



Professional Development Proposal: Cañada College

PD Date: Fall-Winter 2024

Audience Focus: All Campus, Existing Faculty Pods/Cohorts, English, Counseling, STEM, Administrators, Peer Educators

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Who is Puente Professional Development?

As a national leader with over 40 years of experience in culturally responsive and affirming education, with a proven track record of improving student success and building a transfer-supportive culture at over 75 California community colleges, Puente PD supports campus leaders seeking professional development to support:

- HSI Initiatives & Servingness
- AB 1/705 implementation
- Diversity, Equity, and Inclusion (DEI) initiatives
- Cross-cultural programs
- STEM faculty and staff
- Academic Counseling faculty and staff
- English and Humanities faculty and staff
- Student Support Services
- Mentoring Program leaders
- Learning Centers, including writing, STEM, tutoring, etc.
- Empowerment programs, including all those designed to serve marginalized student populations including, but not limited to BIPOC students, disabled students, LGBTQIA+ students, formerly incarcerated and system-impacted students, immigrant and undocumented students, and more. For example Puente, Umoja, MESA, etc.

Puente PD trains community college educators, including faculty, staff, administrators, peer educators, and mentors. A few of our recent partnerships include Los Angeles Community College, Cabrillo College, San Bernardino Community College, and the California Community Chancellor's Office.

Puente's Professional Development Goals

Upon completion of Puente PD, participants will be able to:

1. Apply evidence-based equity frameworks to their educational practices to better support student success
2. Identify personal and professional goals for ongoing learning and transformation
3. Draw upon a community of support in order to sustain equitable practices



Summary of Proposed Work

The Puente Project professional development team is prepared to work in coordination with equity leaders at Cañada College to plan, develop, and facilitate professional development during the 2024- 2025 academic year. The vision for this project takes into account a range of PD needs for teaching and counseling faculty as well as peer educators with emphasis on supporting growth related to key goals highlighted in Cañada's Education Master Plan, Student Equity and Achievement Program, and the college AB1705 and DHSI Grants.

Cañada's multi-faceted PD needs lend themselves to an exciting opportunity for curated professional development that covers a range of topics with several carefully identified access points and audiences. Puente PD aims to directly address the institutional barriers that our students face with research/experience-based approaches that have proven to support student well-being, persistence, and success.

Proposed Schedule & Cost

Fall - Winter 2024 Puente PD Residency + Communities of Practice

In response to the multi-faceted needs identified by Cañada College leaders, we have designed a holistic offering to meet the needs of stakeholders across campus, while fostering alignment across college areas and disciplines.

Sessions are facilitated by a team of 2 Puente trainers and supported by at least 1 Puente PD representative. Delivery will be primarily online with select in-person offerings as agreed upon if desired.

| Timeline | Topic Overview | Fee |
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| Audience: All Faculty + Staff | | |
| Fall 2024 Flex Day In-person or online | Session 1 Pedagogies of Cariño, Asset-Based Approaches, and Culturally Affirming Classrooms & Pedagogies of Cariño Participants learn about Puente's foundational pedagogy, core elements of Community Cultural Wealth, and identify practices to affirm students' community cultural wealth. | Online: \$3,000 In-person: \$4,500 |
| | Session 2 Introduction to Disability Justice: Choosing Accessibility Participants learn to recognize ableism and its impact on students and educators; reflect on their current practices with a | Online: \$3,000 In-person: \$4,500 |

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| | disability justice lens; and begin to identify accessibility moves to incorporate into their practice. | |
| Audience: STEM Faculty + Staff | | |
| Fall 2024: September | <p>Session 1: Whose STEM is it? Cultivating Belonging in STEM</p> <p>Participants will learn about the historical STEM legacies that students can connect with through their cultures, how to increase STEM access for students, and how to build community around STEM justice on their campuses.</p> | Online: \$3,000 |
| Fall 2024: October | <p>Session 2: Creating a Positive STEM Culture: Uplifting Community Cultural Wealth</p> <p>Participants learn strategies to foster Math Success in a post-AB 1/705 era, including pedagogical and curricular resources, and begin redesigning an artifact from their own practice.</p> | Online: \$3,000 |
| Fall 2024: November/ December | <p>Session 3: From Tradition to Innovation: Equitable Policy & Practice in STEM</p> <p>Participants learn approaches to equitable grading and assessment, and explore options for peer-driven support and empowerment.</p> | Online: \$3,000 |
| Audience: English/Humanities Faculty + Staff | | |
| Fall 2024: September | <p>Session 1: Linguistic Justice in the English Classroom</p> <p>Participants explore approaches to honor linguistic justice via departmental, curricular, and pedagogical choices; study sample lessons; and begin an inquiry process into their own practice.</p> | Online: \$3,000 Hybrid: \$3,750 |
| Fall 2024: October | <p>Session 2: Next Level English Assessment + Applications</p> <p>Participants learn linguistic justice applications and assessment strategies designed to engage and center minoritized students and the cultural wealth they bring to academia.</p> | Online: \$3,000 |
| Fall 2024: November/ December | <p>Session 3: Rigor, Not Rigor Mortis: How Linguistic Justice can Enliven Learning for Educators and Students</p> <p>Continued exploration of linguistic justice in action in the classroom. Participants continue redesigning an artifact from</p> | Online: \$3,000 |

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| | their own practice, whether it's a departmental document, syllabus, lesson, or single assignment, and participate in peer review and support. | |
| Audience: Counseling Faculty + Staff | | |
| Fall 2024: September | <p>Session 1: Counseling with Corazón: Heart Practices for the Journey Through and Beyond Community College</p> <p>Participants will engage with Puente's culturally affirming mindsets and practices central to supporting marginalized students through each stage of their college journey, including setting goals, navigating required coursework, and building community networks that will continue to support them along the way.</p> | Online: \$3,000 |
| Fall 2024: October | <p>Session 2: Tumbando the Roadblocks: Reframing Math Conversations.</p> <p>Participants will engage in an examination of math trauma and resilience, and learn how we can reframe math conversations in counseling sessions and the classroom. No math will be conducted, but participants will be asked to reflect on their math autobiographies as a method to connect with and engage with students, along with other useful messaging techniques that foster and reinforce math-itude and cariño.</p> | Online: \$3,000 |
| Fall 2024: November/ December | <p>Session 3: Community Care and Wellness for Equity Workers: Taking Care of Ourselves and Eachother</p> <p>Participants will be guided through an exploration of ways to engage in self and community care; resource themselves, their colleagues, and students; and strengthen the bonds of community in their division.</p> | Online: \$3,000 |
| Audience: Peer Educators from STEM Center, Writing Center, and Tutoring faculty/staff | | |
| Fall 2024: October | <p>Single Session: Introduction to Culturally Responsive Practices and Anti-Racist Equity Work for Peer Educators</p> <p>Participants will build community as a group; learn about equitable approaches to peer education; and deepen their understanding of themselves as equity leaders on campus</p> | Online: \$3,000 |

| Culminating Event: Cañada + Puente PD One-Day Institute | | |
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| January Flex Day | <p>Session 1: Re-envisioning Equity at Cañada College</p> <p>Cañada College faculty, staff, admin, and/or peer educators will participate in Puente trainer moderated panels to share out the tangible changes to their practices which arose from their work in the Fall PD opportunities. Puente trainers will offer support in the development of these sessions leading up to the day of, and a debrief afterwards.</p> | <p>Online: \$3,000 In-person: \$4,500</p> |
| | <p>Session 2: Community Care for Vitality and Wellbeing</p> <p>Participants will be invited to draw upon their own lived experiences, including history, identity, and culture to surface adaptive and restorative practices for coping with stressors. Participants will be welcomed to engage in self and community care through mindfulness practices.</p> | <p>Online: \$3,000 In-person: \$4,500</p> |
| | <p>Session 3: Equitable Practices for College Administrators</p> <p>Participants will reflect upon their own educational and professional journeys, share strategies for building and accessing communities of support, and learn strategies for implementing and sustaining equitable administrative practices.</p> | <p>Online: \$3,000 In-person: \$4,500</p> |
| Total Program Fees | | |
| Option 1: In-person/hybrid as outlined above | | \$78,250 |
| Option 2: All online | | \$70,000 |

Standard Pre + Post Puente PD Deliverables

- Collaborative planning meetings as needed with key point/s of contact
- Creation and preparation of content, materials, and digital media
- Coordination of professional development facilitation
- Debrief and follow up with key point/s of contact

Optional Puente PD Deliverables

If campus leaders would like additional support, the Puente PD Residency + Community of Practice may include:

- Targeted Coaching/Consultation hours: 90 min per month online
 - Puente PD trainers offer online office hours/coaching monthly to support existing pods, faculty inquiry groups, or similar, working on specific projects in alignment with the broader series of trainings.



- Monthly check-in with Puente PD: Campus leaders will be invited to check-in with Puente PD to offer real-time feedback so that trainings can adapt to emerging issues or concerns.

Fee Structure

Puente strives to make anti-racist and equity-centered professional development as widely accessible as possible.

PD Programming Fees (charged to colleges) include:

- Trainer Compensation for development, delivery, and debrief
- Trainer Travel and Lodging. Puente coordinates and provides these services directly for trainers
- Session Materials

The Puente Project does not charge colleges for the following:

- Billing/Payment processing
- Puente staff coordination of services
- Puente staff travel and lodging
- Administrative Support

Cañada PD Project Key Contacts:

- Anniqua Rana, Interim Dean ASLT Cañada College and Professional Development Planning Council Tri-chair
- Dr. Ron Andrade, Director of Student Support and Project Director for the College Title V DHSI grant
- Maggie De Paz Fernandez, Program Service Coordinator for the Cultural Center, also working on the DHSI grant
- Salumeh Eslamieh, English AB1705 Coordinator
- Sumathi Shankar, Math AB1705 Coordinator
- Kiran Malavade, Faculty Equity Coordinator/Equity and Antiracism Planning Council Tri-chair