



SAC Conference Summary

For groups attending, a group summary is preferred.

Email a digital PDF of the completed SAC Conference Summary form to ProfessionalDevelopment@sac.edu.

Names of Attendee(s): Mary Huebsch

Conference Title: 4CSD California Community College Council for Staff and Organizational Development

Conference Date(s): March 6-8, 2019

Conference Sponsoring Organization: 4CSD

1. Summary – What can you share with the SAC community about this conference. Provide your takeaways and the impact they will have on student success/equity.

Flex Calendar: LeBaron Woodyard (retiring, Bob Quinn is replacing)

- \$5 million allocated for classified professional development (\$122,431 for SAC). May be one-time funding. CSEA must be involved in planning for spending the allocation. Classified professional development is critical in order for SAC to fully support student success efforts in the Student Equity and Achievement Program and Guided Pathways.

- Flex calendar allows all employees the time to work individually with groups to achieve improvement in 3 areas: employee, student, instructional. Not specifically tied to instructional faculty. Mt. SAC classified union negotiated flex for classified staff.

- The Flex calendar requires an annual survey/needs assessment regarding critical employee, student and instructional improvement needs in the district. Must update the plan to reflect needed changes. Must assess effectiveness of activities, including effectiveness for classified. Must hold regular advisory committee meetings. Spring 2019 survey should focus some questions on determining what professional development is needed in order for faculty, classified staff and administrators to advance the goals of the college, Student Equity and Achievement Program and Guided Pathways.

Visual Resource Center (Kelly Falcon, Palomar, and Rob Rundquist, CCCCCO)

- SAC should consider adopting Cornerstone in order to improve and expand professional development opportunities that will impact SAC student success and equity. Cornerstone is the LMS for the VRC. Colleges can join integration groups and manage VRC and their own trainings through Cornerstone. Can also add trainings from external groups. Manages PD for all college groups. Initial set up for Palomar close to \$90,000. Now free to do local integration with single sign on, customized welcome page(s) and "transcript" for employees. Cornerstone is free to CCCs until June 2021.

- Local requirements: sign MOU with Foundation for CCCs, IT must clean up HR data. Integration process includes external tech support. Need employee names, email addresses, divisions, departments, locations, and primary and secondary roles.

- Advantages: can automatically assign compliance, on boarding or other trainings; live integration for all Lynda.com and Skillsoft courses in VRC; robust reporting of attendance, evaluations, etc. data; can require that surveys are completed before giving credit for trainings; can automate registration, reminders to presenters and attendees, creation of sign-in sheet, etc.; can send classified requested trainings to managers for approval; can email attendees (e.g. bring a syllabus to tomorrow's training); can set up outbound data feed to payroll.

- Palomar will share master play lists. VRC needs to curate trainings.

- Topical communities also available in VRC. Slides from 2 Cornerstone presentations are in Professional Development Community.

- Colleges using or in 1st (February) Integration Cohort: Citrus, Mt SAC, Chaffey, all LA colleges. 2nd Integration Cohort begins in May.

Caring Campuses (project of Institute for Evidence-Based Change in partnership with CCCCCO; contact is Brad Phillips; memo January 2019)

was created to support the Vision for Success and increase classified engagement with student support. Coaching model: coach instructs classified staff in fundamentals related to establishing connectedness with students and in strategies (using commitments). Sensitivity to campus culture. Also, helps integrate classified staff with faculty work on legislation and initiatives related to student success. Grossmont College is pilot college.

Kevin Walsh, motivational speaker, CEO of Global Community Enrichment

- Discussed need to reframe when facing change or situation that may be a struggle. This is a good strategy for SAC colleagues and students.

TEAR (thought drives emotion, which drives action and leads to a result. "Cry though it or tear through it." Ask yourself, "What's the first action you will take towards my goal?" Go bold.

- Adult retention: 5% from lecture, 10% reading, 20% audiovisual, 30% demonstration, 50% discussion, 75% practice by doing, 90% teaching others

- Inventory your resources, including people. This approach will benefit SAC colleagues and students alike.

2. How will you share what you learned in this conference? Check one or more boxes below.

- Debrief with department and/or committee.
- Provide Professional Development workshops.
- Lead a community of practice.
- Provide other post-conference debriefing.

Other, please specify: