



# Professional Development Needs Assessment Results

Summarized by the  
Office of Planning, Research & Institutional Effectiveness on behalf of the Professional  
Development Planning Committee

Presented at Flex Day, April 20, 2023

Three, distinct surveys were administered in March-April, 2023 to assess the professional development needs of the following college constituents:

- Classified Staff
- Faculty
- Administrators

The results of these surveys will be considered by the College Professional Development Planning Committee in developing a new, college-wide professional development plan for 2023-26. For more information about that planning process see:

<https://canadacollege.edu/professional-dev/plplanprocess.php>

# CLASSIFIED PROFESSIONAL DEVELOPMENT NEEDS SUMMARY

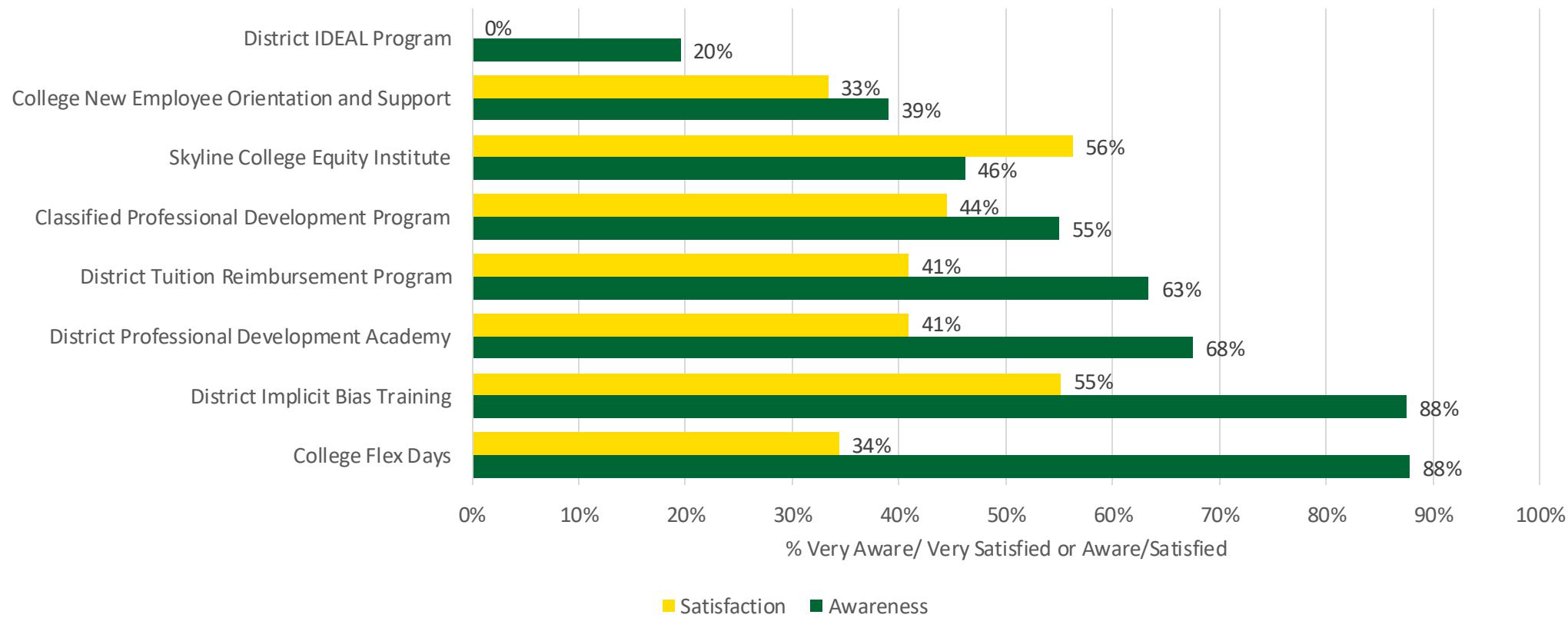
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Survey Administered March 2023

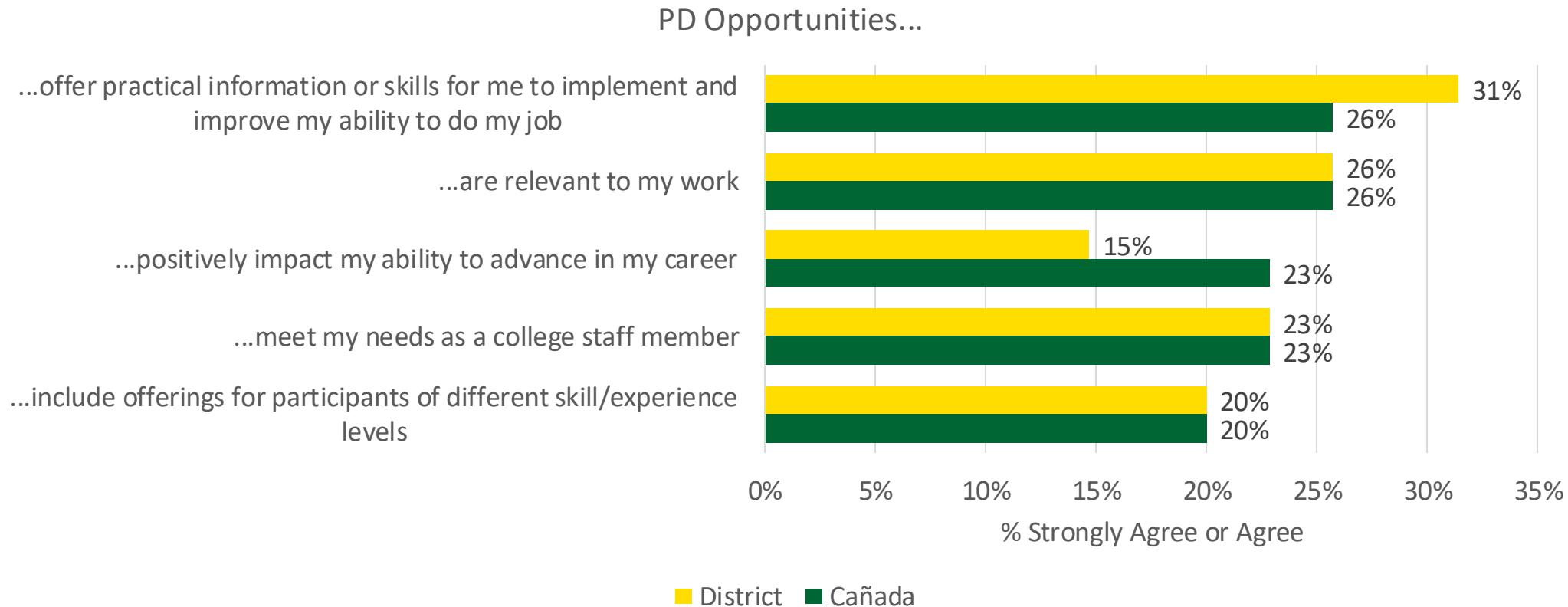
# Response Rate

- 43 out of 126 staff responded
  - 34% Response rate
- Response by Time with SMCCD:
  - 0-2 Years: 7%
  - 3-5 Years: 14%
  - 6-10 Years: 14%
  - 11-20 Years: 23%
  - 21+Years: 7%
  - No response: 35%

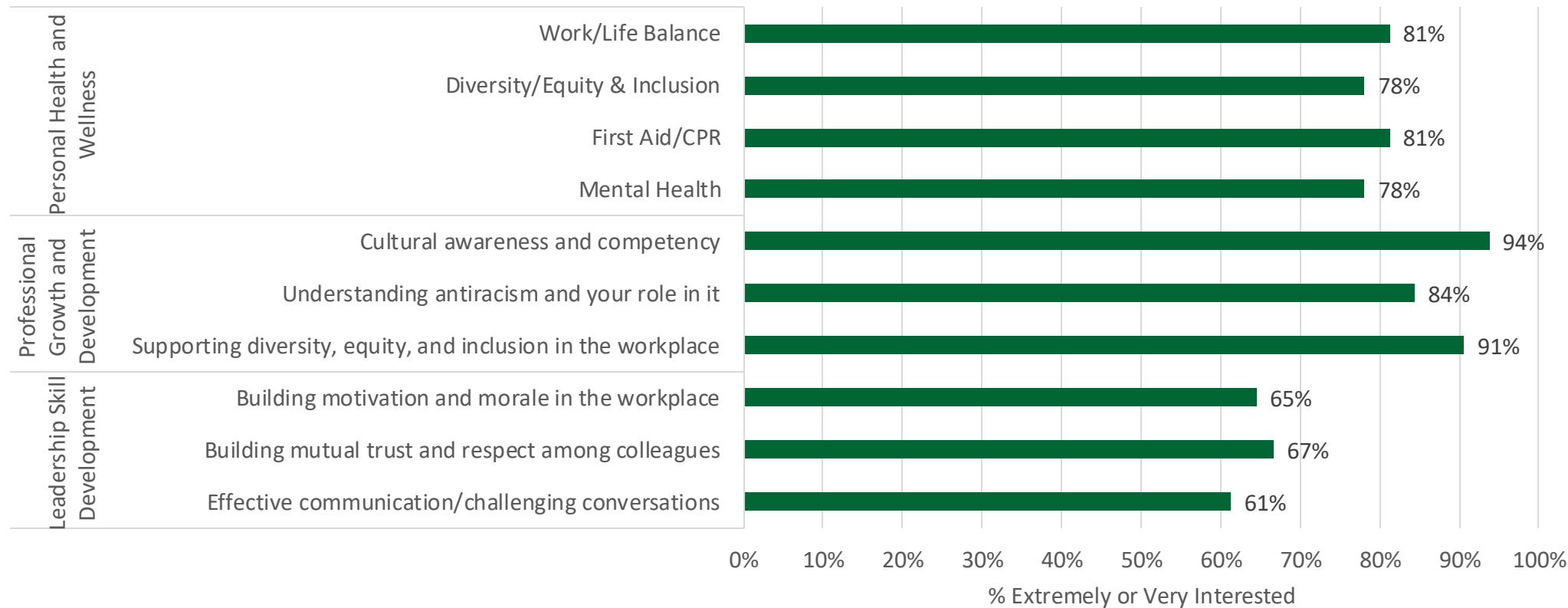
# The District's IDEAL program has very low awareness and the new employee orientation and College Flex day have low satisfaction



# Most staff do not find value in either the district or Cañada's current professional development opportunities



# The personal growth and development category was generally of more interest than others – especially leadership skill development



# Delivery Modality Preference

**#1 Hands-on workshops (where I get to practice what I learn)**

#2 In-person presentation followed by discussion

#3 Attending Conferences

#4 Web-based classes (asynchronous)

*#5 Brown Bag lunches*

# Take Away

- 86% of respondents were able to engage in at least 1 hour of PD in the past year
  - 31% engaged in 11 or more hours
- Classified PD has low satisfaction with current options
  - Perception of PD for classified being an afterthought
- Providing PD across multiple times provides more flexibility for student facing and short staffed departments

“Because we each have unique jobs and skill sets, a one size fits all solution for PD is unlikely”



# Faculty Professional Development Needs Summary

Survey Assessment administered March 9 – April 14, 2023

Results aggregated April 14, 2023

# Response Rate

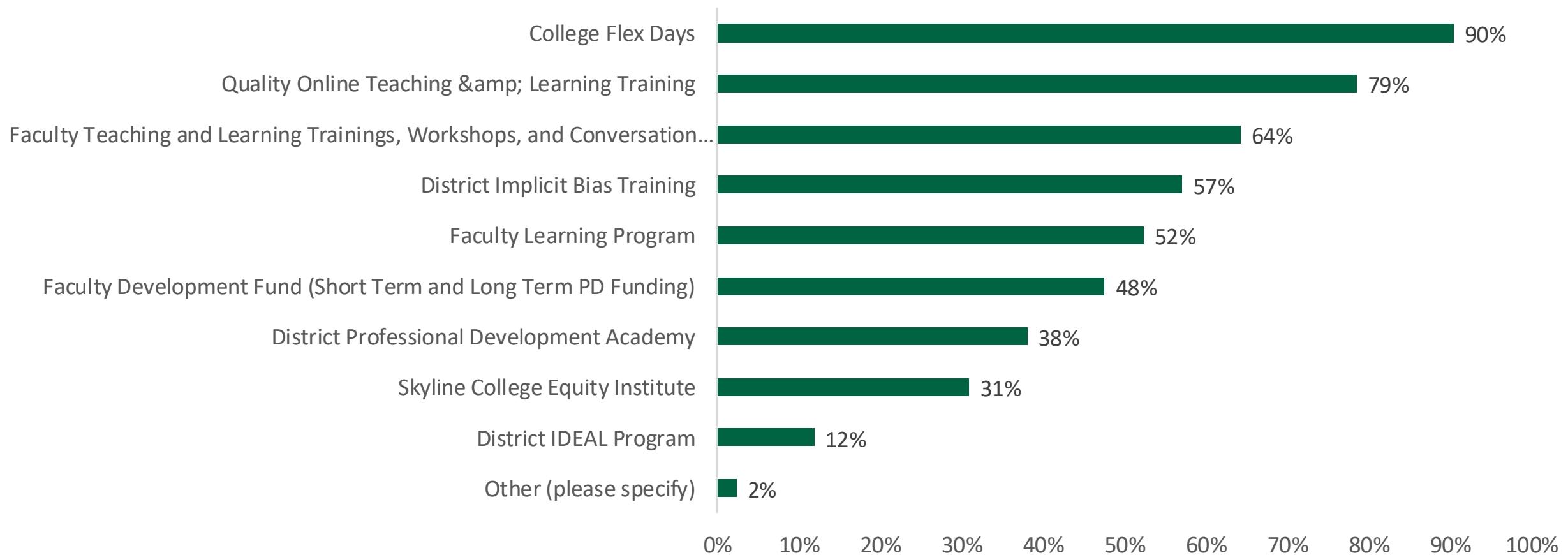
- 54 out of 261 faculty responded (full time and part time)
- 21% response rate
- Respondents by Division\*:

Humanities & Social Sciences (HSS)	13
Business, Design and Workforce (BDW)	12
Science & Technology	7
Academic Support & Learning Technologies (ASLT)	6
Counseling	1
Kinesiology, Athletics, and Dance (KAD)	0

\*Not every respondent indicated which Division they were part of. Not every respondent answered every question.

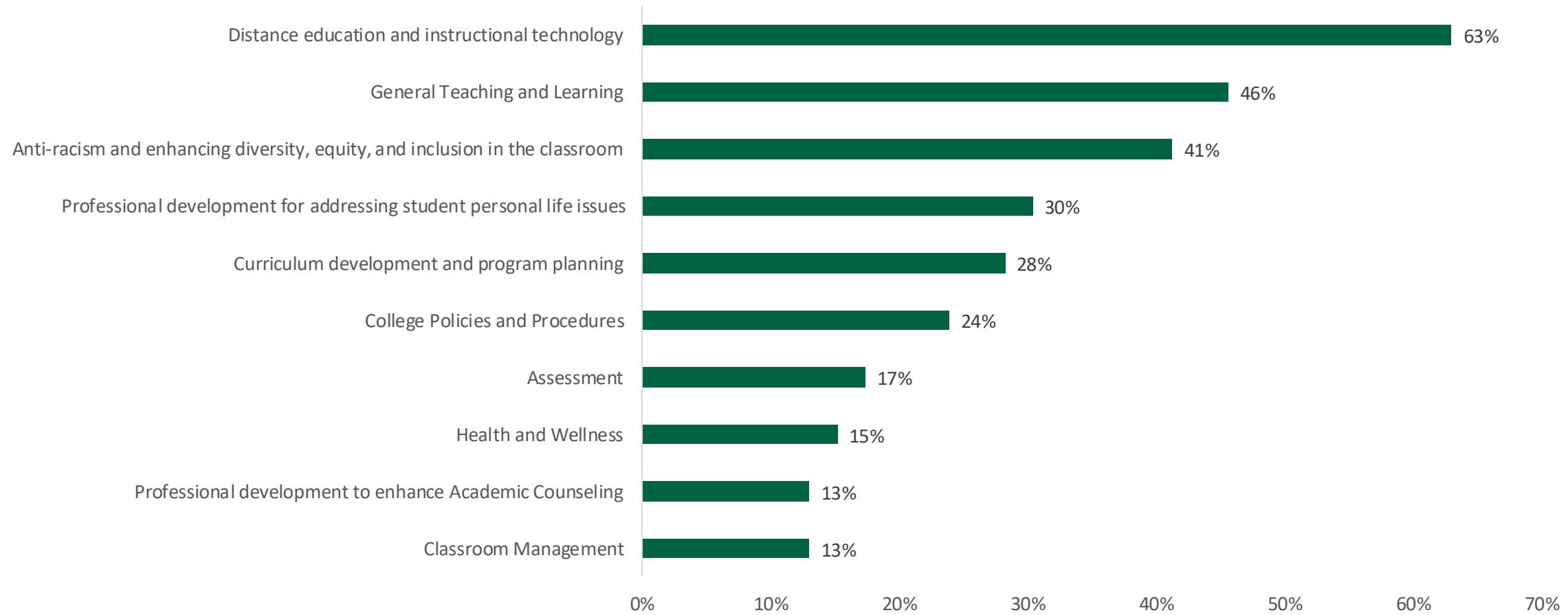
# Which of the following professional development opportunities for faculty are you aware of?

(check all that apply)



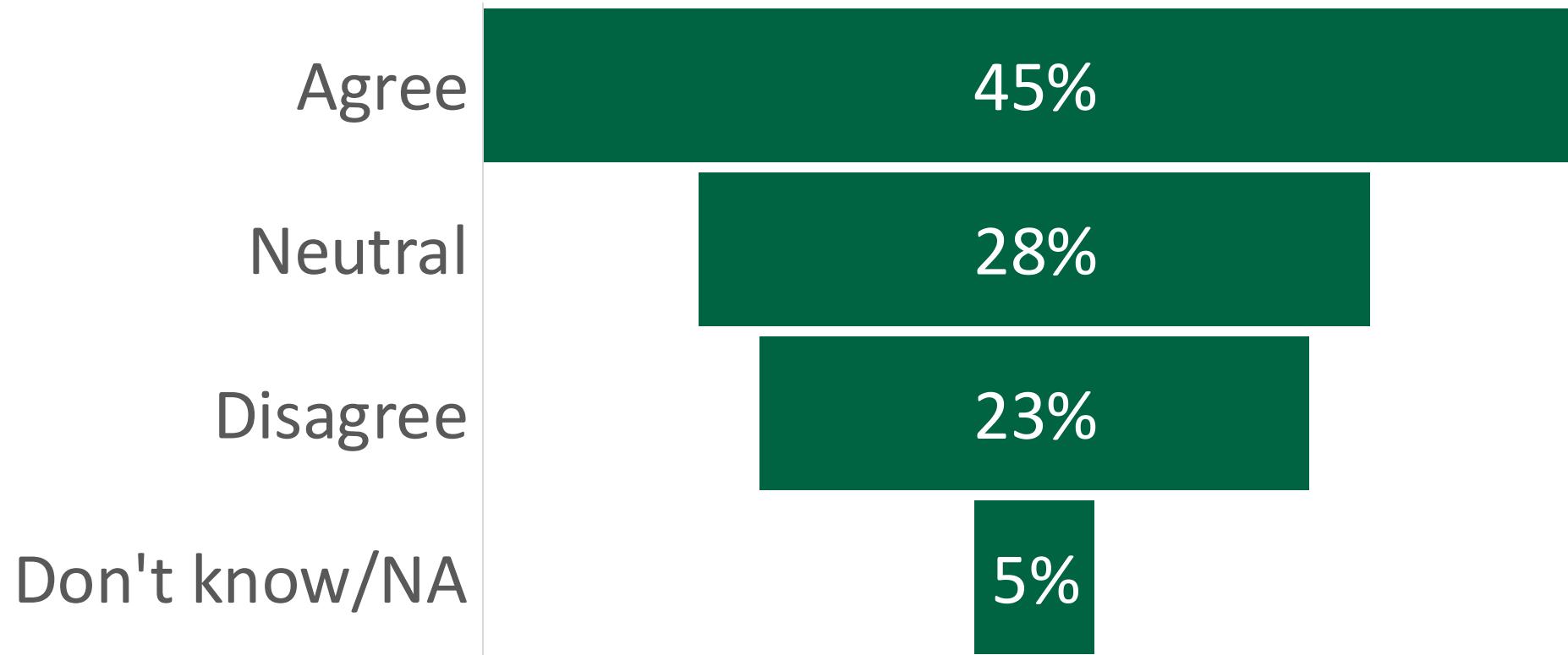
# In which of the following areas do you need professional development most?

(please select up to four - you will not be able to return to this page)



*Please indicate how much you disagree or agree with the following statement:*

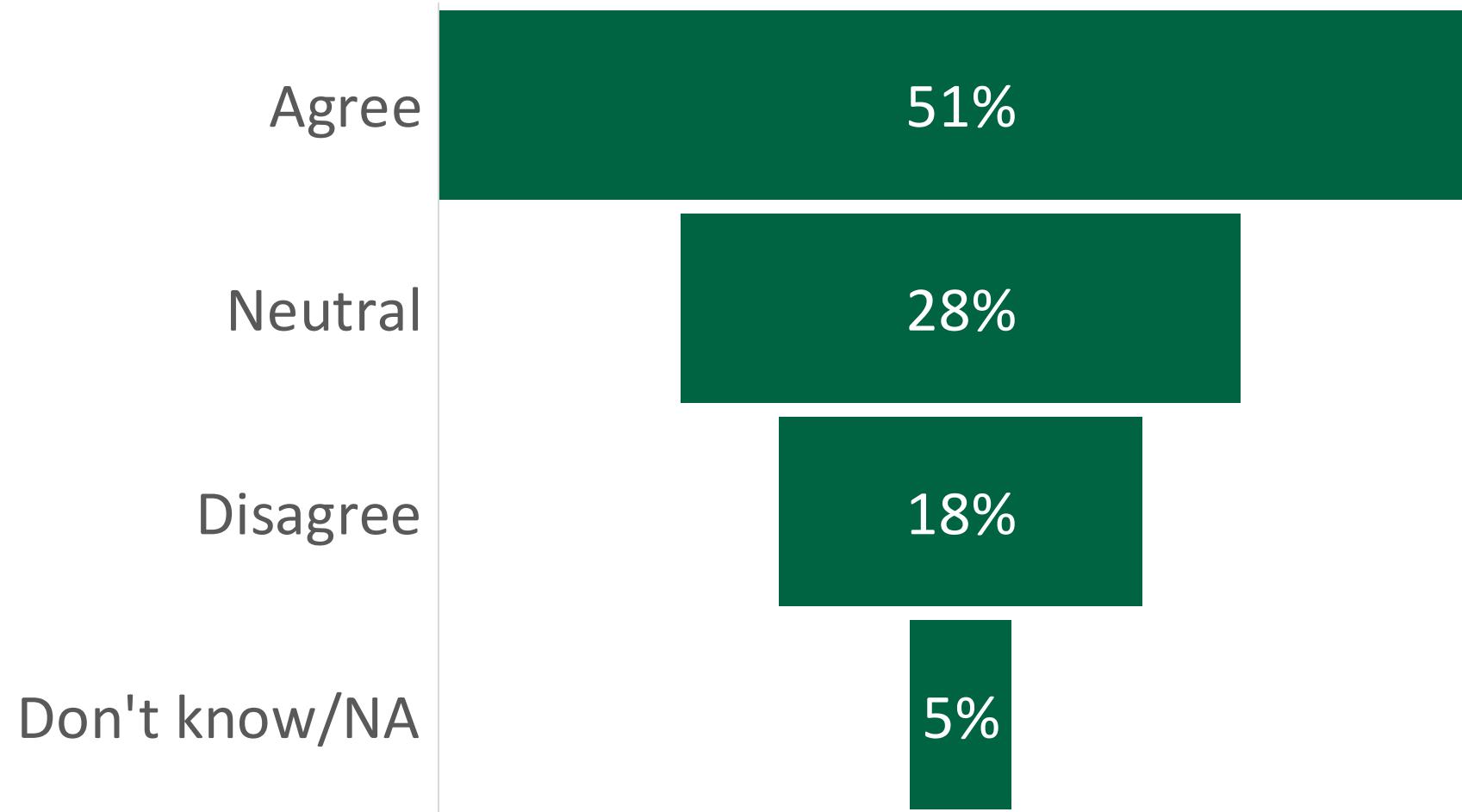
**In general, the professional development opportunities offered at Cañada College meet my needs as an educator.**



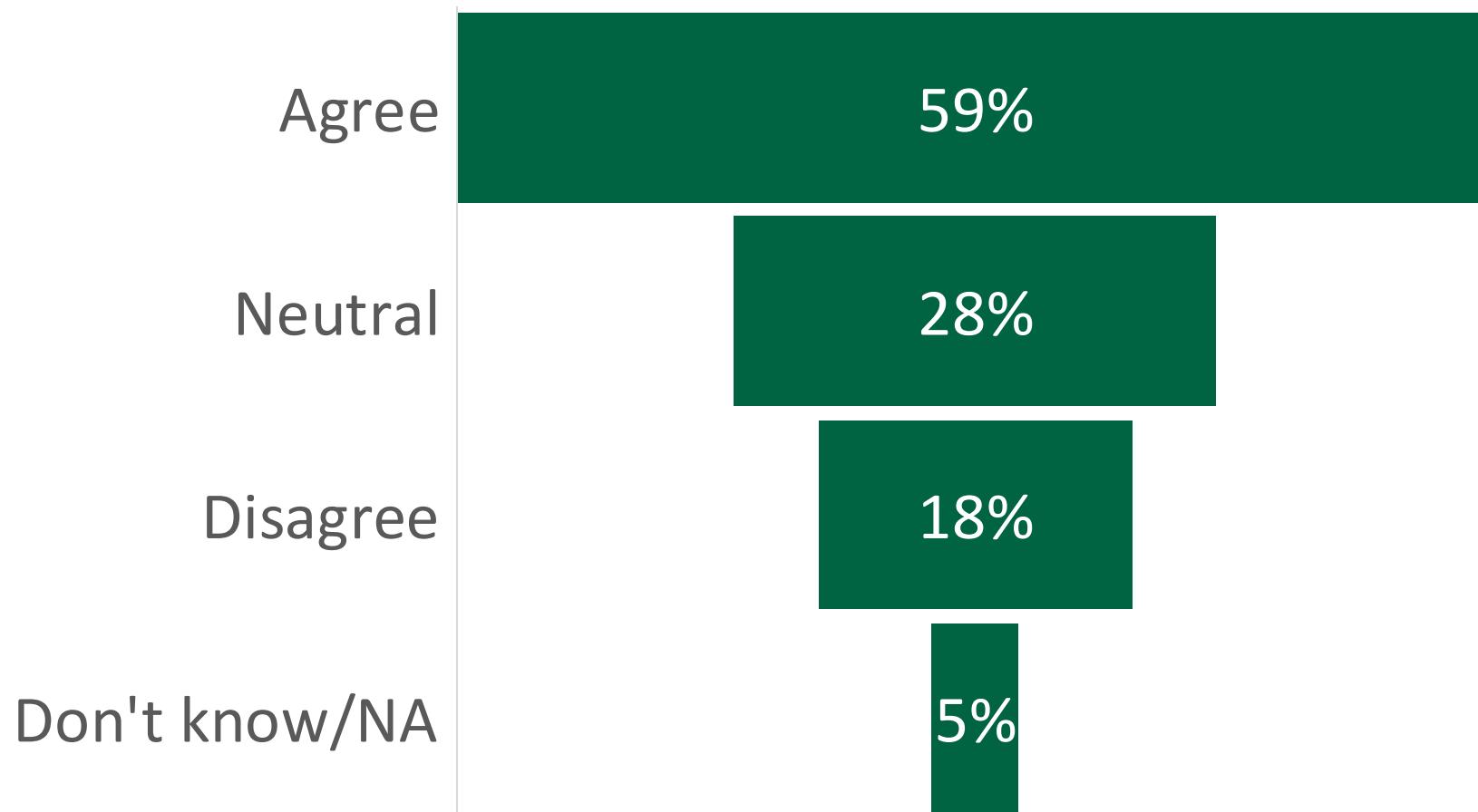
# What's working well?

- Flex Day gets mixed reviews (some love it; some find it lacking)
- Strong interest in being able to choose external PD opportunities in addition to things on offer at the college/district
- Appreciation for increased and improved offerings [via the Faculty Teaching & Learning Center and Lounge], especially variety of topics, including antiracism, student mental health, and technology, among others

Please indicate how much you disagree or agree with the following statement:  
**In general, the professional development opportunities offered at Cañada College are relevant to my work.**



Please indicate how much you disagree or agree with the following statement:  
**In general, the professional development opportunities offered at Cañada College positively impact my instructional practice.**

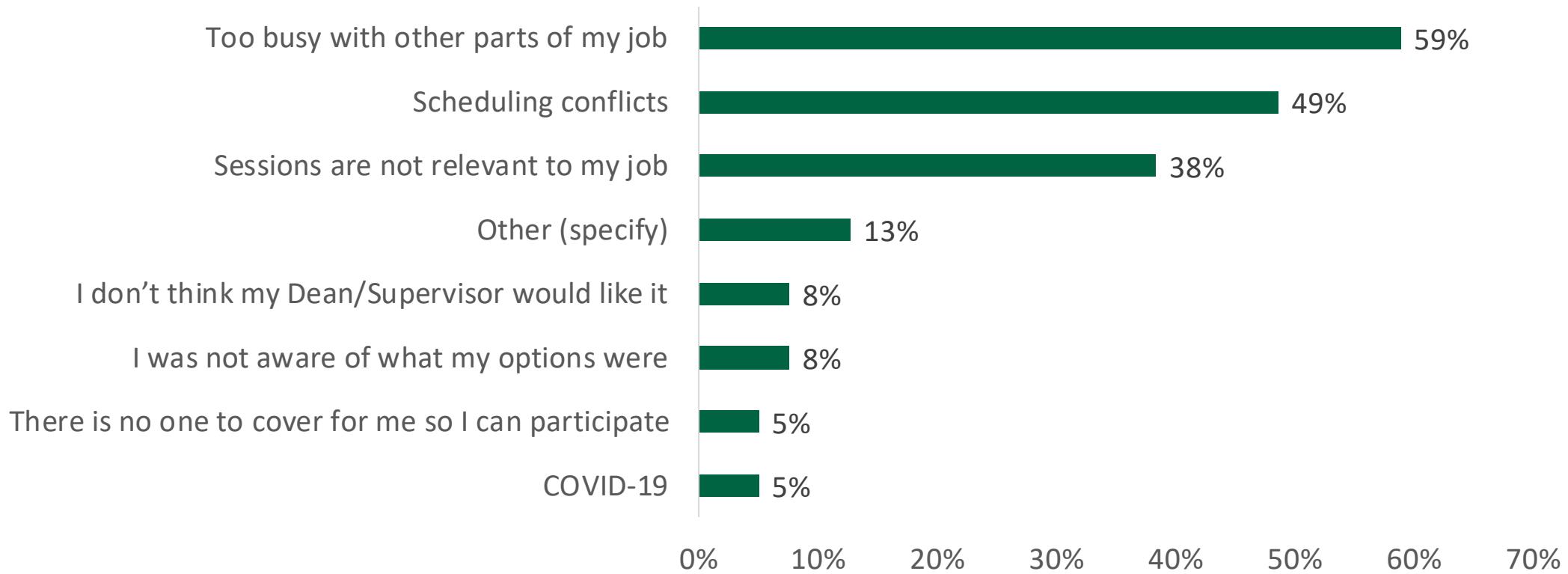


# What can be improved?

- Need to improve awareness of PD funds
- Need to minimize the paperwork to apply for PD funds
- Provide more recordings of sessions/asynchronous classes
- Vary the days trainings/sessions are offered
- More support on specific issues: working with students with disabilities, accessing technology,
- More time for collaboration on similar classroom issues/pedagogy/andragogy (less time on compliance)
- Participation in equity and antiracism PD is voluntary/optional and, as such, participation is uneven – make it required?

# What were the primary reasons you did not participate in professional development activities during the last year?

(select up to three reasons)



39 total respondents

Responses to "Other": not relevant; I always participate, whether I have time or not; New Hire, Didn't work year last year

# What is your preferred mode of delivery for professional development (select up to three options)





# Administrator Professional Development Needs Summary

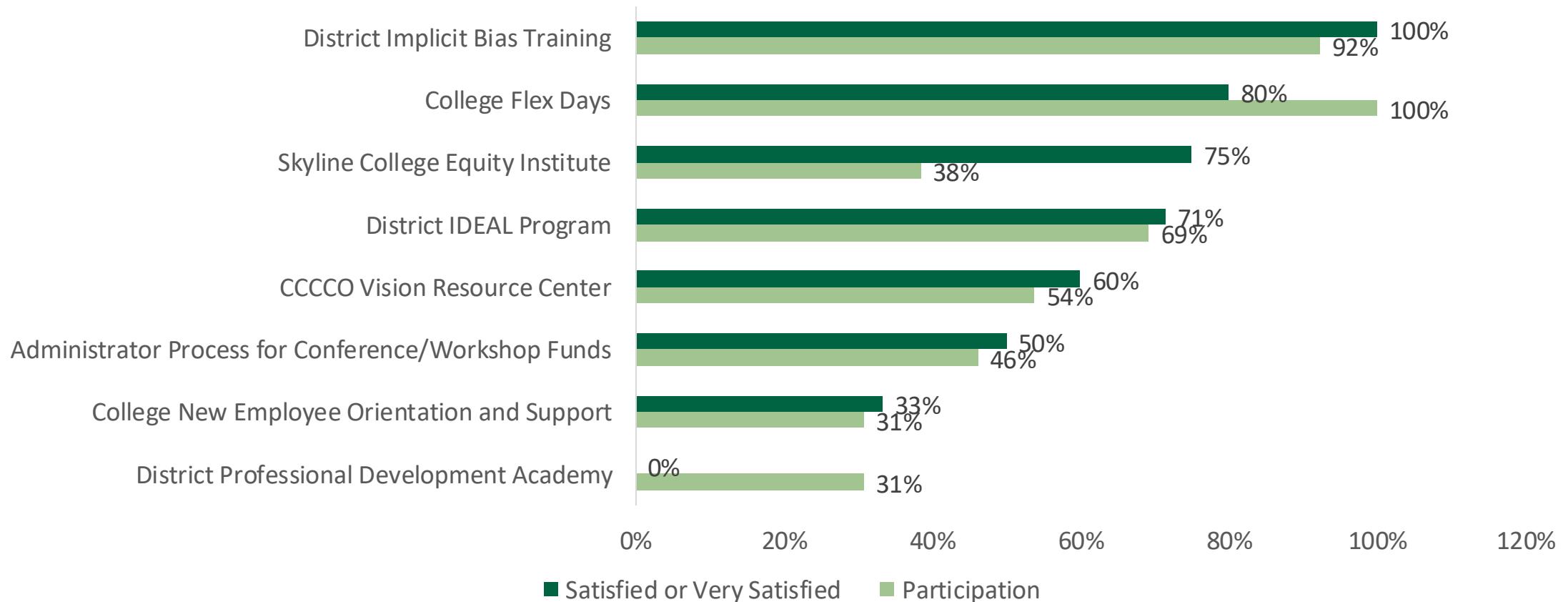
Survey Assessment administered March 9 – 24, 2023

Results aggregated April 5, 2023

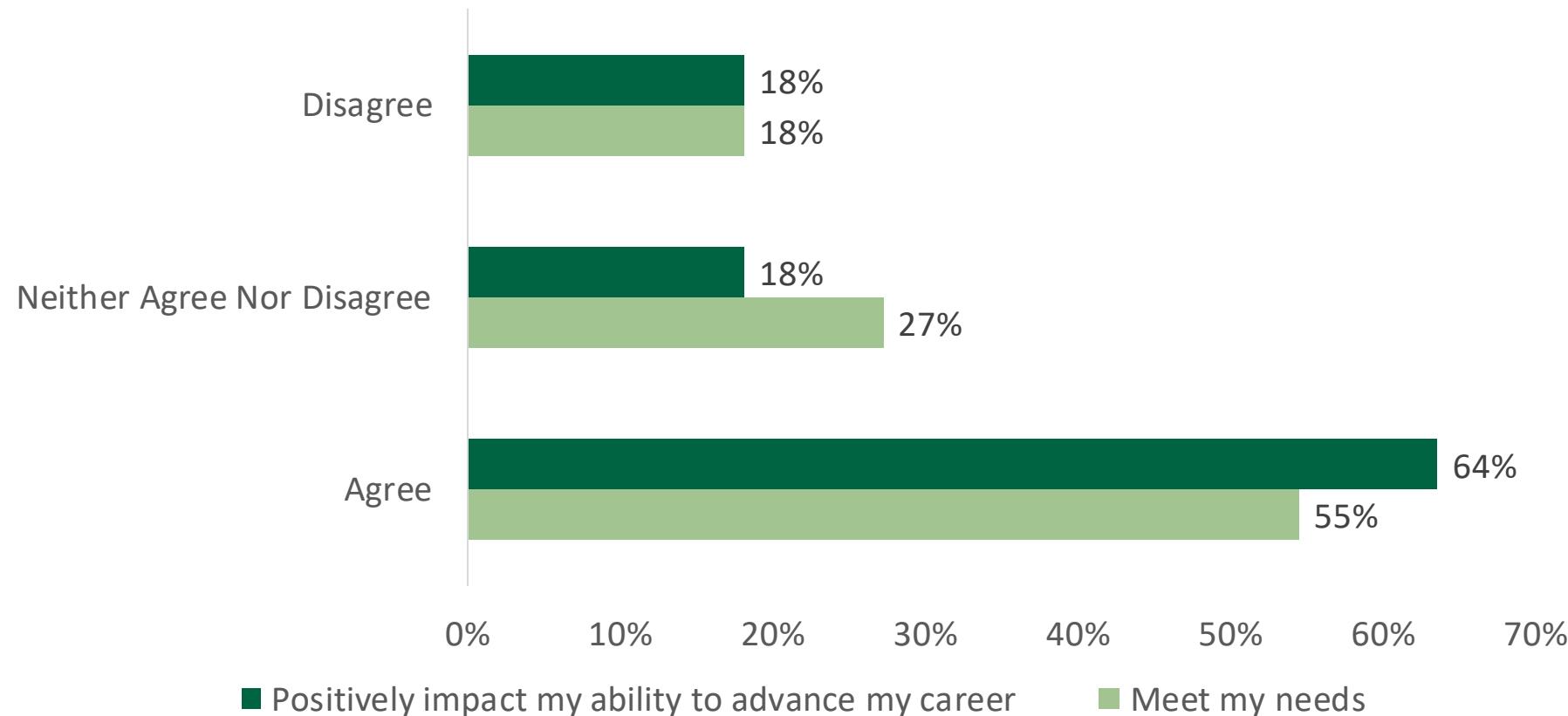
# Response Rate

- 13 out of 13 administrators
- 100% response rate

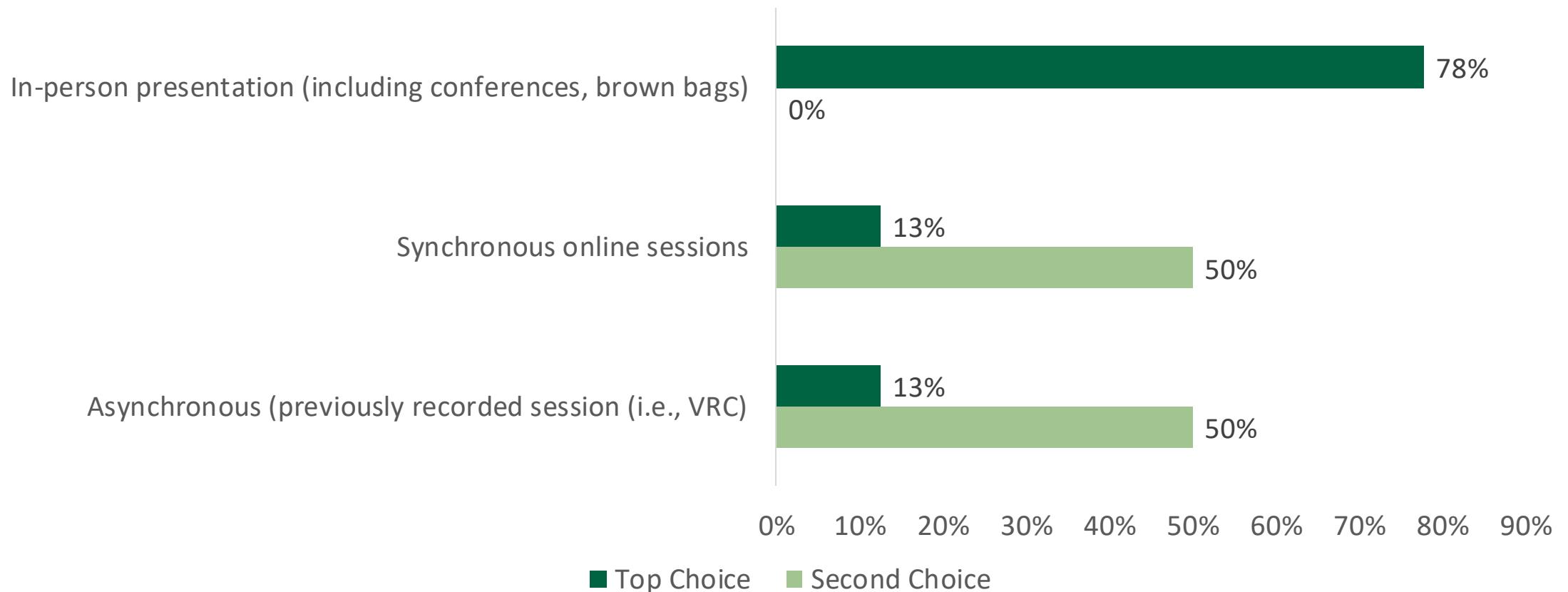
# Administrator participation in and satisfaction with existing Professional Development opportunities



Please indicate your level of agreement with the following statement:  
“In general, the professional development opportunities offered for  
administrators...”



What is your preferred mode of delivery for professional development? Please rank order, with #1 as your top choice.



# Open responses

- Managing the pressures of the job
- Managing difficult people
- When work demands feel like they do not leave any time for professional development
- Desire for mentoring/support
- Better collaboration with Human Resources (District)
- Need to systematize "regular" college operationalize processes semester to semester and year to year. Develop "learning opportunities" aligned with emerging or new technologies or software the district is adopting. For example, we currently have people using various platforms to share documents--Sharepoint, OneDrive, Drop Box, and Google Drive. Is there one that we all should use?