



PROFESSIONAL LEARNING & ENGAGEMENT COMMITTEE

Minutes



Facilitator: Pilar Huffman

Date: October 7, 2022

Recorder: Hoa Pham

Time: 11:00 a.m. **Location:** Zoom Meeting

<p>Vision: Compton College will be the leading institution of student learning and success in higher education.</p>
<p>Mission Statement: Compton College is a welcoming and inclusive community where diverse students are supported to pursue and attain student success. Compton College provides solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment.</p>

ATTENDEES:		
<u>X</u> Fazal Aasi	<u>X</u> Pilar Huffman	<u> </u> Russell Ekbohm
<u>X</u> Sarah George	<u>X</u> Hoa Pham	<u>X</u> Andree Valdry
<u>X</u> Linda Wilkerson	<u> </u> Stephanie Leonor Del Cid	<u>X</u> LaVetta Johnson
<u>X</u> Gayathri Manikandan	<u>X</u> Chris Perez (guest)	<u>X</u> Gilberto Behar

<p>AGENDA:</p> <ol style="list-style-type: none"> 1) Member check-in 2) Minutes approval – Minutes approved by all 3) 2022-2023 Objectives <ol style="list-style-type: none"> a) PLEC Objectives Discussion (group share out) <ul style="list-style-type: none"> - Suggested Objectives: <ul style="list-style-type: none"> • H.P.-Create high-quality professional learning opportunities for students, faculty, classified staff, and administrators through collegial planning that promote culturally responsive communication, critical self-reflection, and inclusive pedagogy. <ul style="list-style-type: none"> ○ S.G.(Chat box) – include anti-racist ○ A.V.(Chat box) – include anti-racist and DEI ○ P.H.-Once people have this knowledge and apply it, what is the transfer of that knowledge. • H.P.-Share knowledge of internal processes and operational changes through professional development to fulfill commitments of accountability and responsibility for all our students, faculty, staff, and administrators. <ul style="list-style-type: none"> ○ H.P.-When possible students should be included so they know about our internal processes but it is difficult with their schedules with school, children, and work. • H.P.-Weave in short-term and long-term professional learning opportunities with a student-centered approach that promote dialogue, skills, and ability to apply effective strategies in different settings, whether virtual or in person, and with diverse populations.
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- G.M.-After faculty implement activities, need to get data and information from students and have a survey about how students and faculty feel. Data collection and how do we track after the activity is implemented and the impact for the student.
- P. H.-Conversation taken to Lauren about how to collect data after the work is being implemented in the classroom. Lauren will be offering ongoing data training in the fall and spring.
- P.H.- Collect data and make us accountable for the learning. Have a deep dive into the data collection
- C.P.-There's an Anti-Racist campaign happening and we are going to be a part of that initiative.
- L.J.- Is something happening with students when classes are cancelled? Are students being placed in online classes. Dr. Mathews can help with that. Someone needs to help students go into another class so students can go on and be successful, instead of being frustrated and going away. Don't want to stigmatize people and have a person leave with that attitude that affects them for life.
- C.P.- All employees need to be intentionally engaging with the students and offering PD opportunities for them and including the student voice. Need to understand the trauma that Black students had in HS and how it impacts them when they get to college. Have an engagement event so we talk, chat, hang out to students in a personal, human level to get to know them to combat the trauma they may be experiencing.
- P.H.-Objectives should be crafted in such a way that everyone can be included not just faculty and we can use them as our foundational objectives for the academic year. Can we have an event or activity that this professional development and committee can share what we do?
- Ideas:
 - L.J Have an International Day when everyone can share their culture
 - L.J.-Have a PD day to demonstrate what the committee has been doing in the past and what is currently being done
 - F.A.-Meeting with individual students after class to better understand their issues and difficulties
 - C.P.-Look at existing events where there could be a collaboration of students and employees and not creating more activities and events that create more work but adding to whatever events that already exist
 - P.H.-There's a Cultural Connections event that's in-depth and related to International Day
 - G.M.-Have an event to have students showcase their talents, increase their belongingness and have family/community come to make them feel like a star. C.P. Talent showcase
 - F.A.-(Chat box) Have a movie night for students. Suggestion of an Indian movie with English subtitles. "Taray Zameen Par". The movie is about how a dedicated teacher changed the life of a student ignored by parents and thought by teachers as unteachable.
- C.P.- Send objectives to the group and have everyone look at it more carefully and give a final approval for next meeting.
- P.H.- Will look at the completed minutes and draft proposed objectives that everyone can look at it and revise as a shared document. This will be the foundation of our objective.

4) Around the Room Discussion (PD Table Topics)

a) Faculty

- C.P.- Use the increased funding for PD for faculty to have counseling training when they are in a stressful situation with students. Discuss how active listening can be used, where to go for resources, tools to be used to handle conversations with students.
- H.P.- Faculty definitely need this PD and help but it's also appropriate for faculty to look for resources from counselors.
- G.M.- Have a Flex Day and a mandatory session for all faculty to attend to help and support students in special situations.
- P.H.- This is a part of good customer service and how do we offer good service to our students.

b) Classified

- P.H.-Let's identify some emerging needs for different employee classifications.
- L.J.- Does PD include everyone? It can be aligned with something new that we are trying to have the opportunity to learn. It's great to go to events in your area but what about learning things that are beneficial to your life. People do not take advantage of their professional development monies. Can we increase the amount to \$2000?
- S.G.(Chat box)-Conference and travel cost is more expensive now.
- P.H.-L.J. recommending that PD be open to other events for something that people might want to become or are interested in besides their current areas. If the committee is making that suggestion, then a proposal will

have to be drafted for the next funding year. Currently, Compton College is one of the highest funded colleges for professional development. But this can be a future agenda item to discuss.

c) Managers

5) Professional Development Committee Updates

a) Classified Development Committee

- P.H.- Actively making sure that PD is available to all classified professionals. Currently working with the Real Leadership Academy cohorts. Everyone has the opportunity to listen to leaders across the state about their own journey in higher education. There is a book club with this group. PD also offers other ongoing opportunities.

b) Faculty Development Committee

- P.H.-Teaching and Learning projects that are being implemented. A Faculty Scholar Program with \$250,000.00 invested with Apple. There's a faculty group going to Ghana.
- S.G.- Presenting to the Board in November with ideas and meeting for next couple of weeks. Dr. Banks to discuss with P. Huffman about specific ideas from the group. Dr. Frank Harris is having a series about supporting Black males with multiple workshops. Dr. Christopher Edmin from USC will also have a series of workshops and everyone is able to pick up his Ratchet Teaching book from HR. Also have other ongoing workshops lead by Faculty Liaisons.

c) Management Development Committee

Managers are engaging in forums and training to help them with areas they are responsible for.

6) Future Agenda Items

P.H. – Committee will make recommendations for more money for travel and hotels and P.H. will draft a formal written proposal and group can edit it together. In order to make institutional changes, need to give proposal to Dr. Curry for consideration.

Next Meeting : November 18

(Holiday meeting may be in-person or hybrid format)

Next Scheduled Meeting: Fall 2022 (TBD-Friday) 11:00 a.m. via Zoom