



OFFICIAL MINUTES

- I. **Call to Order** – The meeting was called to order at **11:03am**.
- II. **Roll Call**
Members present: Aaron Roberts (coordinator), Giana Carey, Sean Davis, Xuchi Eggleton, Rica French, Thao Ha, Bruce Hoskins, Tricia Hoste, Dominique Ingato, Jim Julius, Lynne Miller, Brian Page, Zica Perovic, JahB Prescott
Members absent: Anna Alessi
Others present: curry mitchell, Charlie Ng, Leila Safaralian
- III. **Teleconferencing Meetings**
 - A. **Teleconferencing Meeting Pursuant to AB 361 - Roberts**
Description: *The Professional Development Program (PDP) Committee will consider whether to authorize teleconferencing meetings pursuant to recent legislation AB 361, since meeting in person would present imminent risks to the health or safety of attendees. In order to continue to meet under these abbreviated teleconferencing procedures, AB 361 requires a legislative body to make specified findings not later than 30 days after the teleconferenced meeting and to make those findings every 30 days thereafter. PDP will consider the circumstances of the state of emergency and determine if the emergency continues to directly impact the ability of members to meet safely in person OR if state and local officials have imposed or recommended measures to promote social distancing.*
MSU (Hoskins / Davis) to approve teleconferencing the PDP meeting pursuant to AB 361.
Before the meeting got underway, Aaron Roberts asked everyone to share what has moved them this semester. Everyone shared some of the ups and some of the challenges of this semester. Roberts shared about the new approach to orientation and Loadstar for new faculty. Chad Tsuyuki and he have partnered to revamp the approach to mentorship and new faculty members.
- IV. **Individuals Wishing to Address the Committee** (*on items not on the agenda*) – None.
- V. **Changes to Agenda Order** – None.
- VI. **Consent Calendar**
 - A. **Regular Meeting Minutes of October 14, 2022**
The consent calendar was tabled until February.
- VII. **Reports - No reports were given due to time certain presentations and a lack of time.**
 - A. **Coordinator** – Aaron Roberts
 - B. **C3** – Sean Davis
 - C. **Online Education** – Jim Julius
 - D. **DEqCC** – Xuchi Eggleton
 - E. **CCC** – JahB Prescott
- VIII. **New Business**
 - A. **Achieving the Dream Possibility Statements and Professional Learning Report** – Ng
Vice President of Human Resources, Charlie Ng, attended the meeting to talk about the possibility of the professional learning statements and the ongoing work with Achieving the Dream. After discussion by the PDP committee and in order to vote on a recommendation to send the statements forward to Academic Senate, PDP is being requested to suspend the rules to do a first and only read of the possibility statements.
MS (Hoskins / Julius) to suspend the rules in order to vote on the Achieving the Dream Possibility Statements and Professional Learning Report.
Hoskins withdrew the motion.
After extensive discussion, no motion was made to approve the Possibility Statements and Professional Learning Report.

Ng gave an overview of where things are in the process. Prior to Covid, many attended the Achieving the Dream conferences. The key takeaway from a couple of the trips over a couple of years was that some of the organizations around the country that have been doing transformative work for students have very robust professional development programs that have certain features and facets around what they do. With that takeaway, MCC hired an achieving the dream coach to assess where we are with professional development. We want to see if there are any options to make some improvements on the good work we already do. The coach did many interviews with faculty, classified professionals, and administrators. The bottom line was that she produced a report and identified all the things that we are doing well and some opportunities we have. The report was circulated to different groups on campus. After that, the first step was to build a foundation of some understanding around what the future can look like. The activity ended up being a list of ideas on what the possibilities would like and then how we could get there. They did not want a single vision statement but, instead, a collection of thoughts that ultimately became the possibility statements. They would then commission a design team in the spring which would include faculty and other constituent stakeholders and then the next step to actually put together what something would look like based on these statements. These are making the rounds for feedback and hopefully support.

Roberts noted that the goal of PDP is to recommend to Academic Senate what we think about these statements and this work.

Safaralian noted that professional development is the primacy of faculty and is #8 under the 10+1. We do not want to let go of anything that is under the primacy of faculty. When asked, Ng noted that the reason to start this work of Professional Learning in spite of the great work PDP is doing right now is that the data around the report is the genesis for what was learned from ATD. The report basically says these are the good things happening and here is where we could improve. A need was identified through the interviews. Plenty of faculty and classified professionals said we can do better on some things. If we don't change anything, then all the voices who made those concerns will not be heard or prioritized. Administration fully recognizes the primacy around professional development. The idea of collaborating is what we are trying to do without going into primacy or giving up 10+1. It also includes other training things that are required for the job but not for PD. The report does not say anything about taking over primacy nor about losing control and he does not know where that is coming from. There is a desire for collaboration and address specific issues identified by the interviews of MCC employees; not to change things that are already good but to do something that's better for the entire school as a whole. The Board and administration are willing to commit resources to this, as well.

Thao Ha echoed what Ng said and noted this conversation is about transformational change at the institutional level. That means everyone needs to be on board. The current way we have PD and learning is that we are not all collaborative or in the same space. There have been concerns that administration or the institution is forcing this down our throats and taking this away from faculty. However, where is the evidence that this will happen and what are the fears? She noted that we are changing a structure, but the ethos of professional development will always maintain itself in the primacy of the Senate for faculty. But, if we want our classified staff and student government to help us push the things that we need to do, then why not?

Roberts noted two spots that could use an adjustment in order for primacy to be maintained. One statement is in the "how" which says, "outcomes and expectations are written into policies and procedures." However, outcomes and expectations of faculty PD should not be written into policies and procedures. There is another statement that says, "blend of institutional and individual learning, for example, for full-time faculty, 80% of their professional learning could be personal and specific to their own needs, with the other 20% institutional based." He thinks anything that is institutional based is optional. He further discussed the difference between a theme versus institutional training. If these could be addressed, he would be more comfortable with this document.

It was further agreed by others that some things need to be clarified so it does not point to faculty giving up any kind of control or allowing certain things to be dictated to them. Perhaps the idea of institutional needs to be changed in the way it is said to reflect a lot of the things that have been talked about in PDP over the years and trying to get outside of the flexible flex week box trying to develop community that is sustained over time.

Ng thanked everyone and noted that the design team will be commissioned whether the statements are approved or not. It is about giving them the opportunity for them to work on something. Overall, PDP would like to massage these existing statements. Ng said that if the committee wants to delay this to the spring because more time is needed, then take the time. He is looking for an endorsement of collaboration and to keep up the momentum but if there is a need to slow down and get on board with the collaboration piece, then that is fine. He doesn't see any reason why the design team can't be formed while the possibility statements are being worked on.

Roberts noted that PDP can vote at the next meeting in February.

For this complete conversation, visit the recording of this meeting at this [LINK](#).

IX. Information/Discussion

A. Cultivating Human Connection: A Collaboration Between Senates – *mittchell*

curry mittchell, the Academic Senate VP, joined the meeting to discuss the collaboration between Academic and Classified Senates for a special event during Flex week. They are putting together an event on Thursday, January 19th, to take place on the Oceanside campus in the dining hall. It is titled Cultivating Human Connection and was an idea collaborated between Leila Safaralian, Robin Ally, and mittchell. Further, Carl Banks and Lori Schneider have joined the discussion as well as Jim Sullivan. The flyer has been shared by email with the campus community and folks have already started to respond. The agenda is for classified professionals, academic, and administrative groups to work together, and individually, to connect can collaborate with one another and grow as a college. The day is to get together as all members of the community and collaborate as silos at one point and break out and then come back together as a whole body and collaborate again. Safaralian noted that the reason they wanted to have this event was for more collaboration with classified professionals and so to have a day when all MiraCostan's could get together and build relationships. There will be a team building activity at the beginning. It is also the hope that this will be an annual event in the spring during flex week. Ng noted that this event helps address points in the campus climate survey to create community, a sense of belonging, getting to know each other, and more. Faculty have more flexibility to attend but we need to get more classified to be able to come as well.

B. CARE Team Training – *Roberts*

Description: The CARE team approached SAS and PDP leadership to discuss the need for a training for students in crisis and/or students causing disruption during classes. There have been an increasing number of CARE referrals for class disruption this semester. Instruction and Student Services will partner on developing a training for the campus to support the needs of staff, faculty, and students. There was not enough time to discuss this item. It will come back to a future meeting.

C. Spring 2023 Flex Week – *Roberts*

Description: Flex week is upon us. A few PDP volunteers are needed to help with the Thursday Flex week event and, hopefully, some Hallway Chats. The committee will discuss PDP members documenting and sharing some cool Flex resources.

There was not enough time to discuss this item. It will come back to a future meeting.

X. Adjournment – The meeting adjourned at 1:09pm.