



# California Community Colleges

## Institutional Effectiveness

### Institutional Effectiveness Partnership Initiative Mini-Partnership Resource Teams Institutional Innovation and Effectiveness Plan Date: 12/16/2020

**Name of Institution: Compton College**

Area of Focus	Objective	Responsible Person	Target Date for Achievement	Action Steps	Measure of Progress	Status As of Date: 12/7/2020
A. Creating a permanent, robust, and coordinated infrastructure for professional development with an emphasis on DEI work	1. Develop and implement web-based, self-paced, asynchronous opportunities for flexibility (Vision Resource Center and EAB) for 100% of employees.	Pilar Huffman	July 2021	a. Train employees on Vision Resource Center and EAB in February 2021 b. Offer ongoing labs in spring 2021 on utilizing Vision Resource Center and EAB	a. Trainings completed; number of users utilizing Vision Resource Center and EAB b. Ongoing labs provided; frequency of use of Vision Resource Center and EAB	a. To be reviewed b. To be reviewed
	2. Fully implement the train-the-trainer model for faculty on inclusive classroom spaces and culturally relevant teaching (online and face to face).	Pilar Huffman	September 2021	a. Bring content experts (internal and external) to Compton College to train faculty b. Provide opportunities and space for faculty to practice train-the-trainer model by conducting their own trainings	a. Content experts assigned; number of inclusive classroom and culturally relevant teaching workshops held; number of participants b. Space designated; opportunities scheduled; number of trainings provided internally by in-house faculty; number of participants	a. To be reviewed b. We will begin measuring number of in-house trainings starting fall 2021 after faculty have had an opportunity to become familiar with train-the-trainer model
	3. Increase working knowledge of professional development and Diversity, Equity, and Inclusion (DEI) among faculty, Classified staff, and management staff (as part of logic model to create clear lines of communication and coordination for all professional development efforts).	Tina Kuperman	December 2021	a. Provide mandatory workshops and open dialogues on professional development and DEI for Classified staff and management staff b. Provide flex-credit-eligible workshops and open dialogues on professional development and DEI for faculty	a. Number of relevant workshops and open dialogues provided to and attended by classified and management staff; number of participants b. Number of relevant workshops and open dialogues provided to and attended by faculty; number of participants	a. To be reviewed b. To be created
	4. Provide the Compton College campus community with opportunities to participate in nationwide and statewide webinars and workshops regarding DEI.	Pilar Huffman	Ongoing	a. Provide funding and support for quality nationwide and statewide webinars and workshops for campus community	a. Number of webinars and workshops offered to campus community; number of participants	a. Currently provide some opportunities, but will continue to research and pay for future opportunities

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	5. Create spaces for employees to report out on lessons learned from professional development.	Tina Kuperman	July 2021	<ul style="list-style-type: none"> <li>a. Build infrastructure for workshop and training participants to have open dialogues and brown bag sessions on lessons learned</li> <li>b. Record (written or video) and post on the Compton College DEI website information collected and lessons learned from professional development</li> </ul>	<ul style="list-style-type: none"> <li>a. Number of dialogues or brown bag sessions hosted; number of participants</li> <li>b. Number of records posted</li> </ul>	a. To be developed

## Request for IEPI Resources to Support Institutional Innovation and Effectiveness Plan

Applicable Area of Focus <i>(Copy from table above.)</i>	Applicable Objective(s) <i>(Copy from table above.)</i>	Description of Resource Needed <i>(Refer to Action Steps above as appropriate.)</i>	Cost of Resource
A. Creating a permanent, robust, and coordinated infrastructure for professional development with an emphasis on DEI work	Develop and implement web-based, self-paced, asynchronous opportunities for flexibility (Vision Resource Center and EAB) for 100% of employees	Resources for incentives for employees to participate in trainings and to utilize Vision Resource Center and EAB	\$5,000
	Fully implement the train-the-trainer model for faculty on inclusive classroom spaces and culturally relevant teaching (online and face to face)	Resources to recruit high-caliber speakers and presenters with expertise in their content areas	15,000
	Increase working knowledge of professional development and DEI among faculty, classified, and management staff (as part of logic model to create clear lines of communication and coordination for all professional development efforts).	Resources to research and recruit high-caliber speakers and presenters with expertise in their content areas	45,000
	Provide the Compton College campus community with opportunities to participate in nationwide and statewide webinars and workshops regarding DEI.	Resources to pay for attendance at nationwide and statewide webinars and workshops	10,000
	Create spaces for employees to report out on lessons learned from professional development.	N/A; will be completed internally	0
	<b>Total IEPI Resource Request (not to exceed \$75,000 per institution)</b>		

<b>Approval</b>	
<b>Chief Executive Officer</b>	
Name: Dr. Keith Curry	
Signature or E-signature:	Date:

<b>Collegial Consultation with the Academic Senate</b>	
<b>Academic Senate President</b>	
<i>(As applicable; duplicate if needed for district-level I&amp;EP)</i>	
Name: Dr. Minodora Moldoveanu	
Signature or E-signature:	Date: