

Framework for Assessing the Professional Development Plan (2024–2027)

1. Alignment with Institutional Goals

- **Educational Master Plan & SEM:** Are professional development activities clearly linked to EMP and SEM priorities (student access, equity, innovation, antiracism)?
- **AB 1705 & Accreditation:** Do faculty development strategies address state mandates and accreditation requirements?
- **Equity Integration:** Are initiatives consistently framed through an antiracist and equity-minded lens?

2. Governance & Accountability

- **PDPC Role:** Is the Professional Development Planning Committee effectively monitoring implementation and reporting annually to PBC?
- **Shared Leadership:** Are EAPC, Office of Equity, and other committees collaborating without duplication?
- **Transparency:** Are funding processes (faculty, classified, management) clear, accessible, and communicated?

3. Access & Participation

- **Flex Day Engagement:** Are workshops and sessions well-attended across all employee groups?
- **Classified, Faculty, and Management Balance:** Are resources and opportunities equitably distributed among groups?
- **Onboarding:** Are structured orientations for new hires implemented and inclusive of equity and mentorship components?

4. Quality of Professional Development

- **Content Relevance:** Do sessions reflect identified needs (equity, teaching innovation, wellbeing, technology, safety)?
- **Delivery Methods:** Is there a mix of workshops, mentoring, communities of practice, and immersion experiences?
- **External Expertise:** Are outside facilitators effectively used to deepen antiracist and equity training?

5. Outcomes & Impact

- **Metrics:** Are baseline and equity measures established with PRIE support, disaggregated by employee/student demographics?

- **Skill Growth:** Is there evidence of improved teaching, advising, and support services?
- **Equity Impact:** Do outcomes show reduced disparities in student success across race, gender, and income?

6. Sustainability

- **Funding Adequacy:** Are PD funds sufficient and equitably accessible?
- **Infrastructure:** Is there sustainable support for PD systems, communication, and tracking?
- **Continuous Improvement:** Are lessons from annual summaries integrated into future planning?