



**SANTA ANA COLLEGE**  
Professional Development

*Professional Development*

# 2019 SURVEY OUTCOMES

**Classified PD Survey Outcomes** Page 2

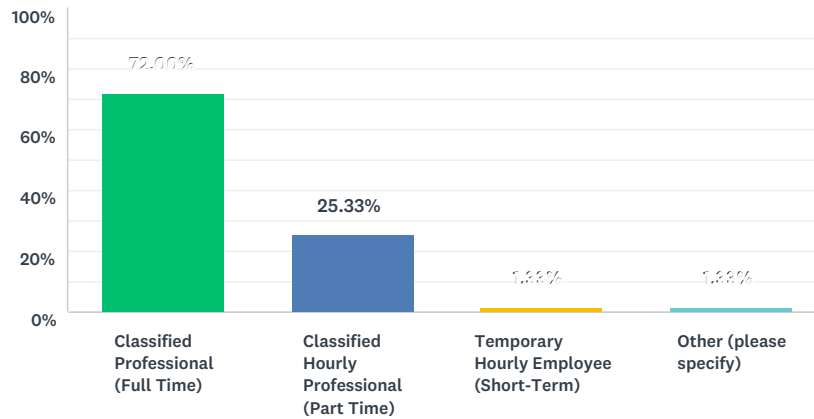
**Faculty PD Survey Outcomes** Page 21

**PROFESSIONAL DEVELOPMENT**

**CLASSIFIED PD  
SURVEY 2019  
OUTCOMES**

## Q1 My current position is (check all that apply):

Answered: 75 Skipped: 0

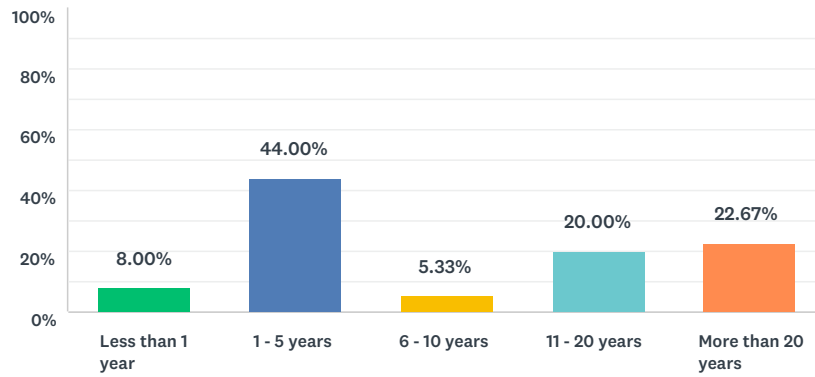


ANSWER CHOICES	RESPONSES	
Classified Professional (Full Time)	72.00%	54
Classified Hourly Professional (Part Time)	25.33%	19
Temporary Hourly Employee (Short-Term)	1.33%	1
Other (please specify)	1.33%	1
Total Respondents: 75		

#	OTHER (PLEASE SPECIFY)	DATE
1	Classified Permanent Staff (Part Time)	9/13/2019 3:29 PM

## Q2 I have worked at RSCCD for (check one):

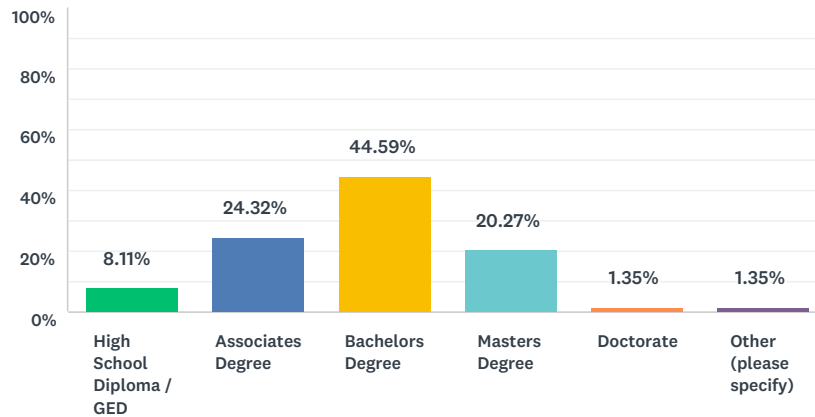
Answered: 75 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 1 year	8.00%	6
1 - 5 years	44.00%	33
6 - 10 years	5.33%	4
11 - 20 years	20.00%	15
More than 20 years	22.67%	17
<b>TOTAL</b>		<b>75</b>

### Q3 My highest level of education attained is (check one):

Answered: 74 Skipped: 1

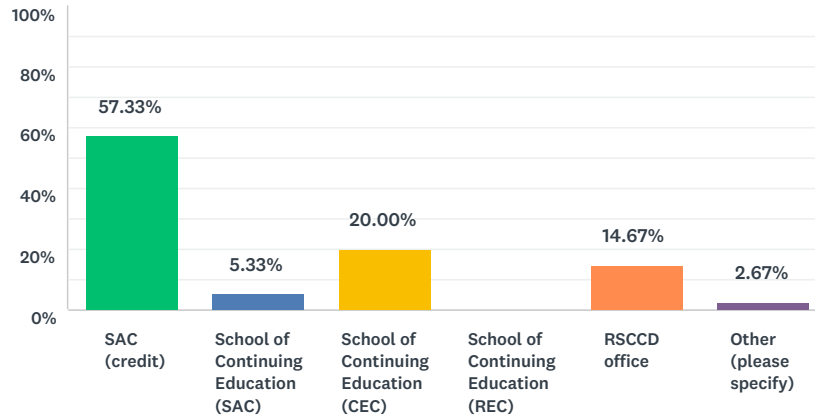


ANSWER CHOICES	RESPONSES	
High School Diploma / GED	8.11%	6
Associates Degree	24.32%	18
Bachelors Degree	44.59%	33
Masters Degree	20.27%	15
Doctorate	1.35%	1
Other (please specify)	1.35%	1
<b>TOTAL</b>		<b>74</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	High School Diploma/Some college	9/17/2019 2:05 AM

## Q4 Please indicate your primary work site

Answered: 75 Skipped: 0

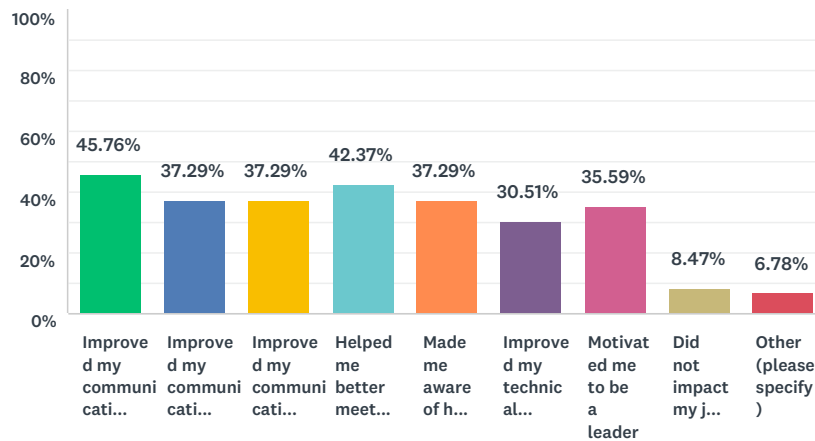


ANSWER CHOICES	RESPONSES	
SAC (credit)	57.33%	43
School of Continuing Education (SAC)	5.33%	4
School of Continuing Education (CEC)	20.00%	15
School of Continuing Education (REC)	0.00%	0
RSCCD office	14.67%	11
Other (please specify)	2.67%	2
<b>TOTAL</b>		<b>75</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Offsite at Valley High School, Santa Ana	9/13/2019 3:58 PM
2	OC SHERIFF'S ACADEMY-TUSTIN	9/12/2019 9:10 PM

## Q5 Has Professional Development impacted your job performance? (check all that apply)

Answered: 59   Skipped: 16

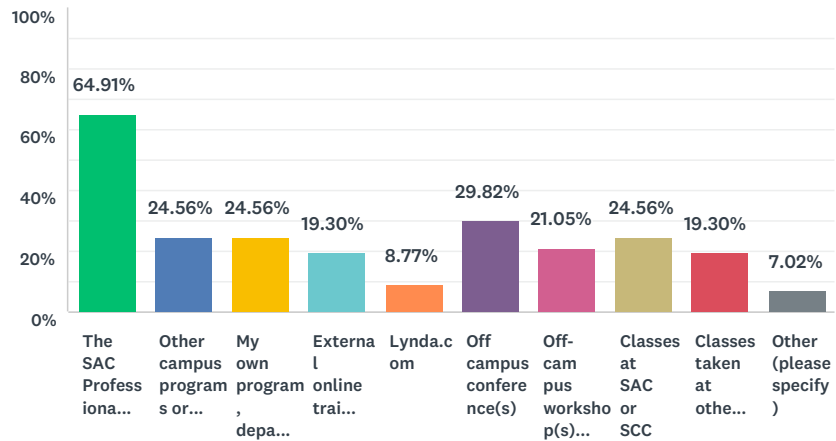


ANSWER CHOICES	RESPONSES	
Improved my communication skills with co-workers	45.76%	27
Improved my communication skills with students	37.29%	22
Improved my communication skills with my supervisor	37.29%	22
Helped me better meet student needs and answer questions	42.37%	25
Made me aware of how to be fair to all candidates in the interview process	37.29%	22
Improved my technical skills	30.51%	18
Motivated me to be a leader	35.59%	21
Did not impact my job performance	8.47%	5
Other (please specify)	6.78%	4
Total Respondents: 59		

#	OTHER (PLEASE SPECIFY)	DATE
1	Improve communication skills in general	9/26/2019 6:50 PM
2	Haven't done any professional development classes. Only leadership classes/program.	9/17/2019 2:18 AM
3	n/a	9/13/2019 3:45 AM
4	have not been to many of the workshops	9/12/2019 9:16 PM

## Q6 I receive professional development from (check all that apply):

Answered: 57 Skipped: 18



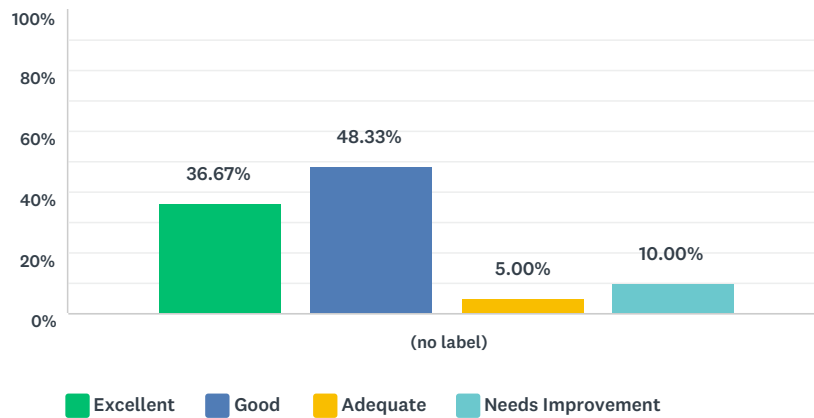
ANSWER CHOICES	RESPONSES	
The SAC Professional Development Office	64.91%	37
Other campus programs or departments	24.56%	14
My own program, department or division	24.56%	14
External online training or webinars	19.30%	11
Lynda.com	8.77%	5
Off campus conference(s)	29.82%	17
Off-campus workshop(s), seminar(s), etc.	21.05%	12
Classes at SAC or SCC	24.56%	14
Classes taken at other colleges	19.30%	11
Other (please specify)	7.02%	4
Total Respondents: 57		

#	OTHER (PLEASE SPECIFY)	DATE
1	I take it upon myself to stay up to date with higher education-oriented news, I share best practices with colleagues, I get reading recommendations from mentors and colleagues.	9/19/2019 5:12 PM
2	Have done leadership classes/program at SAC.	9/17/2019 2:18 AM
3	n/a	9/13/2019 3:45 AM
4	none	9/12/2019 9:16 PM



## Q7 Overall, how would you rate the quality of the Professional Development activities provided by SAC?

Answered: 60 Skipped: 15



	EXCELLENT	GOOD	ADEQUATE	NEEDS IMPROVEMENT	TOTAL	WEIGHTED AVERAGE
(no label)	36.67% 22	48.33% 29	5.00% 3	10.00% 6	60	3.12

#	PLEASE EXPLAIN HOW/WHAT IMPROVEMENTS COULD BE MADE.	DATE
1	have not been involved	9/26/2019 11:15 PM
2	I have not taken Professional development classes provided by SAC	9/26/2019 10:00 PM
3	More workshops that cover topics that are relevant and will help with professional development.	9/19/2019 5:15 PM
4	Classified Professional Development Day was a start, but I learned more about Schools First and CalPers retirement benefits versus what's actually happening on the campus and how that impacts what I do on a daily basis.	9/19/2019 5:12 PM
5	Would like to know more about how to request funds if wanting to attend conferences/seminars/etc. Would like to be able to do online webinars that allow flexibility to participate outside of working hours. Need to hold informational sessions about how to submit for professional development credit and what the restrictions/limitations are. Need to have classified more involved in the creation and presentation of professional development activities as more often than not they are put on by faculty that have no idea what our jobs entail and they do not even attempt to customize the material to our needs.	9/19/2019 4:32 PM
6	Varies too much. Depends on presenter and topics. Some are amazing, while others are very bad.	9/19/2019 4:21 PM
7	More availability to dates and more variety of times.	9/17/2019 8:24 PM
8	The following 2 would be a huge benefit to staff/faculty/admin at SAC: Formerly Incarcerated or System Impacted Ally Training and LGBTQ+ Safe Zone training. The Safe Zone has been MIA for a while now and needs to return w/ webpage on liaison information abiding by California Education Code Section 66271.2 which indicates that the Governing Board of California Community Colleges has requested that each community college district designate an employee at each college as a point of contact for the needs of LGBTQIA faculty, staff, and students. In addition, "at a minimum, the name and contact information of the designated employee shall be published on the internet web site for the respective campus and shall be included in any printed and internet-based campus directories."	9/17/2019 5:06 PM
9	Haven't done any professional development classes yet.	9/17/2019 2:18 AM
10	more discussion and practice role-playing or implementation practice for the classroom. more workshops	9/16/2019 6:20 PM
11	Offer more "Soft Skills" trainings such as communication, stress management, interpersonal relationships, etc	9/16/2019 3:21 PM
12	Offering more options.	9/12/2019 10:50 PM
13	Courses need to be tailored to our organization, the courses offered are generalized and often do not contain applicable skills that can be utilized on the job. Communication, leadership, management skills are all good courses but fail to make any significant impact on the job. Please offer courses like accounting must know, budgeting techniques, report writing, communication and presentation tips, courses that can directly impact day to day operations.	9/12/2019 10:39 PM

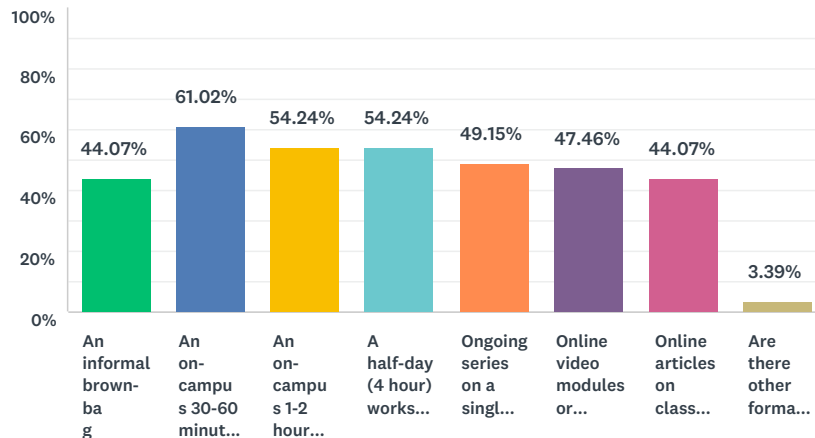
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	Improvements could be made through offering more PD opportunities that are applicable to all staff. This could include communicating with supervisors, conflict resolution in the workplace, healthy ways to manage workload, etc. Additionally, there are a number of young classified staff early in their professional careers. Holding a few workshops on advancing in careers or how to grow as young professionals could be beneficial.	9/12/2019 9:30 PM
15	to let managers know the importance of these workshops, in the beginning, they did not encourage you to go. I have been to some and they have helped. I wish I could have done more !	9/12/2019 9:16 PM

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## Q8 Which of these formats would you participate in? (check all that apply)

Answered: 59 Skipped: 16

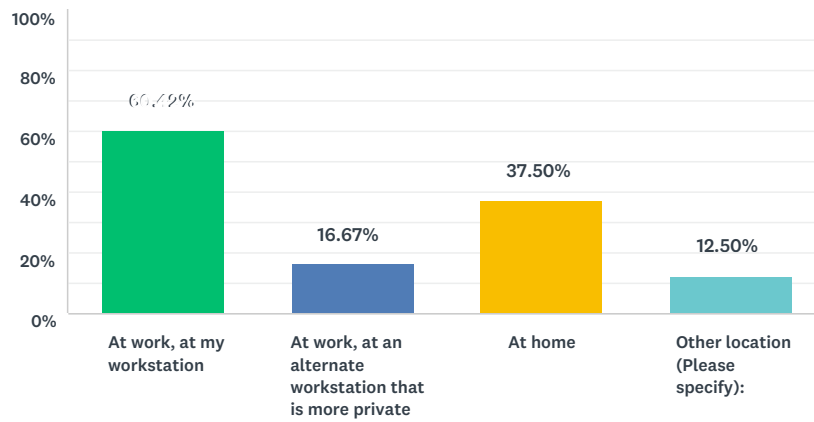


ANSWER CHOICES	RESPONSES	
An informal brown-bag lunch.	44.07%	26
An on-campus 30-60 minute presentation.	61.02%	36
An on-campus 1-2 hour presentation.	54.24%	32
A half-day (4 hour) workshop.	54.24%	32
Ongoing series on a single topic.	49.15%	29
Online video modules or podcasts that you can view on your own at any time.	47.46%	28
Online articles on classified professional development topics.	44.07%	26
Are there other formats you would like to participate in (please specify).	3.39%	2
Total Respondents: 59		

#	ARE THERE OTHER FORMATS YOU WOULD LIKE TO PARTICIPATE IN (PLEASE SPECIFY).	DATE
1	Full day training event with multiple workshops	9/16/2019 3:21 PM
2	webinars	9/13/2019 6:34 PM

## Q9 When participating in online activities and/or webinars, where have you participated from? (check all that apply)

Answered: 48 Skipped: 27



ANSWER CHOICES	RESPONSES
At work, at my workstation	60.42% 29
At work, at an alternate workstation that is more private	16.67% 8
At home	37.50% 18
Other location (Please specify):	12.50% 6
Total Respondents: 48	

#	OTHER LOCATION (PLEASE SPECIFY):	DATE
1	N/A	9/19/2019 4:32 PM
2	Haven't participated yet.	9/17/2019 2:18 AM
3	on my mobile phone while commuting	9/16/2019 3:21 PM
4	At work in a group setting with other SAC employees.	9/12/2019 10:50 PM
5	Mostly hotel settings	9/12/2019 9:31 PM
6	none	9/12/2019 9:16 PM

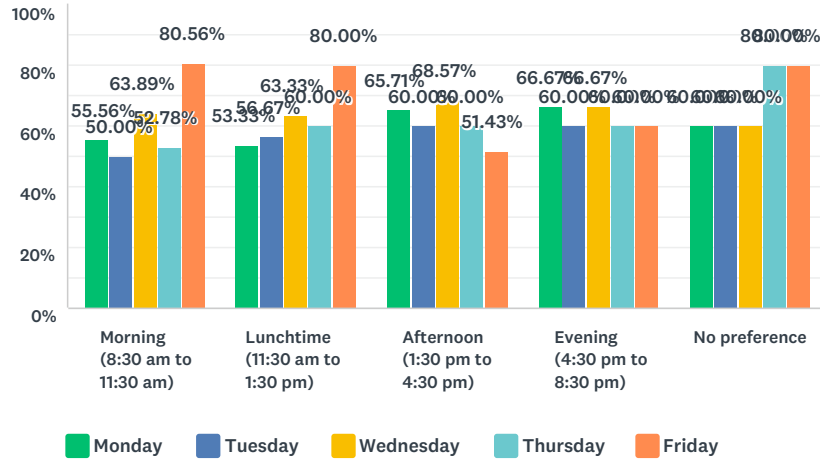
## Q10 If you checked "at home" in the previous question, please tell us why you viewed at home:

Answered: 16 Skipped: 59

#	RESPONSES	DATE
1	Online classes after my work wchedule hours.	9/27/2019 12:45 AM
2	not provided by SAC	9/26/2019 11:15 PM
3	I don't have time at work to do so	9/26/2019 10:00 PM
4	Due to the available of time	9/26/2019 6:52 PM
5	Our district does not allow to using work time for professional development activities.	9/24/2019 7:30 AM
6	Too many frequent interruptions at work	9/19/2019 5:13 PM
7	I had free time then.	9/19/2019 4:21 PM
8	Because I work a 10 hours shift and at home I will have more time.	9/18/2019 12:08 AM
9	More time and privacy/comfort	9/17/2019 8:24 PM
10	not enough time in my workday/hours to do at work	9/17/2019 5:07 PM
11	did not want interuptions, time webinar offered was not during work hours	9/16/2019 3:22 PM
12	More time to do online activities	9/13/2019 4:39 PM
13	Webinars would conflict with my work schedule/being able to serve students during regular school hours	9/13/2019 3:59 PM
14	Privacy	9/13/2019 3:32 PM
15	Cause the training was during hours I was not on campus or able to be on campus	9/13/2019 3:45 AM
16	It won't impact my workload.	9/12/2019 9:18 PM

# Q11 What are the best days and times for you to participate in Professional Development workshops or activities in person? (check all that apply)

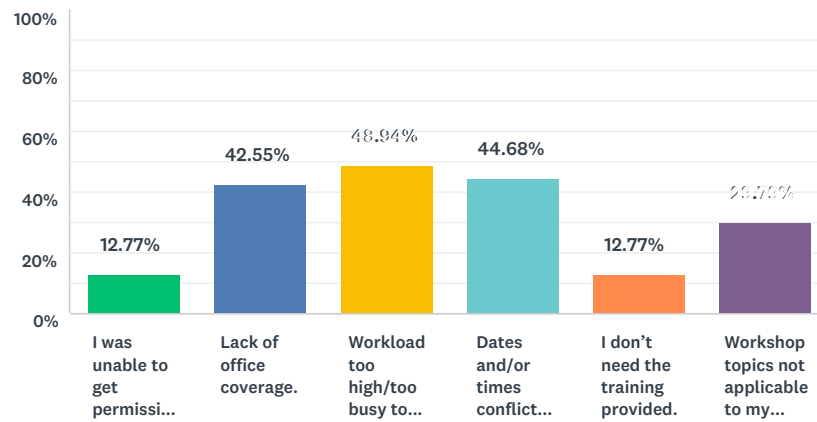
Answered: 54 Skipped: 21



	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	TOTAL RESPONDENTS
Morning (8:30 am to 11:30 am)	55.56% 20	50.00% 18	63.89% 23	52.78% 19	80.56% 29	36
Lunchtime (11:30 am to 1:30 pm)	53.33% 16	56.67% 17	63.33% 19	60.00% 18	80.00% 24	30
Afternoon (1:30 pm to 4:30 pm)	65.71% 23	60.00% 21	68.57% 24	60.00% 21	51.43% 18	35
Evening (4:30 pm to 8:30 pm)	66.67% 10	60.00% 9	66.67% 10	60.00% 9	60.00% 9	15
No preference	60.00% 3	60.00% 3	60.00% 3	80.00% 4	80.00% 4	5

## Q12 What were reasons you did not participate in SAC Professional Development in the last 12 months?

Answered: 47 Skipped: 28



I was unable to get permission to attend.	12.77%	6
Lack of office coverage.	42.55%	20
Workload too high/too busy to attend.	48.94%	23
Dates and/or times conflicted with other campus activities.	44.68%	21
I don't need the training provided.	12.77%	6
Workshop topics not applicable to my position.	29.79%	14
Total Respondents: 47		

## Q13 What would make it easier for you to participate in Professional Development activities?

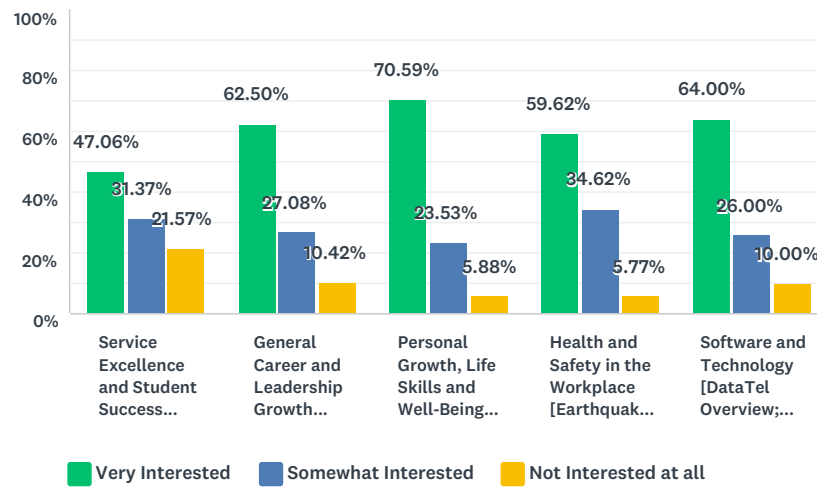
Answered: 20 Skipped: 55

#	RESPONSES	DATE
1	No seminar of interest lately. Office coverage is problem due to operations.	9/27/2019 12:47 AM
2	Another staff member in our office	9/26/2019 10:20 PM
3	available online so that we can access to view and learn	9/26/2019 6:55 PM
4	seminars offered 8:00am for 1 or 2 hours since my Start time at work is 10:00am Monday thru Thursday Prefer to take seminars that don't affect my work schedule.	9/24/2019 7:36 AM
5	Urging management and administrators that we need to be able to attend these seminars. Lack of office coverage is not an adequate excuse to deny access to resources that can help us be better equipped to take on the many challenges we face on a day-to-day basis.	9/19/2019 4:35 PM
6	Have more available.	9/19/2019 4:22 PM
7	Weekend availability would make it easier to participate, and having more topics.	9/17/2019 8:27 PM
8	More work hours allowed to attend especially being that I work off campus and have a full caseload of duties to be met within my allotted time.	9/17/2019 5:08 PM
9	If it fit my schedule.	9/17/2019 2:20 AM
10	More accessibility to do activities online and more times available in the afternoon/evening	9/16/2019 6:22 PM
11	Occasional offering at DO site	9/16/2019 3:23 PM
12	If they can offer Fridays this SAC Professional Development courses.	9/14/2019 12:48 AM
13	Know ahead of time and/or have options to be part of the activities on a different day.	9/13/2019 4:42 PM
14	I work off campus so it's difficult to attend workshops at the SAC location.	9/13/2019 4:00 PM
15	Coverage	9/13/2019 12:50 AM
16	Online videos/modules	9/12/2019 11:50 PM
17	If you would offer more than one option of dates to attend.	9/12/2019 10:54 PM
18	Offer courses related to position, accounting, finance, datatel, adopted budget, education code, etc.	9/12/2019 10:40 PM
19	It is easy enough for me to participate.	9/12/2019 9:31 PM
20	maybe we could use PRN time, and schedule the classes.	9/12/2019 9:18 PM



## Q14 How interested are you in these types of Professional Development topics?

Answered: 53 Skipped: 22



	VERY INTERESTED	SOMEWHAT INTERESTED	NOT INTERESTED AT ALL	TOTAL	WEIGHTED AVERAGE
Service Excellence and Student Success topics [Meeting the Challenge of the Difficult Customer; Fundamentals of Service Excellence; the Six Student Success Factors; Active Listening, Guided Pathways, Cultural Awareness, etc.]	47.06% 24	31.37% 16	21.57% 11	51	
General Career and Leadership Growth [Developing Leadership Skills, Improving Your Presentation Skills, Leading Without Authority, Dealing with Conflict, etc.]	62.50% 30	27.08% 13	10.42% 5	48	1.48
Personal Growth, Life Skills and Well-Being [Dealing with Negativity; Retirement, Financial & Investment Planning; Coping With Grief and Loss; Mindfulness Meditation, etc.]	70.59% 36	23.53% 12	5.88% 3	51	1.35
Health and Safety in the Workplace [Earthquake Preparedness, Basic First Aid, Stress Management, Active Shooter-Run Hide Defend, etc.]	59.62% 31	34.62% 18	5.77% 3	52	1.46
Software and Technology [DataTel Overview; Creating Accessible MSWord Flyers and Documents; Creating Interactive Forms, etc.]	64.00% 32	26.00% 13	10.00% 5	50	1.46

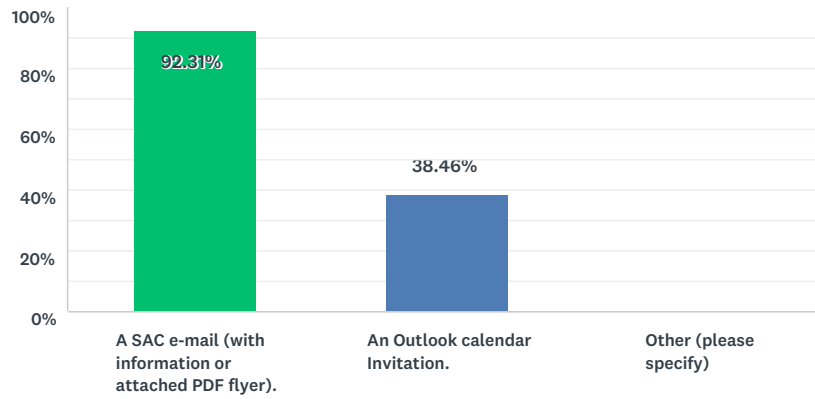
## Q15 What specific Professional Development topics from above or others not included would you like to see addressed in the immediate future?

Answered: 19 Skipped: 56

#	RESPONSES	DATE
1	mental health and abuse	9/27/2019 6:54 PM
2	1. service excellent... 2. General career leadership grow	9/26/2019 6:59 PM
3	Financial and investment planning; Improving presentation skills; increasing student interaction with institution activities	9/26/2019 4:30 PM
4	Focus more on cultural awareness/equity. If you do a workshop series, please have a new option other than the Leadership series!	9/19/2019 5:15 PM
5	Updating the RAR process. Retraining on the new conference request process. Learning about uses of SBO accounts. Learning about excel. How to use Outlook effectively.	9/19/2019 4:40 PM
6	CPR, and First Aide	9/18/2019 12:11 AM
7	Software and Technology topics such as DataTel overview & other softwares/programs, and health & safety topics.	9/17/2019 8:29 PM
8	I don't know.	9/17/2019 2:23 AM
9	How to better support students of different racial and cultural backgrounds. How to support students who are undocumented and AB540. How to do better in serving students with disabilities and housing insecurity. Cultural awareness and empathy. How to prepare students for college and the job market. Know Your Rights training.	9/16/2019 6:28 PM
10	Handling stress/workplace negativity, professional communication	9/16/2019 3:25 PM
11	Personal Growth, Life Skills and Well Being	9/14/2019 12:51 AM
12	Culture competency be mindful the student population we are working for and struggles they encounter in their community. Advocacy and be aware of all staff/faculty and student's rights.	9/13/2019 4:46 PM
13	Career Growth & development topics. How to better advise and counsel students trainings	9/13/2019 4:02 PM
14	As an administrative secretary, we have taken on many complex tasks over the years, and never had any formal training because these tasks have just been thrown at us. If we are expected to do these tasks correctly, I would like to see formal trainings that include procedures on budget, purchasing and accounts payable, faculty evaluations, payroll, status change forms, datatel, scheduling.	9/13/2019 3:33 PM
15	Child Development	9/13/2019 12:51 AM
16	software and school technology	9/12/2019 10:57 PM
17	Workplace conflict resolution, contractual obligations as well as general ways to improve intra-organizational conflict	9/12/2019 10:41 PM
18	Please see previous answers.	9/12/2019 9:32 PM
19	?	9/12/2019 9:20 PM

## Q16 Select your preferences for receiving information about Professional Development?

Answered: 52 Skipped: 23



ANSWER CHOICES	RESPONSES	
A SAC e-mail (with information or attached PDF flyer).	92.31%	48
An Outlook calendar Invitation.	38.46%	20
Other (please specify)	0.00%	0
Total Respondents: 52		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

## Q17 Please share any other thoughts or suggestions here regarding your Professional Development needs.

Answered: 13 Skipped: 62

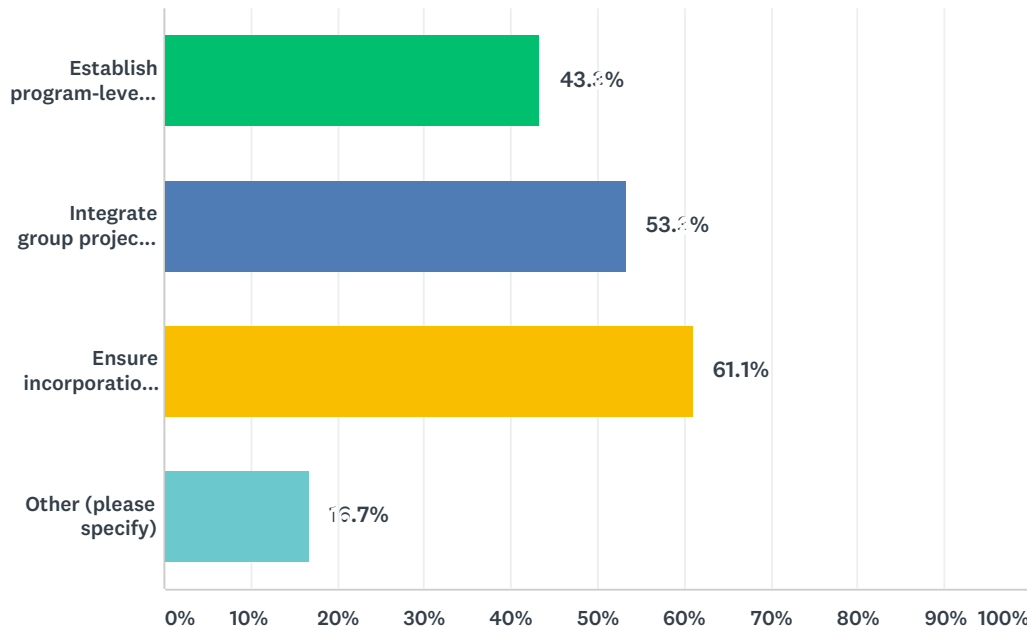
#	RESPONSES	DATE
1	Professional development classes rock!!!	9/27/2019 12:49 AM
2	Are the workshops being shared directly with managers so they can encourage staff to attend (besides an all SAC email)?	9/19/2019 5:16 PM
3	Retention is hard when you're overworked, your job feels stagnant and you are not offered opportunities for growth and upward movement. As classified staff, we do not get enough opportunities to attend these professional development workshops. Even when they are offered, only a select few have the ability to attend during working hours. From where I stand, the issue appears to be more of who has access and not as much of what is offered at this point.	9/19/2019 4:49 PM
4	Connect credit and non-credit. There is always talk about this, but it never happens.	9/19/2019 4:22 PM
5	More coffee and more bread selection please :)	9/18/2019 12:12 AM
6	I love that Rancho Santiago offers Professional Development opportunities for their employees and I hope they continue to promote personal and professional growth with the programs they provide.	9/17/2019 8:30 PM
7	If it fit my schedule.	9/17/2019 2:23 AM
8	I understand the value of having quality professional development training. I think I have a couple suggestions for a speaking on racial justice. Her name is Dr. Amanda Kemp <a href="https://www.dramandakemp.com/">https://www.dramandakemp.com/</a> as well as someone that can provide training for Know Your Rights in the community. <a href="https://resilienceoc.org/">https://resilienceoc.org/</a> I think the resources they provide can be super beneficial to employees.	9/16/2019 6:41 PM
9	N/A	9/14/2019 12:51 AM
10	Continue to provide Professional Development workshops! Great way to meet and network with other colleagues.	9/13/2019 4:48 PM
11	Reading articles on counseling related material would convenient since I could read it at my own leisure without taking time away from servicing students	9/13/2019 4:04 PM
12	Thank you for giving us the opportunity to provide our feedback! Keep up the good work!	9/12/2019 11:54 PM
13	to have a workshop on how Professional dev. works, and can benefit you.	9/12/2019 9:22 PM

**PROFESSIONAL DEVELOPMENT**

**FACULTY PD  
SURVEY 2019  
OUTCOMES**

**Q1 What do you need to be successful in your classrooms and programs and to Ensure Learning (Guided Pathways Pillar 4) for all students? (check all that apply) Ensure Learning – Ensure that learning is happening with intentional outcomes.**

Answered: 90 Skipped: 0



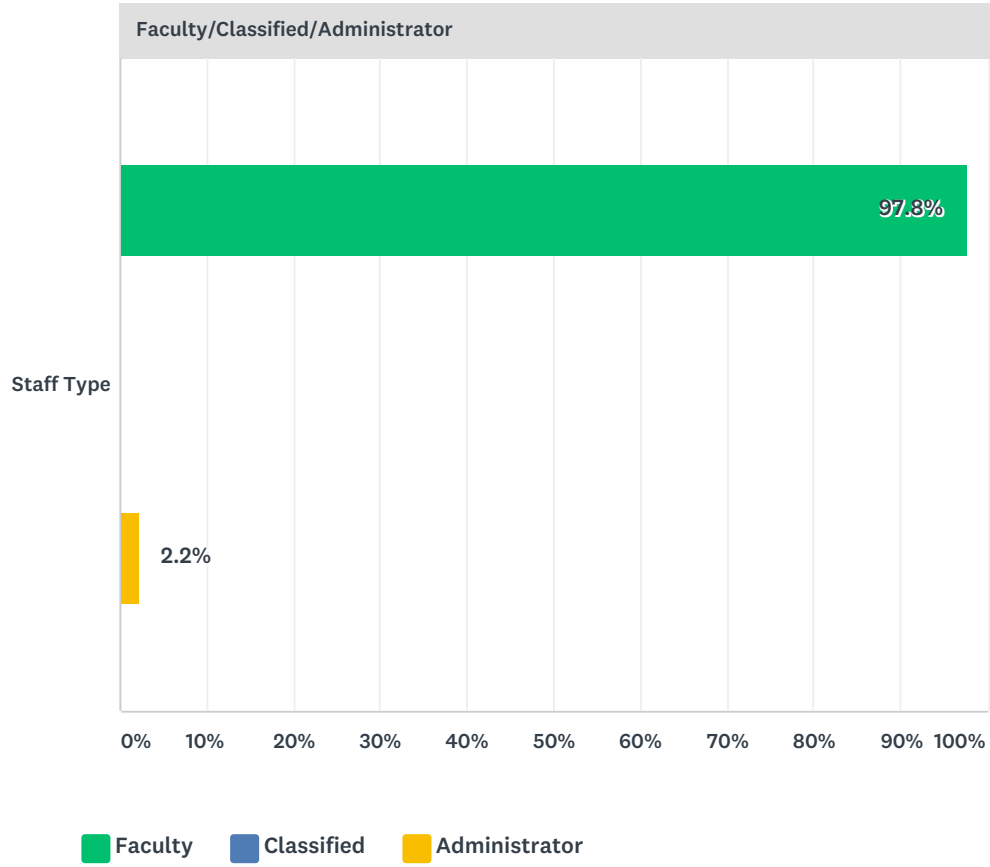
ANSWER CHOICES	RESPONSES
Establish program-level learning outcomes aligned with the requirements for success in employment and further education in a given field and apply the results of learning outcomes assessment to improve the effectiveness of instruction across programs.	43.3% 39
Integrate group projects, internships, and other applied learning experiences to enhance instruction and student success in courses across programs of study.	53.3% 48
Ensure incorporation of effective teaching practice throughout the pathways.	61.1% 55
Other (please specify)	16.7% 15
Total Respondents: 90	

#	OTHER (PLEASE SPECIFY)	DATE
1	repeatability NO "family" regulations	6/5/2019 9:15 AM
2	Make sure the entire campus is aware of ALL resources available to students. Not just academic resources so that support can be provided	6/4/2019 12:32 PM
3	Internships for the Digital Music Certificate. I'll need to work on this.	6/4/2019 11:03 AM
4	Counselor's unbiased approval/authorization of student's Guided Pathways plan.	5/29/2019 12:09 PM
5	My course is already meeting these standards.	5/24/2019 5:30 PM

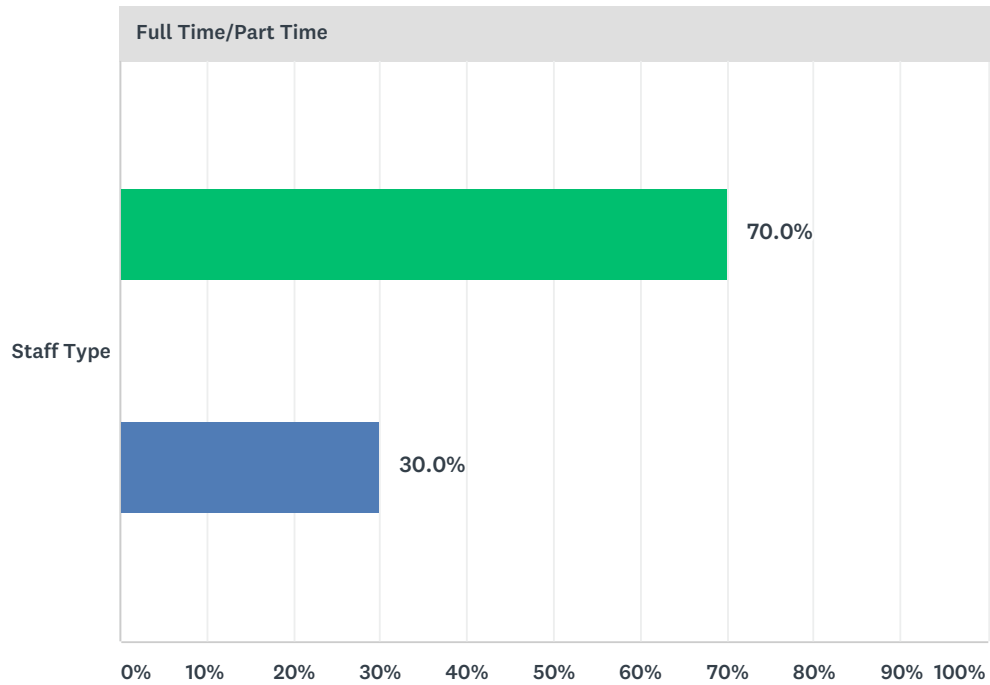
6	Honestly i believe what students need is first to learn how to think logically across any field of study. And, i know that they need in depth research skills that give them an alternative to blindly and conveniently searching the internet for information. Learning how to think about all types of sources, and locating these sources to me is all important combined with an understanding of logic and reason. Career development is important but logical thinking combined with excellent research skills will help them in any field.	5/24/2019 12:37 PM
7	Make sure everyone (staff and faculty) understands what guided pathways is and knows what his or her role is in guided pathways. Also, each department should have an discipline-specific advisor to help students along their chosen path.	5/24/2019 11:48 AM
8	Clear rules and guidance in out to create course objectives that align with program goals.	5/23/2019 6:47 PM
9	Teaching assistants, lab assistants, counseling & financial assistance for students	5/23/2019 3:48 PM
10	I think our department is already doing the things listed. With regard to internships, resources for classified staff to assist is very helpful.	5/23/2019 2:57 PM
11	Align counseling and division guidance so students are ensuring success in their careers and not just getting their degree/certificate and getting out the door. There is a conflict of interest when a counselor tells a student that certain courses are not necessary (to graduate) when they may very well be instrumental in providing a student with all the skills necessary to be successful in their endeavors.	5/23/2019 2:48 PM
12	I need students to select a Pathway before they ever enroll in a math class during Early Decision	5/23/2019 12:31 PM
13	I need student to select a pathway during early decision. They need to know their pathway before ever enrolling in a math class at SAC.	5/23/2019 12:26 PM
14	Simplify outcomes and focus on student learning and not on institutional milestones	5/23/2019 12:00 PM
15	flexibility	5/23/2019 11:42 AM

# Q2 Please indicate the following:

Answered: 90 Skipped: 0







■ Full Time
 ■ Part Time

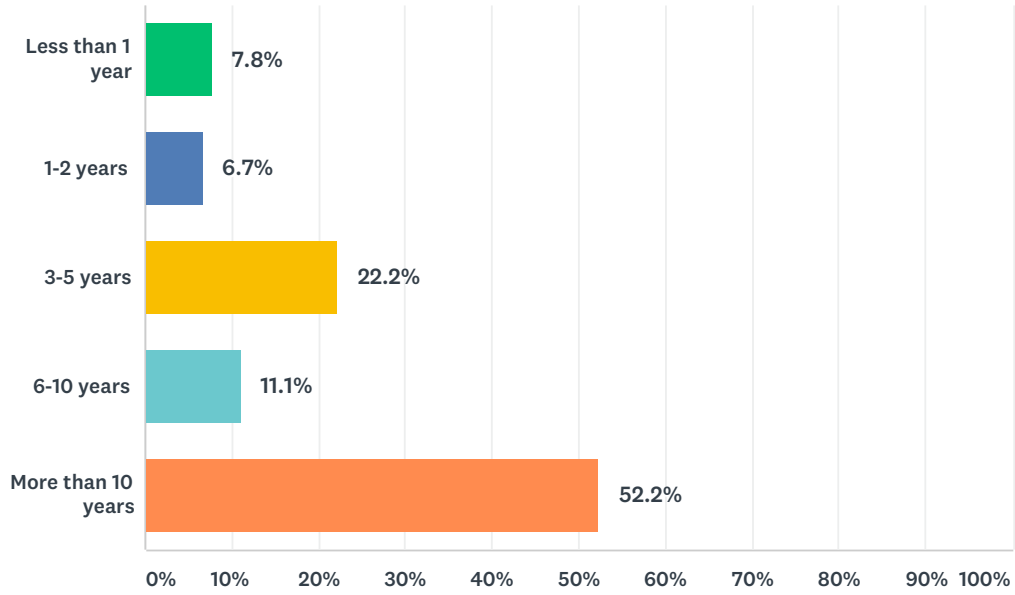
Faculty/Classified/Administrator				
	FACULTY	CLASSIFIED	ADMINISTRATOR	TOTAL
Staff Type	97.8%	0.0%	2.2%	90
	88	0	2	

Full Time/Part Time			
	FULL TIME	PART TIME	TOTAL
Staff Type	70.0%	30.0%	90
	63	27	

### Q3 How long have you been working at RSCCD?

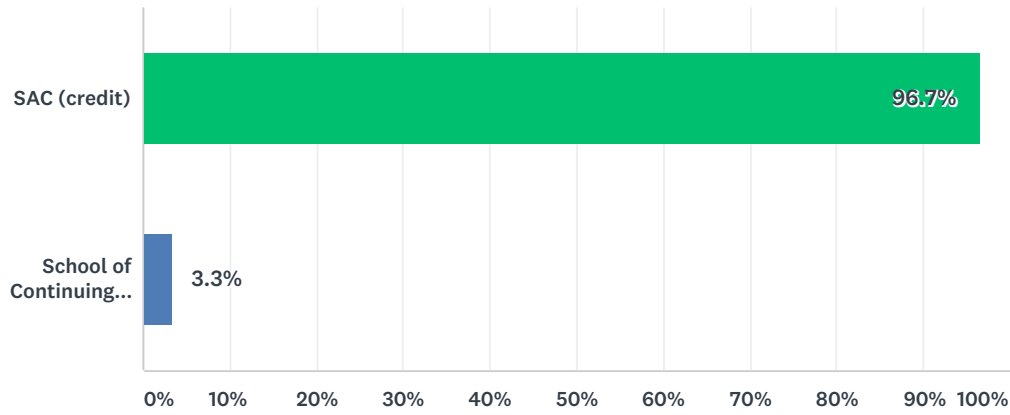
Answered: 90 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 1 year	7.8%	7
1-2 years	6.7%	6
3-5 years	22.2%	20
6-10 years	11.1%	10
More than 10 years	52.2%	47
<b>TOTAL</b>		<b>90</b>

## Q4 Please indicate your primary work site

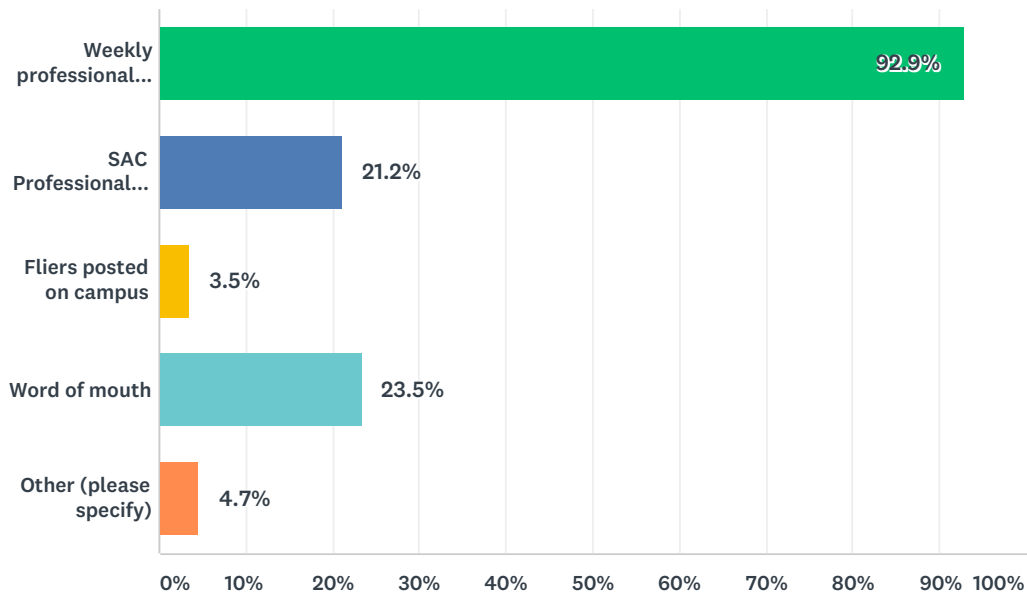
Answered: 90 Skipped: 0



ANSWER CHOICES	RESPONSES	
SAC (credit)	96.7%	87
School of Continuing Education (non-credit)	3.3%	3
TOTAL		90

## Q5 How do you learn about SAC professional development opportunities. (Check all that apply)

Answered: 85 Skipped: 5

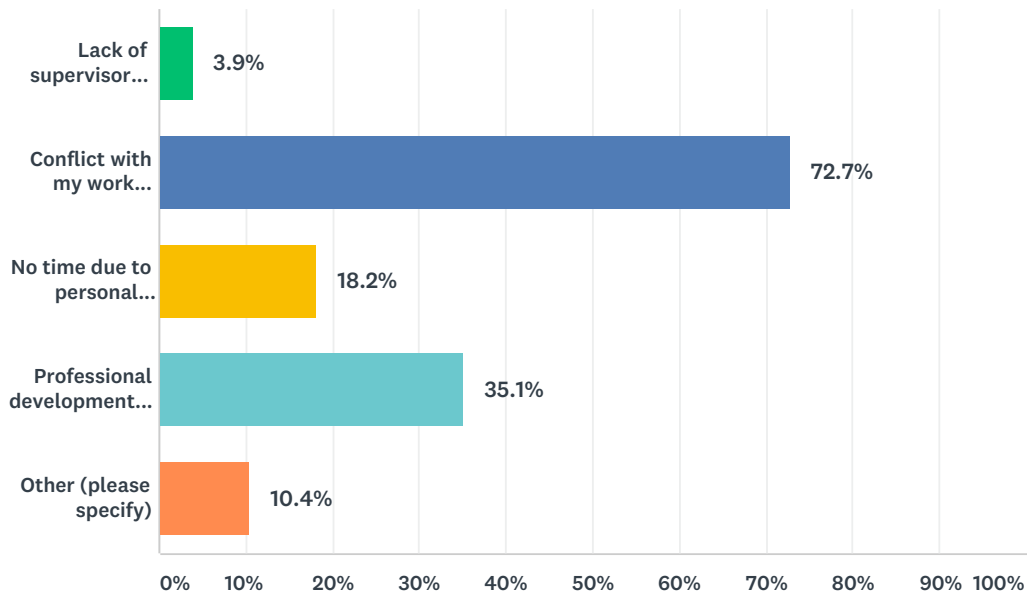


ANSWER CHOICES	RESPONSES
Weekly professional development emails	92.9% 79
SAC Professional Development website	21.2% 18
Fliers posted on campus	3.5% 3
Word of mouth	23.5% 20
Other (please specify)	4.7%
Total Respondents: 85	

#	OTHER (PLEASE SPECIFY)	DATE
1	WebAdvisor	5/29/2019 1:00 PM
2	Plan to attend prof. dev. week and go to classes as expected	5/23/2019 3:00 PM
3	Department	5/23/2019 12:32 PM
4	Senate meetings	5/23/2019 11:52 AM

## Q6 What were reasons you did not participate in SAC professional development in the last 12 months. (check all that apply)

Answered: 77 Skipped: 13

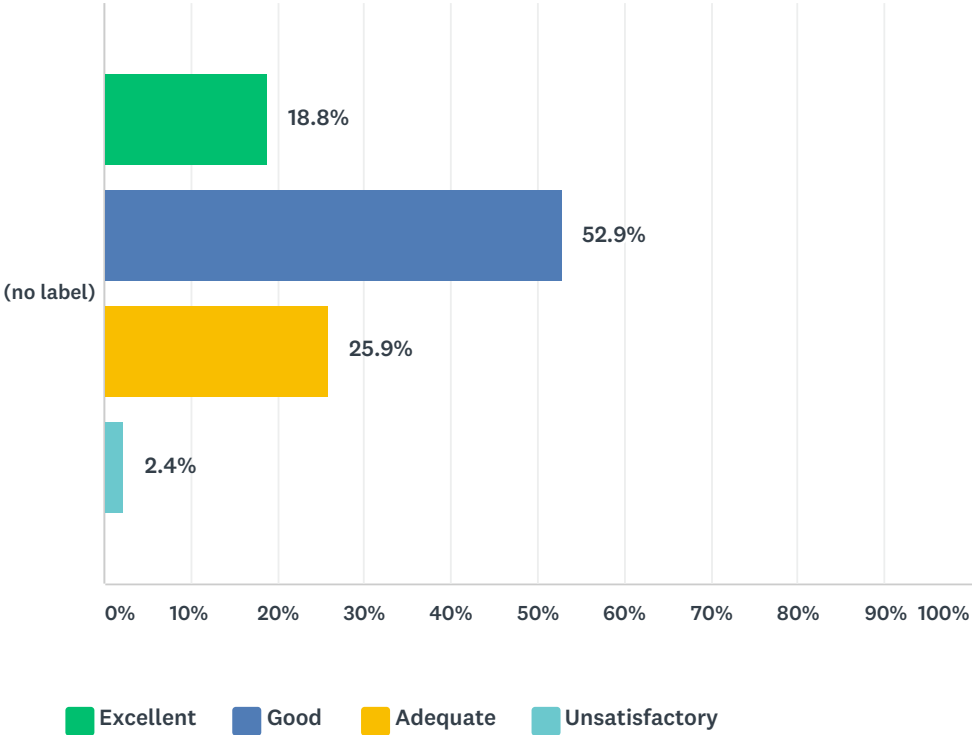


ANSWER CHOICES	RESPONSES
Lack of supervisor support to participate in professional development activities.	3.9% 3
Conflict with my work schedule.	72.7% 56
No time due to personal reasons.	18.2% 14
Professional development trainings were not suitable for professional development in my field.	35.1% 27
Other (please specify)	10.4% 8
Total Respondents: 77	

#	OTHER (PLEASE SPECIFY)	DATE
1	I have participated with my own flex activities	5/24/2019 12:39 PM
2	does not apply to me	5/23/2019 8:14 PM
3	I do participate, do I need to participate more? I am not sure what you are asking	5/23/2019 12:32 PM
4	Not applicable. I did participate.	5/23/2019 12:22 PM
5	I did participate	5/23/2019 12:01 PM
6	topics, work meetings, and personal reasons	5/23/2019 11:58 AM
7	I did attend , some that i cannot and that I am interested in sometimes, I cannot attend because of my clinical/lab schedule or committee/ office hours commitment times.	5/23/2019 11:51 AM
8	far from campus	5/23/2019 11:44 AM

# Q7 Overall, how would you rate the quality of the professional development activities provided by SAC?

Answered: 85 Skipped: 5



	EXCELLENT	GOOD	ADEQUATE	UNSATISFACTORY	TOTAL	WEIGHTED AVERAGE
(no label)	18.8%	52.9%	25.9%	2.4%	85	
	16	45	22	2		

## Q8 Was one SAC professional development activity particularly useful or memorable within the last 12 months? Please enter the name of the activity and share why.

Answered: 42   Skipped: 48

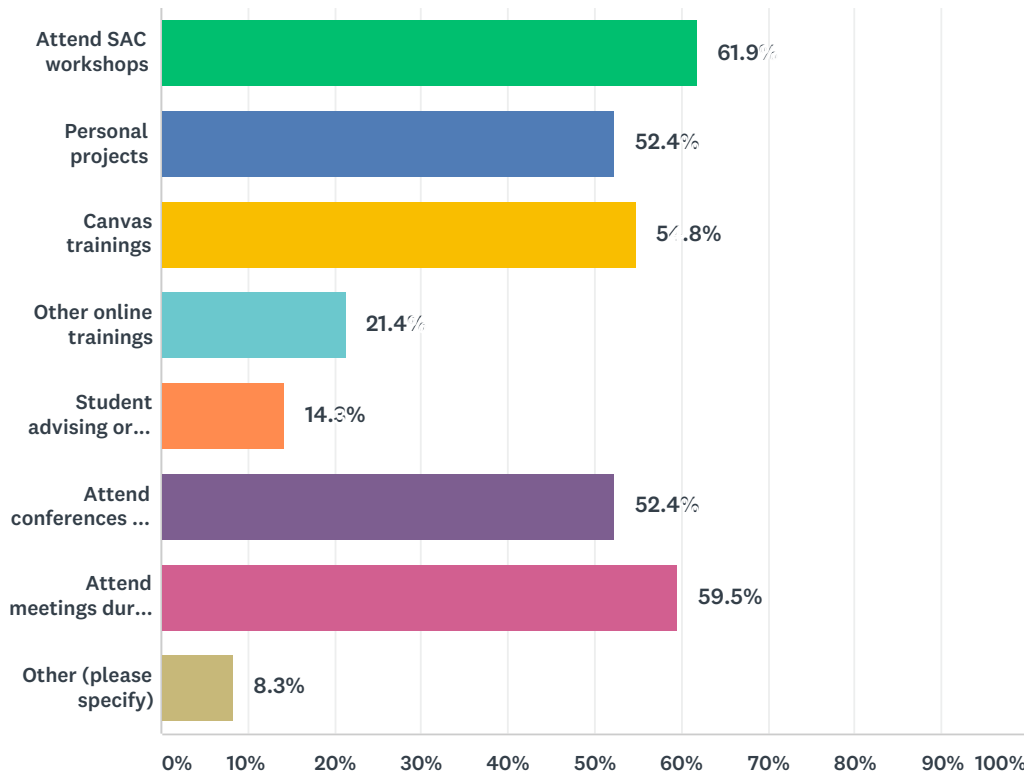
#	RESPONSES	DATE
1	I will be attending my first professional development training on June 13th, and I am looking forward to it.	6/7/2019 9:54 AM
2	Canvas training	6/5/2019 3:46 PM
3	Accessibility training- I need this for online teaching Canvas training	6/4/2019 2:14 PM
4	how to Promote your Program	6/4/2019 1:37 PM
5	Guided Pathways breakout at Spring Convocation because we had administration, faculty, and staff all discussing the habits of mind.	6/4/2019 12:03 PM
6	Growth mindset: "...yet"	6/4/2019 11:56 AM
7	The suicide prevention workshop. I don't think I need to explain why it's important.	6/4/2019 11:05 AM
8	No	5/30/2019 10:06 AM
9	Personalized professional development related to my specific field.	5/29/2019 5:56 PM
10	The one about SLOs, the one about communication in the beginning of spring 19 semester, and the one about asking open ended questions in STEM (S19). Useful and memorable because we were given time to practice applying this new knowledge	5/29/2019 2:14 PM
11	OTC training was incredible. Facilitator Annie Knight is an excellent example of what an effective online instructor/ professor should be. I felt the assignments and exercises were practically-minded and had useful applications in the digital classroom.	5/29/2019 1:26 PM
12	Canvas workshops hosted by Distance Education	5/29/2019 1:14 PM
13	Online Teaching	5/29/2019 12:15 PM
14	The Canvas training course for accessibility has prompted me to rethink my current use of media.	5/29/2019 12:14 PM
15	Suicide Prevention	5/29/2019 9:49 AM
16	EEO training	5/29/2019 7:02 AM
17	none attended	5/28/2019 7:16 PM
18	Canvas courses on Quizzes and making groups	5/28/2019 1:18 PM
19	Disability services and dual enrollment workshops - information necessary for being a teacher and expanding my program	5/28/2019 11:24 AM
20	Canvas Training	5/27/2019 7:06 PM
21	accessibility course on canvas	5/25/2019 12:07 PM
22	Accessibility training for distance education was actually very helpful. Now I know why it matters what types of documents I upload to Canvas.	5/24/2019 11:51 AM
23	No comment	5/24/2019 8:18 AM
24	Guided pathways town hall- great way to allow for questions from across the campus	5/23/2019 8:14 PM
25	SLO basics	5/23/2019 6:50 PM
26	No	5/23/2019 4:58 PM
27	Strength Quest- Very useful, insightful information that I was able to put to use professionally and personally	5/23/2019 3:55 PM

28	TOP Codes with CE	5/23/2019 3:50 PM
29	Pathways discussion after convocation was timely and on point.	5/23/2019 3:00 PM
30	Working with counselors to make our program map	5/23/2019 2:56 PM
31	Accessibility Training. Understanding how to make course materials accessible allows the instructor to better understand the needs of students.	5/23/2019 2:51 PM
32	Dr. Rose's leadership workshop because honestly, leadership is my passion and I want to move up within this organization.	5/23/2019 1:46 PM
33	Internet safety workshop: it was very educational and informative	5/23/2019 1:15 PM
34	N/A	5/23/2019 12:57 PM
35	Canvas training and support	5/23/2019 12:56 PM
36	Too many to list	5/23/2019 12:50 PM
37	Math 219 Support Design, it is something my students need that are being thrown into the deep end of a pool with no preparation.	5/23/2019 12:32 PM
38	Canvas for diverse student access	5/23/2019 12:32 PM
39	Not particularly. All were helpful in their own way.	5/23/2019 12:29 PM
40	Spring convocation breakout with growth mindset and habits of mind information was memorable. It was beneficial to hear the perspectives of colleagues from other departments and to consider which habit(s) I should focus on myself. Please send out the habits of mind information again.	5/23/2019 12:22 PM
41	N/A	5/23/2019 12:12 PM
42	Canvas	5/23/2019 11:41 AM



Q9 Your flex obligation is located on your Dashboard in the Santa Ana College Professional Development Tracking System in WebAdvisor ("Flex How to Manual" available at <https://www.sac.edu/FacultyStaff/professional-development>). How do you fulfill your flex obligation? (check all that apply)

Answered: 84 Skipped: 6



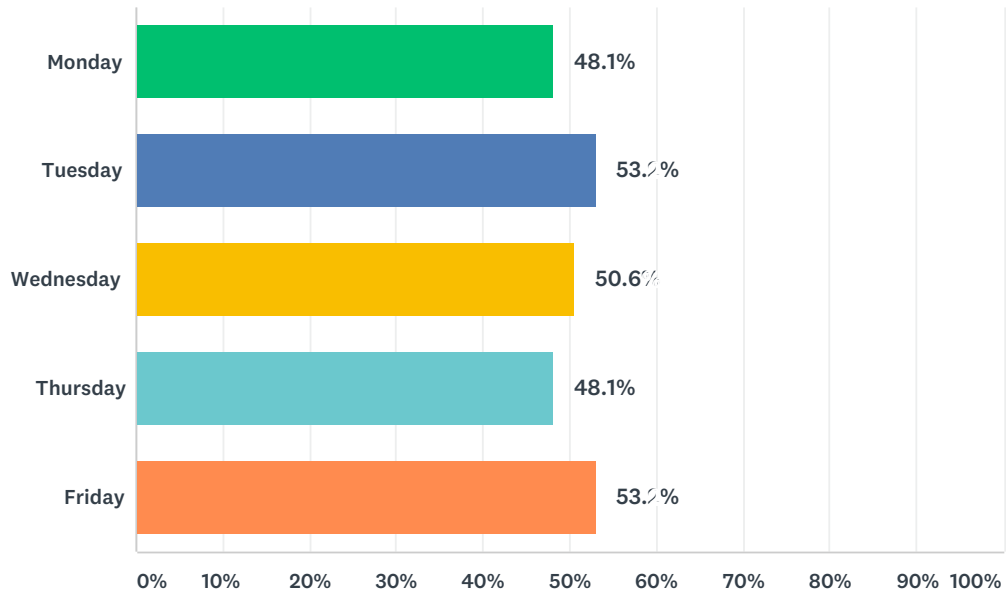
Attend SAC workshops	61.9%	52
Personal projects	52.4%	44
Canvas trainings	54.8%	46
Other online trainings	21.4%	18
Student advising or mentoring	14.3%	12
Attend conferences or workshops other than those provided by SAC	52.4%	44
Attend meetings during professional development week	59.5%	50
Other (please specify)	8.3%	7
Total Respondents: 84		

#	OTHER (PLEASE SPECIFY)	DATE
1	serve on committees and attend meetings in the field	6/7/2019 2:27 PM

2	Lead meetings	6/4/2019 11:56 AM
3	Compose, Arrange, Give Panels at Anime Conventions. ;-)	6/4/2019 11:05 AM
4	Revising course materials	5/24/2019 12:39 PM
5	Use media	5/24/2019 8:18 AM
6	Workshops offered during our flex week. I typically get it done during this week.	5/23/2019 1:46 PM
7	Admin - not required	5/23/2019 12:34 PM

# Q10 What days of the week can you attend professional development?

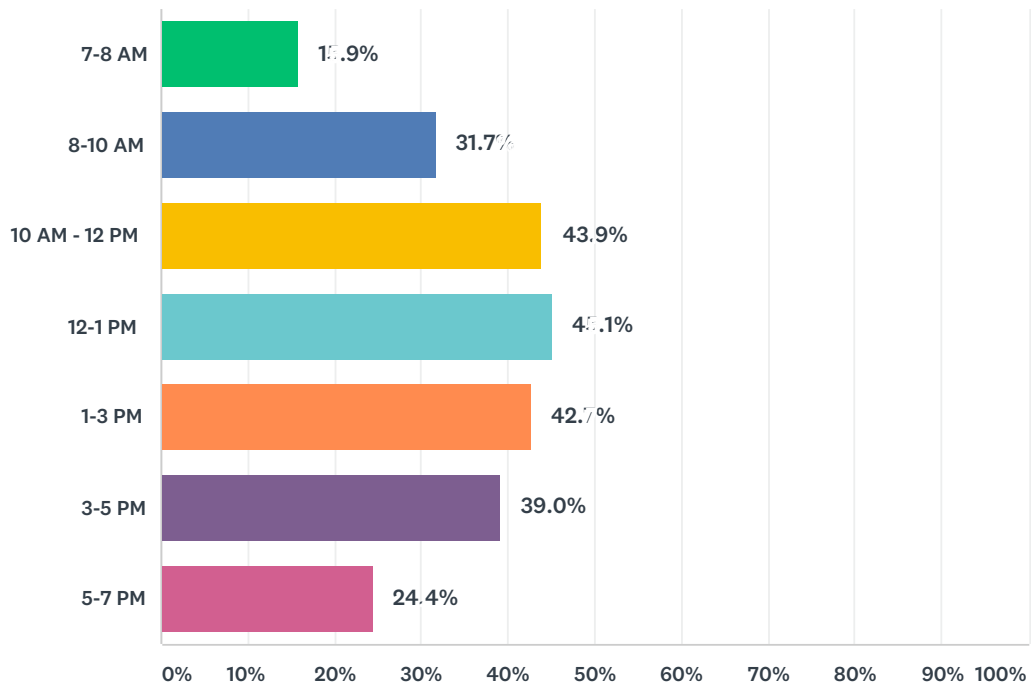
Answered: 79 Skipped: 11



Monday	48.1%	38
Tuesday	53.2%	42
Wednesday	50.6%	40
Thursday	48.1%	38
Friday	53.2%	42
Total Respondents: 79		

# Q11 What time blocks can you attend professional development activities? (Note that most workshops are 1-2 hours in length)

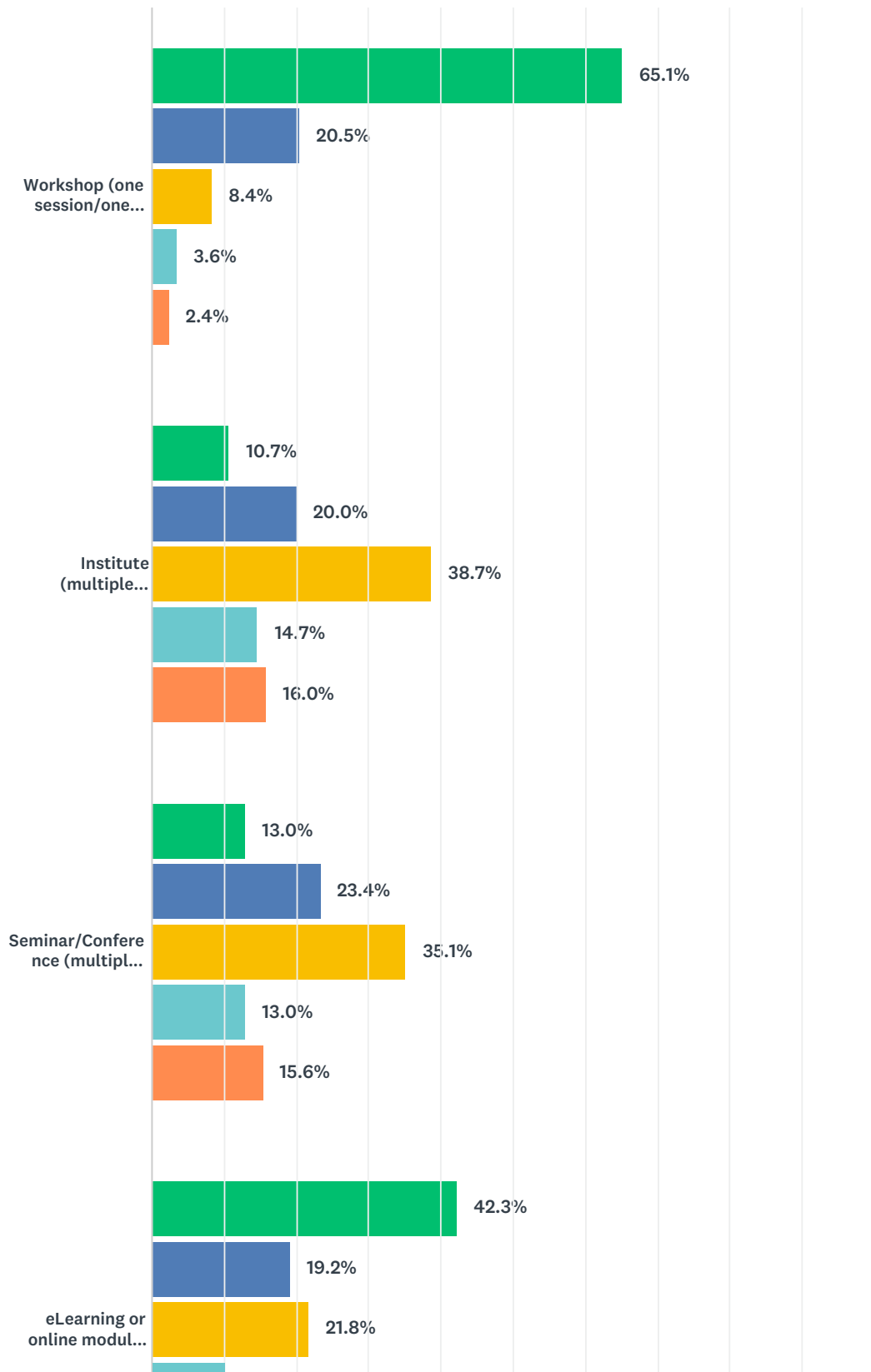
Answered: 82 Skipped: 8

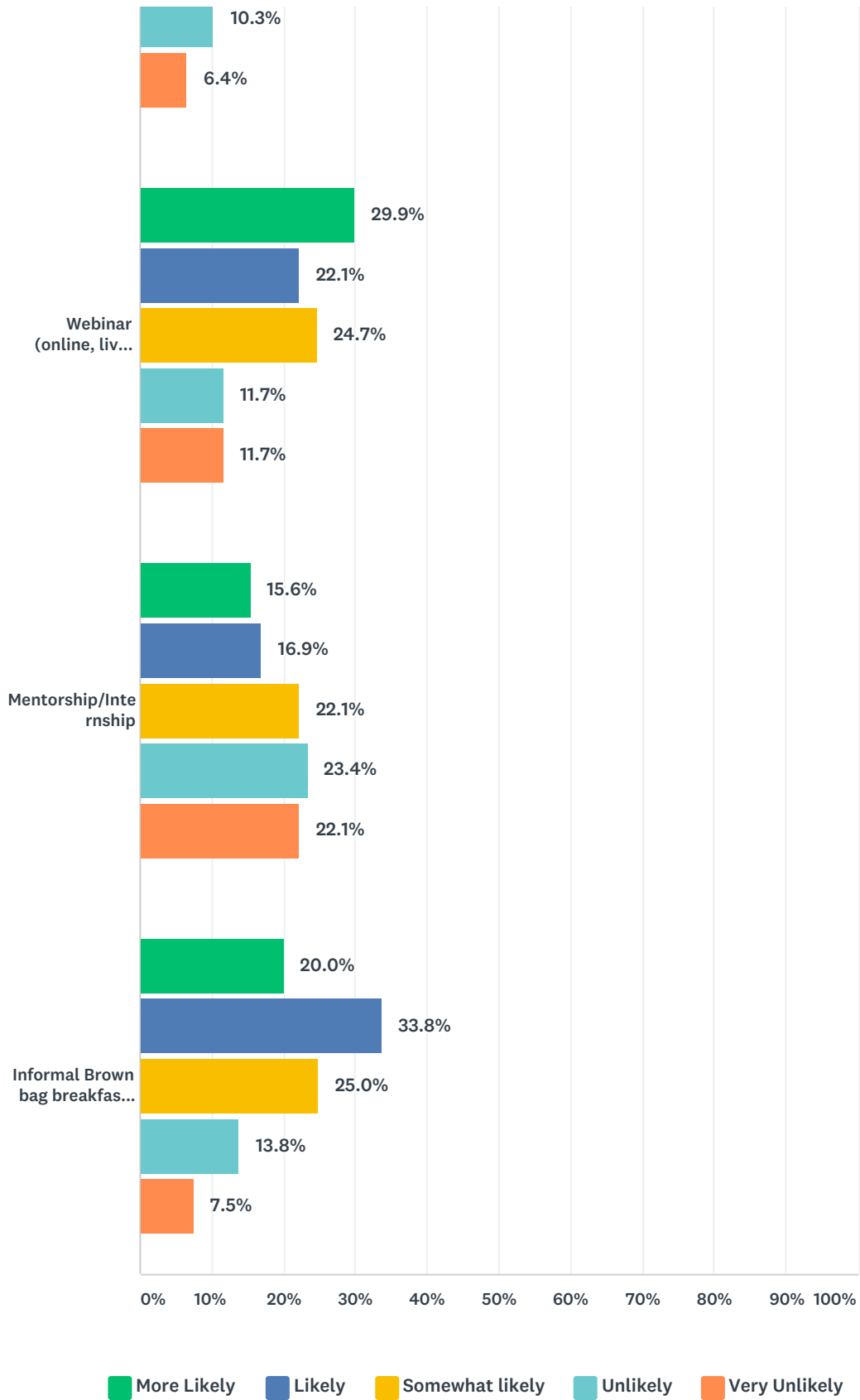


ANSWER CHOICES	RESPONSES	
7-8 AM	15.9%	13
8-10 AM	31.7%	26
10 AM - 12 PM	43.9%	36
12-1 PM	45.1%	37
1-3 PM	42.7%	35
3-5 PM	39.0%	32
5-7 PM	24.4%	20
Total Respondents: 82		

# Q12 Which format of professional development are you most likely to use?

Answered: 85 Skipped: 5



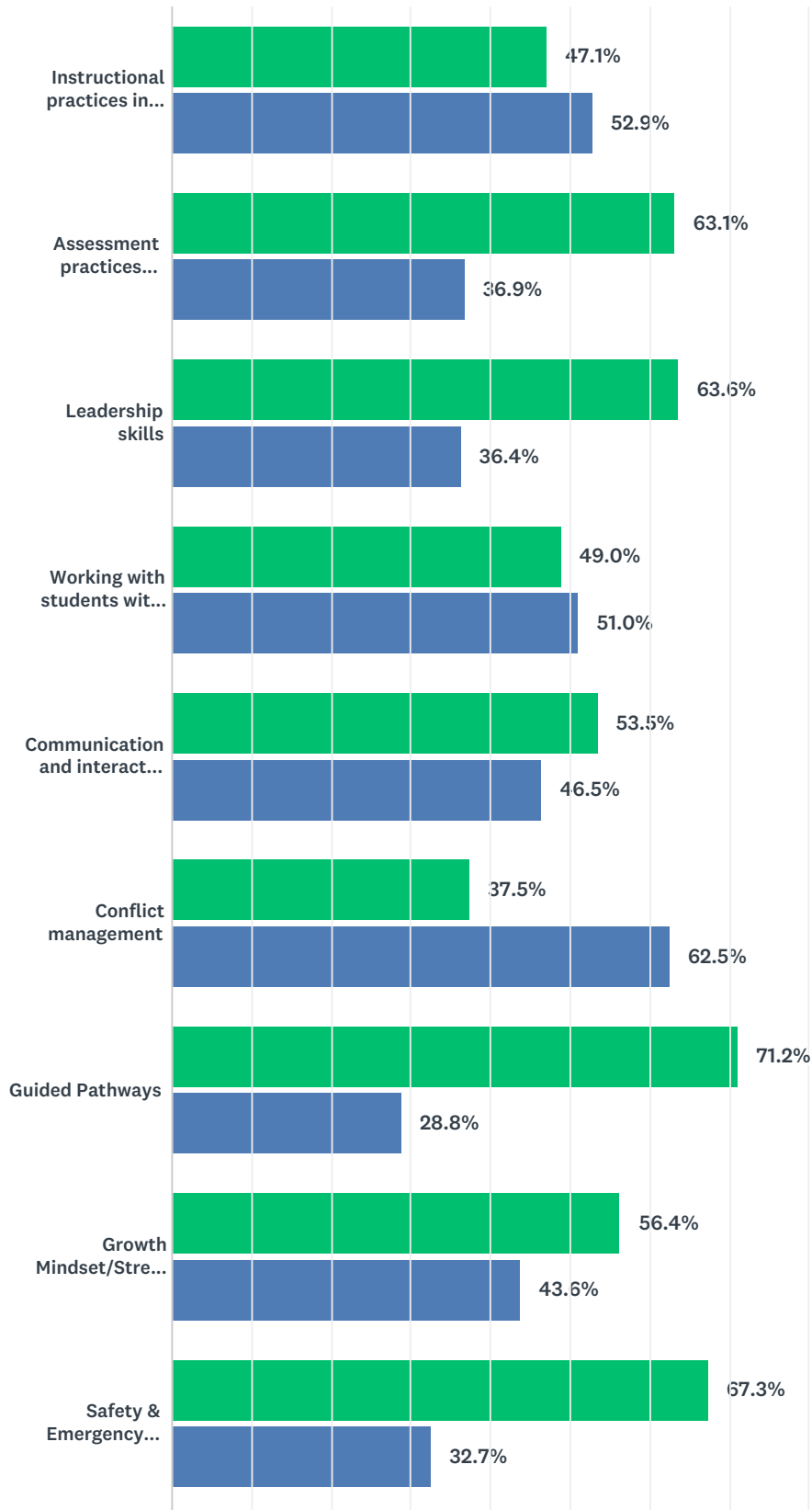


	MORE LIKELY	LIKELY	SOMEWHAT LIKELY	UNLIKELY	VERY UNLIKELY	TOTAL	WEIGHTED AVERAGE
Workshop (one session/one topic)	65.1%	20.5%	8.4%	3.6%	2.4%	83	4.42
	54	17	7	3	2		

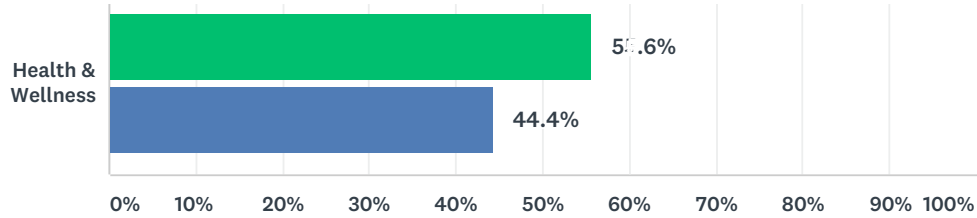
Institute (multiple sessions/single topic)	10.7% 8	20.0% 15	38.7% 29	14.7% 11	16.0% 12	75	2.95
Seminar/Conference (multiple sessions/multiple topics)	13.0% 10	23.4% 18	35.1% 27	13.0% 10	15.6% 12	77	3.05
eLearning or online modules (self-paced on own time)	42.3% 33	19.2% 15	21.8% 17	10.3% 8	6.4% 5	78	3.81
Webinar (online, live session)	29.9% 23	22.1% 17	24.7% 19	11.7% 9	11.7% 9	77	3.47
Mentorship/Internship	15.6% 12	16.9% 13	22.1% 17	23.4% 18	22.1% 17	77	2.81
Informal Brown bag breakfast or lunch	20.0% 16	33.8% 27	25.0% 20	13.8% 11	7.5% 6	80	3.45

# Q13 What professional development workshops have you attended and which workshop topic(s) are you interested in?

Answered: 80 Skipped: 10







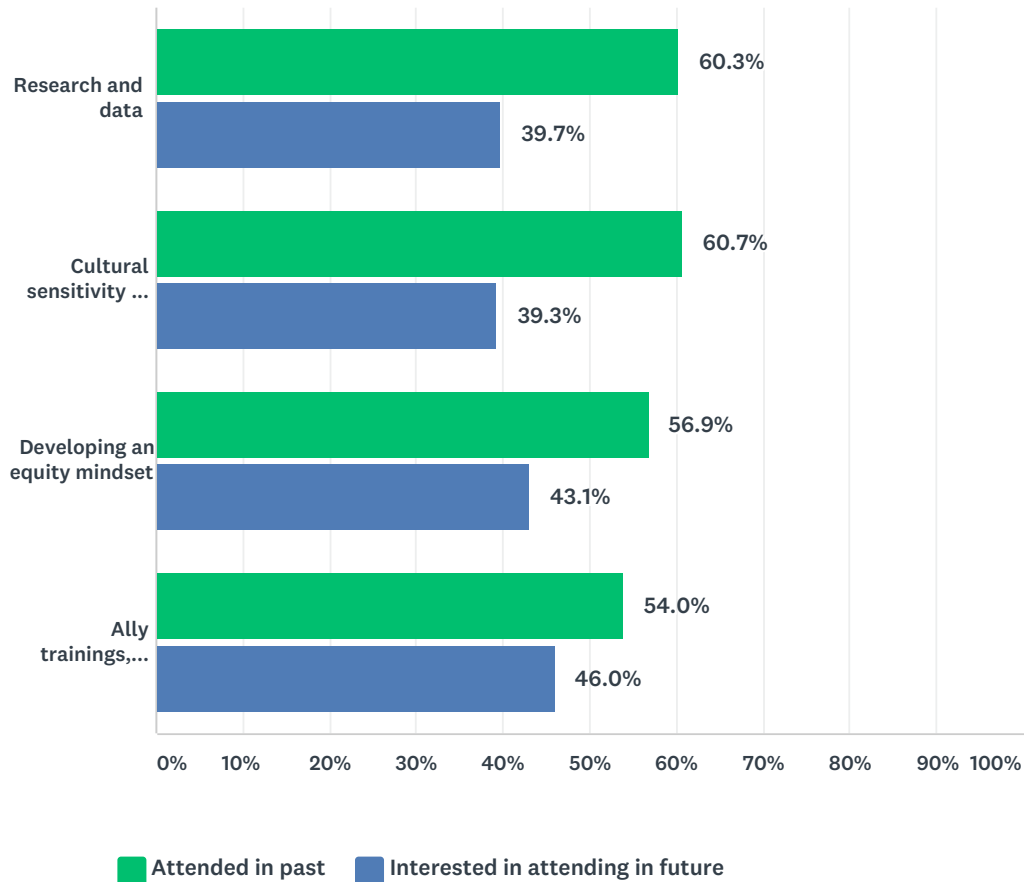
■ Attended in past   
 ■ Interested in attending in future

	ATTENDED IN PAST	INTERESTED IN ATTENDING IN FUTURE	TOTAL
Instructional practices in my main subject field	47.1% 32	52.9% 36	68
Assessment practices (includes SLOs)	63.1% 41	36.9% 24	65
Leadership skills	63.6% 28	36.4% 16	44
Working with students with psychological/emotional concerns	49.0% 25	51.0% 26	51
Communication and interaction in the workplace (includes customer service)	53.5% 23	46.5% 20	43
Conflict management	37.5% 18	62.5% 30	48
Guided Pathways	71.2% 42	28.8% 17	59
Growth Mindset/Strengths Quest	56.4% 31	43.6% 24	55
Safety & Emergency Preparedness	67.3% 37	32.7% 18	55
Health & Wellness	55.6% 25	44.4% 20	45

#	OTHER (PLEASE SPECIFY)	DATE
1	"Customer Service" needs to be required for all classified staff.	5/28/2019 9:31 AM
2	I have attended Guided Pathways, growth mindset and safety workshops and am interested in attending these in the future as well.	5/23/2019 12:50 PM
3	Sharepoint Refresher, SLOs in Canvas	5/23/2019 12:01 PM

# Q14 What professional development workshops have you attended and which workshop topic(s) are you interested in as it relates to understanding the students and community we serve?

Answered: 72 Skipped: 18

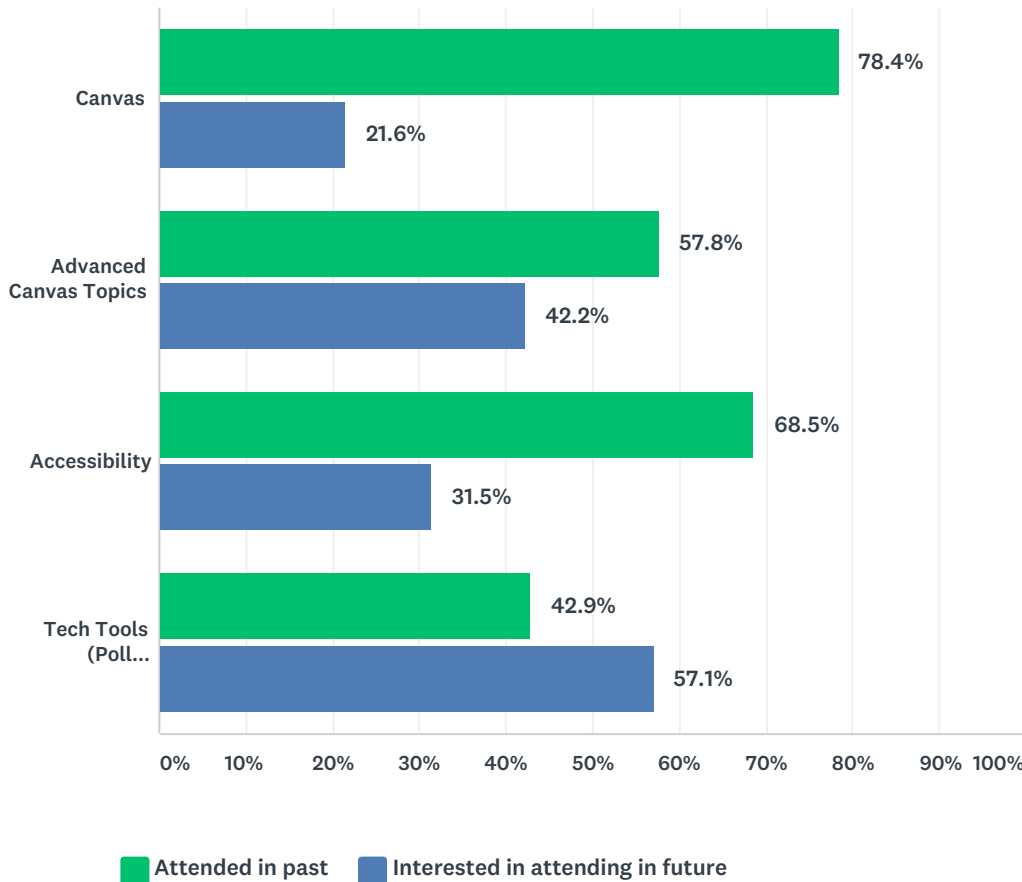


	ATTENDED IN PAST	INTERESTED IN ATTENDING IN FUTURE	TOTAL
Research and data	60.3% 35	39.7% 23	
Cultural sensitivity and awareness	60.7% 37	39.3% 24	61
Developing an equity mindset	56.9% 33	43.1% 25	58
Ally trainings, e.g., Vet Net, AB 540, Safe Space	54.0% 27	46.0% 23	50

#	OTHER (PLEASE SPECIFY)	DATE
1	An AB540 follow up/refresher workshop would be great	5/25/2019 12:09 PM
2	I have attended AB540 and would like to attend Vet Net and Safe Space.	5/23/2019 12:50 PM

# Q15 What professional development workshops have you attended and which workshop topic(s) are you interested in as it relates to technical skills?

Answered: 78 Skipped: 12

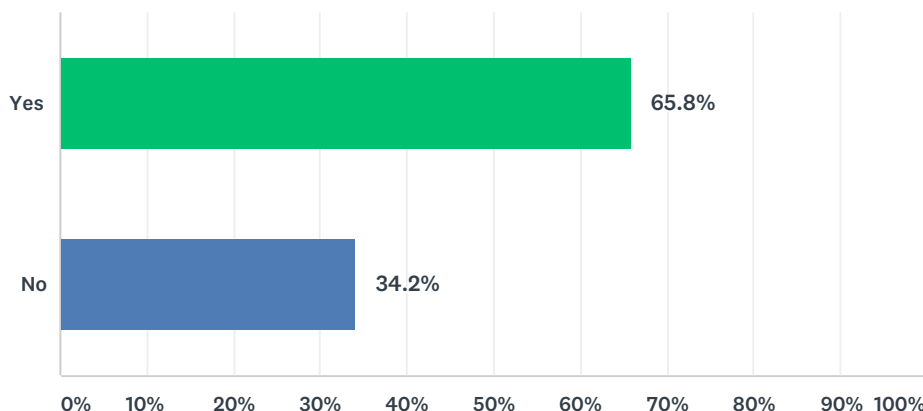


	ATTENDED IN PAST	INTERESTED IN ATTENDING IN FUTURE	TOTAL
Canvas	78.4% 58	21.6% 16	74
Advanced Canvas Topics	57.8% 37	42.2% 27	64
Accessibility	68.5% 37	31.5% 17	54
Tech Tools (Poll Everywhere, etc.)	42.9% 21	57.1% 28	49

#	OTHER (PLEASE SPECIFY)	DATE
1	OTC	5/29/2019 1:30 PM
2	Sharepoint	5/23/2019 12:01 PM

# Q16 Has SAC professional development impacted your job performance?

Answered: 79 Skipped: 11



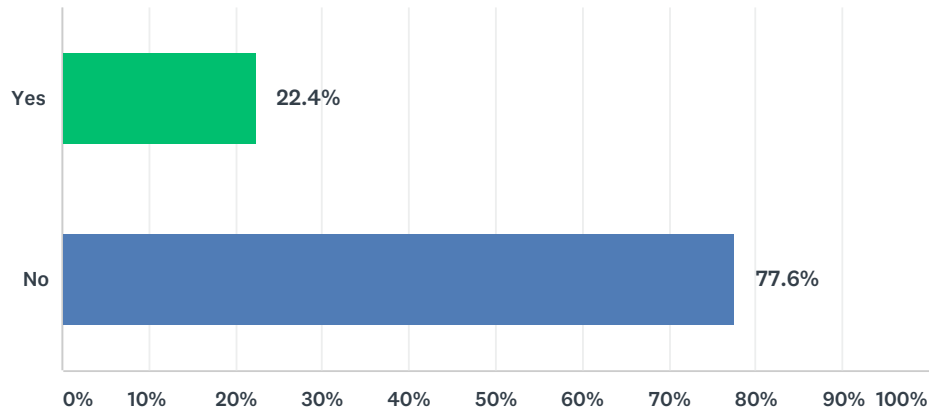
ANSWER CHOICES	RESPONSES	
Yes	65.8%	52
No	34.2%	27
TOTAL		79

#	IF YES, PLEASE SHARE ONE OR MORE EXAMPLES OF HOW IT HAS IMPACTED YOUR PERFORMANCE.	DATE
1	tools to organize data	6/7/2019 2:30 PM
2	BECAUSE I HAVEN'T ATTENDED ONE YET, BUT I AM PLAN TO CHANGE THAT. (Please excuse the all caps.)	6/7/2019 9:57 AM
3	on-line teaching	6/4/2019 2:17 PM
4	I've used new strategies in class	6/4/2019 12:15 PM
5	My participation in SAC professional development activities, including strengths quest and blackboard/canvas trainings among many others, have directly contributed to my attainment of a full-time position as they prepared me by reviewing several current/trending topics and helped to introduce new strategies and tools I could incorporate into my own curriculum and class activities.	6/4/2019 12:13 PM
6	The workshops are beneficial, but they really don't affect how I teach my classes. However, a workshop tackling Live Shooter Scenarios would be greatly appreciated.	6/4/2019 11:09 AM
7	improved	5/30/2019 2:56 PM
8	Canvas training and the training provided by Distance Ed has enhanced my teaching	5/29/2019 1:55 PM
9	I can use videos to enhance my lectures. I have learned how to use rubrics to allow for faster grading as well as provide students with a road map of how they will be assessed.	5/29/2019 1:30 PM
10	helps me keep up with new technology and pedagogy in teaching, but hasn't been enough to take me to the next level.	5/29/2019 1:02 PM
11	I have increased and expanded my best practices.	5/29/2019 12:32 PM
12	Too much extra work	5/29/2019 12:18 PM
13	At the beginning of my career with SAC.	5/28/2019 7:17 PM
14	it has given me information about how to set up my course in Canvas and also confidence that I can do a better job in communication with my students.	5/28/2019 1:22 PM
15	I'm new to the college and it has helped me navigate the infrastructure.	5/28/2019 11:28 AM

16	Helped me in two specific ways. First my online availability of my material for my students. Second, the ability to relate to my students in which ways are best suitable for them to succeed.	5/27/2019 12:32 PM
17	It has helped me make my Canvas classes much more user friendly. It has also helped me think about how I interact with students and other faculty and staff.	5/24/2019 11:54 AM
18	As a part-time faculty, it gave me good food for thought when thinking about my career and answers for job interviews	5/23/2019 6:52 PM
19	providing me with tools and strategies for my job- in the classroom and the office	5/23/2019 3:57 PM
20	Generally a good program. I especially liked bias training by Kimberly Papillion	5/23/2019 3:03 PM
21	Learning about equity and growth mindset. Offering revisions.	5/23/2019 2:58 PM
22	Received some practical tips that were directly applicable to classroom situations.	5/23/2019 1:19 PM
23	Taught me practical skills that I can apply in the classroom.	5/23/2019 1:00 PM
24	I am more mindful about including student voice in meetings and in setting expectations for assignments and classroom climate.	5/23/2019 12:50 PM
25	It has improved my skills in every aspect of my job.	5/23/2019 12:38 PM
26	Better understanding of what to do in an emergency.	5/23/2019 12:37 PM
27	Online teaching skills	5/23/2019 12:10 PM
28	Understand online learning	5/23/2019 12:03 PM
29	There been many topics from reading strategies to student-centered activities.	5/23/2019 12:01 PM
30	I realize how much education methods evolve and how important it is to stay connected, and relevant in techniques and data on student outcomes and evaluations.	5/23/2019 11:55 AM

## Q17 Do you have ideas for new workshops?

Answered: 76 Skipped: 14



ANSWER CHOICES	RESPONSES	
Yes	22.4%	17
No	77.6%	59
TOTAL		76

#	IF YOU ANSWERED "YES", PLEASE SHARE YOUR WORKSHOP IDEA(S) HERE. PLEASE ADD YOUR NAME OR NAME OF A POTENTIAL PRESENTER, IF KNOWN.	DATE
1	I need to talk to my colleague first. ;-).	6/4/2019 11:15 AM
2	Research re: best practices regarding teaching methods, student retention, etc.. Actual documentation, not a workshop.	5/30/2019 10:10 AM
3	Mental Health	5/29/2019 9:54 AM
4	Give part time faculty a review of what is Guided Pathways	5/28/2019 7:18 PM
5	Icebreakers for getting to know students and creating a community in your classroom. Amberly Chamberlain	5/28/2019 11:30 AM
6	Inviting state reps from the CCC Vision Resource Center to provide accessibility workshops to ensure our campus is learning accessibility best practices and requirements directly from state reps	5/25/2019 12:10 PM
7	First Aid CPR	5/24/2019 5:34 PM
8	How to create SLOs and course objectives and concretely use them in a class and collect learning assessment data from it.	5/23/2019 6:55 PM
9	The foundation for Critical thinking <a href="http://www.criticalthinking.org/pages/a-professional-development-model-for-colleges-and-universities-that-fosters-critical-thinking/435">http://www.criticalthinking.org/pages/a-professional-development-model-for-colleges-and-universities-that-fosters-critical-thinking/435</a>	5/23/2019 3:59 PM
10	Sustainable SAC	5/23/2019 3:57 PM
11	Collaborative Learning across my division	5/23/2019 3:34 PM
12	Trauma informed teaching; community resources; poverty and "real college"	5/23/2019 3:04 PM
13	How to adapt curriculum for students with distractions outside of the classroom.	5/23/2019 2:59 PM
14	Best practices for classroom management.	5/23/2019 1:00 PM
15	Creating an equity-minded syllabus.	5/23/2019 12:53 PM
16	Creating inclusive spaces for LGBTQ+ students, Lisa Macafee	5/23/2019 11:56 AM



## Q18 Which professional development would you like to see offered again that hasn't been offered in a while?

Answered: 19 Skipped: 71

#	RESPONSES	DATE
1	N/A	6/7/2019 9:57 AM
2	Nothing I can think of	6/5/2019 3:49 PM
3	N/A	6/4/2019 12:15 PM
4	?	6/4/2019 11:15 AM
5	Like what's offered!	5/29/2019 6:08 PM
6	Motivating this generation. Effective communication with this generation	5/29/2019 1:55 PM
7	EEOC	5/29/2019 9:54 AM
8	Incorporating reading and research into science classes.	5/28/2019 1:23 PM
9	All have been offered recently.	5/28/2019 11:30 AM
10	N/A	5/27/2019 7:08 PM
11	Asl workshop	5/24/2019 8:21 AM
12	First Aid CPR training	5/23/2019 4:51 PM
13	Sustainable practices for faculty & their students	5/23/2019 3:57 PM
14	I haven't been on campus long enough to know what was offered in the past.	5/23/2019 2:56 PM
15	N/A	5/23/2019 1:20 PM
16	Dealing with Students in Crisis, Safe Space	5/23/2019 12:53 PM
17	SAC Math Online	5/23/2019 12:34 PM
18	Not sure	5/23/2019 12:32 PM
19	SharePoint Skills. This going to be very important and web content needs to be modified with all the new changes coming, e.g. Guided Pathways, Online Learning, etc.	5/23/2019 12:03 PM



## Q19 If you have any additional comments or suggestions for the professional development staff, please enter them in the box below.

Answered: 11    Skipped: 79

#	RESPONSES	DATE
1	N/A	6/7/2019 9:57 AM
2	Have a development workshop for sharing/brainstorming everything you should know about SAC( location of services, budget items we can purchase, M & O requests, facility rentals, favorite places to go to lunch within 3-4 miles of campus, services(laminate, poster's, quick copy ) clubs who need mentor's, fitness classes opportunities for everyone on campus, make your surroundings look beautiful(classroom, hallways, work desk, work stations, etc.) sending thank you notes to (custodians, maintenance workers, nurses, peers, etc)	6/4/2019 2:27 PM
3	Please either publish how the responses to each of the 19 questions in this survey affected PD or for the next survey consider removing questions which you aren't sure how the responses will be used. Which are the five most useful questions in this survey?	6/4/2019 12:09 PM
4	I think that a workshop on dealing students with psychological problems would be VERY beneficial. I have a student in my class, this semester, who hears voices in his head. He was expelled from Cypress College, and (from what I can tell) he was expelled from the military. He's very difficult, but won't go to the health center. From what I can tell, I believe that he is paranoid schizophrenic. However, I realize that I am not a mental health professional, and I can't diagnose his issues. Still, a "Tips for Teaching Students with Mental Issues" workshop would be a BIG help for some of us. I find that we tend to get lots of students with mental issues, in the Music Department. Thank you! ^_^	6/4/2019 11:15 AM
5	Thank you!	5/29/2019 6:08 PM
6	Thank you	5/29/2019 9:54 AM
7	N/A	5/27/2019 7:08 PM
8	Streamline how people can get personal projects to count for FLEX credit.	5/23/2019 6:55 PM
9	Keep up the good work.	5/23/2019 2:56 PM
10	N/A	5/23/2019 1:20 PM
11	n/a	5/23/2019 12:32 PM