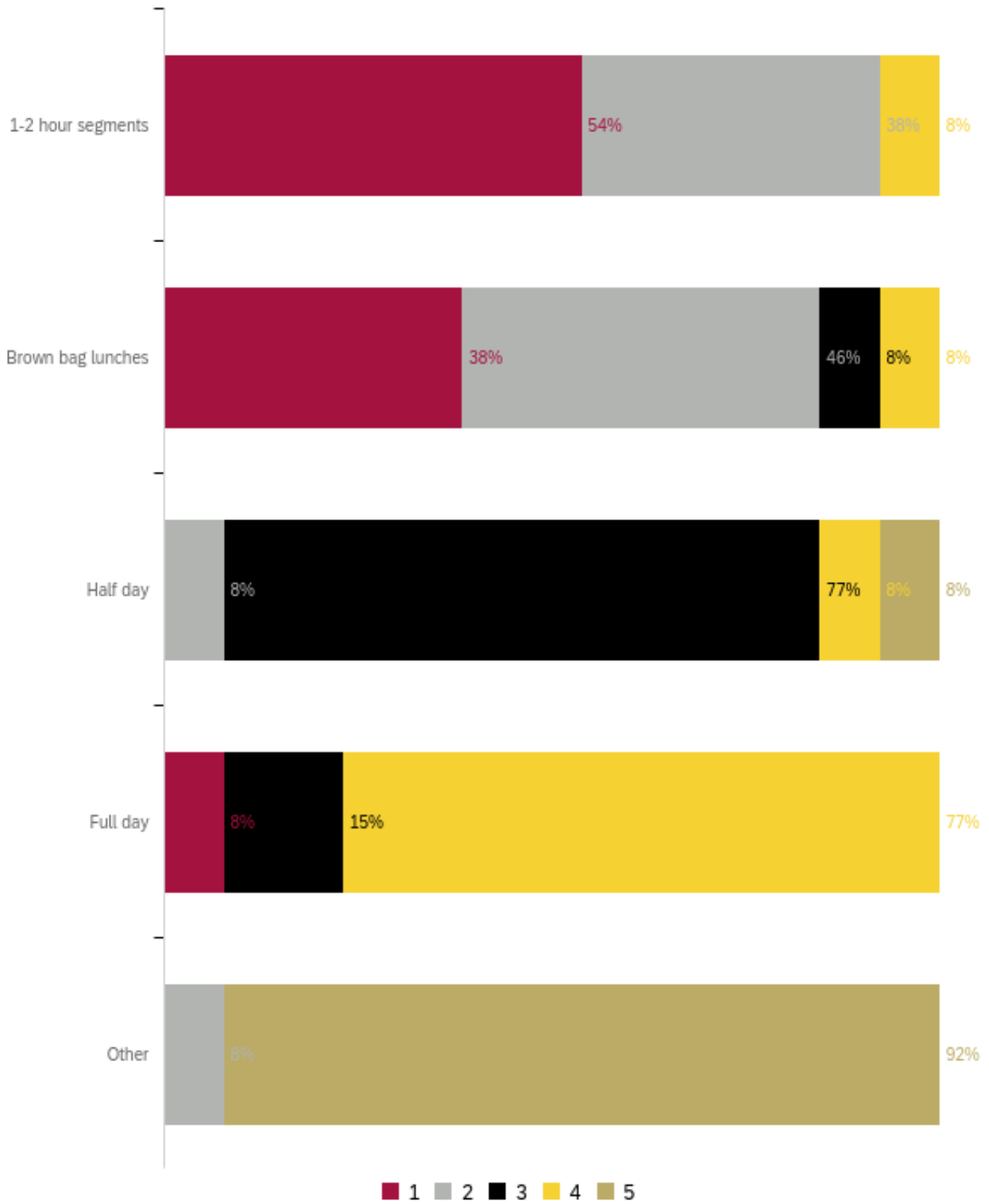




Preferred Professional Development Format⁵

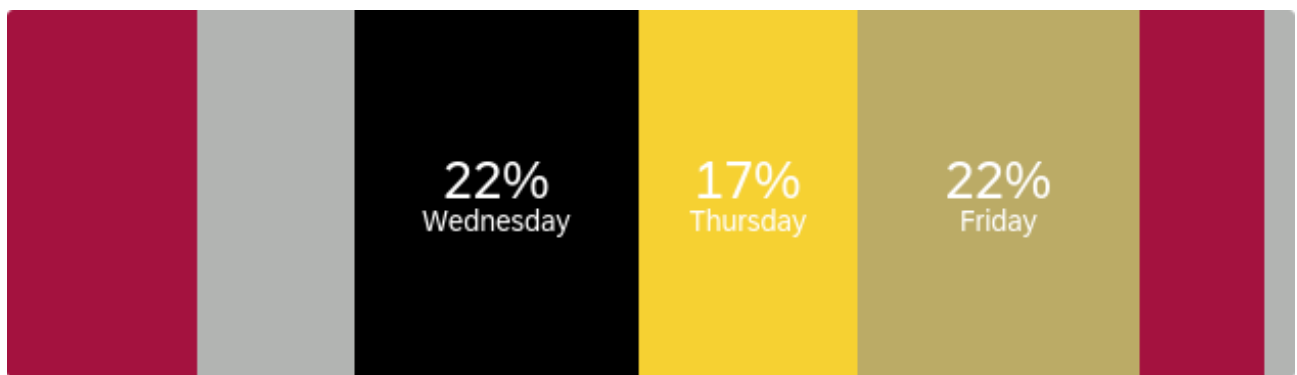
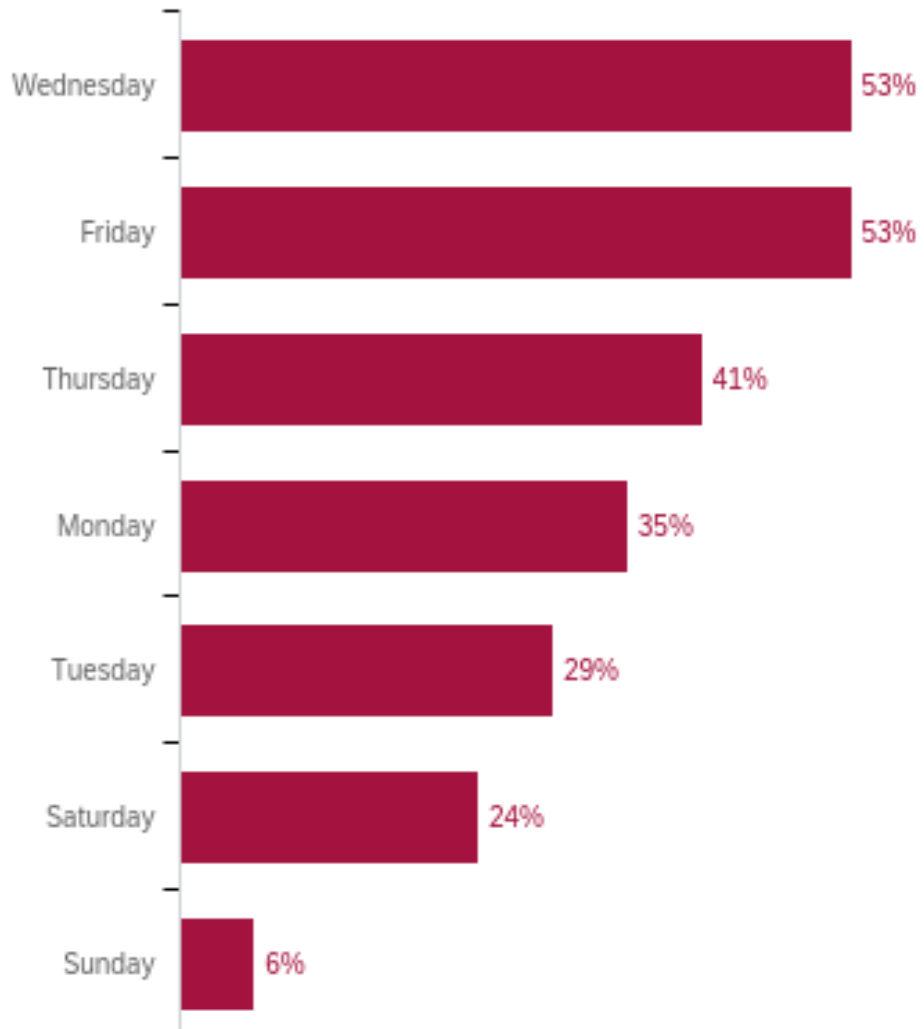


Preferred Format: Ranked 1 (first) to 5 (last)⁶



⁶ "Other" responses listed in Appendix A

Preferred Day for Training



- Monday
- Tuesday
- Wednesday
- Thursday
- Friday
- Saturday
- Sunday

What do you need to enhance your career?

Responses:

- N/A
- I will think
- First I need a better understanding of how things operate at Compton College. For example, I had to meet directly with my Dean to learn about how my workload is calculated. This is something that maybe could have been learned in a new hire orientation. This is not the only topic that has come up where I need to seek out an individual when that individual's name or office could have been on a list that I could refer to. I had to seek out individual help with understanding my medical benefits, retirement benefits, reinstating a student into my class, the incomplete grade process and follow-up, and I am still wondering, after 2 years of online teaching, how I can have my high school students take my online exams while using Proctorio. After understanding more of the logistics, I would like to have an understanding of what the committees are, what they are expected to accomplish, and how they operate. As for personal growth, I would like more tools and understanding about curriculum development, project management, and using the Microsoft suite of applications to my advantage in the classroom and for project and curriculum development.
- Online sessions offered at least at two different days. Make the recordings easily accessible to faculty and staff on the school website.
- More experience in online teaching
- Need course specific workshops.
- more workshops on best practices to increase student retention, student participation as it applies to all subject and STEM
- I need more mentoring support from administrators and leadership such as 1-on-1 check-ins.

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

Responses:

- Availability Tutors for my courses
- I'd like to be able to attend more conferences, seminars, webinars, etc. on topic related to my work, but I do not know what to do when the event occurs on a day, or on several days when I am expected to be teaching. For example, do I have to use my sick leave time for that in order to not miss getting paid for that day? Will it be ok for me to leave my students some work to do asynchronously while I am away or do I need to find a substitute?
- N/A
- Workshops on best practices specific to STEM.
- A creative and professional environment for learning
- Several teaching modalities such as visual, oral & hands-on
- Having working equipment and proper set of models in the classroom.
- Learn how to adjust STEM curricula to account for students who do not read texts, do homework, do not ask questions during class, do not request more information when they do not understand a concept, do not use tutor resources, do not attend office hour, will not avail themselves of extra credit opportunities, will not take notes during class...
- Have activities offered more than one time at different times of the day.

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

Responses:

- That's it
- Nothing at this time. Thank you!
- NA
- Frequent offerings
- Relevant professional development that concludes while it's enjoyable... not protracted!!
- Have the option of attending workshops in-person or online

Appendix A: “Other” Responses

Non-participation “Other” responses:

- I'm unsure of how release time works. I have questions like how much release time is allowed. Do I need to find a substitute for my class or can I just have my students work virtually, asynchronously, while I'm away.

PD for GPD “Other” responses:

- Caseload Management, Campus Wide Metrics, Faculty Implementation of Guided Pathways

PD for Teaching “Other” responses:

- Good practices as they apply to STEM
- Developing a Sense of Belonging for LatinX students; Engaging Men of Color

PD for Technology “Other” responses:

- Online active learning platforms for chemistry
- Canva
- Word

PD Format “Other” responses:

- We need to redesign Tartar Talks to be more collaborative. When I attend, it feels like I am just hearing updates regarding the President's weekly updates. I would like for both Academic Affairs and Student Services to use the time to collaborate in this space.

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

- Annual Institute; Monthly Town halls