

Professional Development Needs Assessment: Faculty

Draft as of March 8th, 2023

Survey Settings:

- *No questions are required*
 - *Respondents may return to previous questions*
 - *The survey is anonymous unless respondents opt-in to sharing their information*
-

What do you mean by “Professional Development?”

For the purposes of this survey, we are broadly defining professional development to include all programs that are available to faculty to support faculty learning and development. This includes funding for off-campus professional development offerings as well as on-campus and district offerings such as:

- College Flex Days
- Quality Online Teaching & Learning Training
- Faculty Teaching and Learning Trainings, Workshops, and Conversation with Colleagues (e.g., Topic Tuesdays, Workshop Wednesdays)
- Faculty Learning Program
- District IDEAL Program
- Skyline College Equity Institute
- District Implicit Bias Training
- District Professional Development Academy

Why are we doing this survey?

Faculty response will be used to help inform the Professional Development Planning Committee’s three-year professional development plan.

Who is doing this Survey?

All faculty (adjunct and full time) are invited to participate in this survey. Classified staff, and administrators are also completing similar surveys about their professional development needs.

How will the information be used and shared?

The results from this survey will be shared in several ways including a Flex Day Presentation, Academic Senate Presentation, and PBC. The results will also be posted publicly on the Professional Development

Needs

Overall Interest Question

Sample Q:

In which of the following professional development topics are you most interested? (please select up to four)

- General Teaching and Learning
- Anti-racism and enhancing diversity, equity, and inclusion in the classroom
- Assessment
- Curriculum development and program planning
- Distance education and instructional technology
- Classroom Management
- Health and Wellness
- College Policies and Procedures
- Professional Development to enhance Academic Counseling
- Professional Development for addressing student personal life issues

[only display the professional development topics the person is most interested in as indicated in the previous question.]

Professional Development for General Teaching and Learning

Sample Q:

In which of the following topics are you most interested? (please select up to four)

- Incorporating field experiences (or work-based learning) into your course
- Learning more about Open Educational Resources (OER)
- Adopting Zero-cost Textbooks or materials
- Aligning instructional goals, methods and assessments
- New approaches to syllabus design
- Instructional design
- Learner-centered teaching
- Teaching first-year students
- Cognitive development
- Student learning styles and their implications in the classroom
- Building rapport with students
- Motivating students
- Teaching students how to learn independently
- Teaching underprepared students
- Identifying and maximizing your teaching style
- Other (please specify)

Professional Development for Diversity, Equity, and Inclusion in the Classroom

Sample Q:

In which of the following topics are you most interested? (please select up to four)

- Umojafication and Combating anti-Blackness
- Incorporating multicultural content into your curriculum
- Inclusive teaching practices
- Use of inter-group dialogue
- Teaching for social justice
- Gender In the classroom
- Integrating feminist perspectives in the classroom
- Supporting differently abled students and working with accommodations
- Supporting LGBTQIA students in the classroom
- Incorporating equity and antiracism into my syllabus and course materials
- Understanding the conditions and forces (cultural, social, and economic) which influence student learning today
- Using data to identify equity concerns
- Culturally-relevant pedagogy and practice
- Other (please specify)

Professional Development to Improve Assessment

Sample Q:

In which of the following topics are you most interested? (please select up to four)

- Developing rubrics for assessing assignments and projects
- Writing effective essay tests
- Writing effective multiple-choice tests
- Using student outcome data to improve your assessments
- Course-level and program-level assessment
- Performance assessments (work-based learning, projects, presentations)
- Use and evaluation of portfolios
- Developing useful Student Learning Outcomes and Program Learning Outcomes
- Self-assessment of teaching skills
- Designing and conducting classroom-based research
- Other (please specify)

Professional Development for Curriculum Development and Program Planning

Sample Q:

In which of the following topics are you most interested? (please select up to four)

- Curriculum development and approval process
- Program and course-level outcomes (SLOs and PLOs)
- Understanding shifts in the labor market and keeping curriculum current
- Identifying and integrating career exploration in curriculum
- Program review and resource requests
- Understanding program-level data

- Other (please specify)

Distance Education and Use of Instructional Technology

Sample Q:

In which of the following topics are you most interested? (please select up to four)

- Integrating instructional technology into your course
- Pedagogy for online/hybrid instruction
- Understanding how Multi-Modal teaching works
- Use of Canvas
- Use of Panopto
- Use of Zoom
- Online testing and assessment
- Ensuring your course and materials are accessible
- Using technology to enhance teaching effectiveness
- Facilitating online discussion (asynchronous or synchronous)
- How to implement a “flipped classroom”
- Other applications (specify)

Professional Development for Classroom Management

Sample Q:

In which of the following topics are you most interested? (please select up to four)

- Civility in the classroom and beyond
- Learning ways to deal with inappropriate or disruptive student behavior
- Understanding Cañada’s disciplinary procedures
- Recognizing and responding to students who are experiencing a crisis
- How to handle cheating and plagiarism
- Other (please specify)

Personal Health and Wellness

Sample Q:

In which of the following topics are you most interested? (please select up to four)

- Stress Management
- Self Defense
- Conflict Resolution
- First Aid/CPR
- Emergency Preparedness
- Positive Working Relationships
- Diversity/Equity & Inclusion
- Nutrition/Fitness
- Work/Life Balance
- Other

College Policies and Procedures

Sample Q:

In which of the following topics are you most interested? (please select up to four)

- Accreditation (the requirements and processes)
- Board Policies and Administrative Procedures
- Business Processes (purchasing, etc)
- College Policies
- Retirement
- Collective Bargaining and Union Procedures
- Family Educational Rights and Privacy Act (FERPA) requirements
- Field trips
- Other (specify)

Professional Development to enhance Academic Counseling:

Sample Q:

In which of the following topics are you most interested? (please select up to four)

- Strategies for helping students clarify their academic goals
- Intervention strategies for when students' academic performance is below good standing.
- Building relationships between Academic/Personal Counselors and Instructional faculty.
- Understanding the college articulation process with 4-year institutions.
- Trends in Transfer: what are the latest trends in transferring to CA public higher education, private education, and public out-of-state transfer.
- Ensuring that counseling practice includes a multicultural/diversity awareness and sensitivity.
- Strategies for working with students who miss counseling appointments.

Professional Development for addressing student personal life issues:

Sample Q:

In which of the following topics are you most interested? (please select up to four)

- Discussing and making referrals for personal life issues with students, i.e. housing and food insecurity, stress management, health issues, substance use/abuse, transportation difficulties.
- Supporting students who are also parenting.
- Complete "Applied Suicide Intervention Skills Training" (ASIST) – a two-day course offered by the Centre for Suicide Prevention.
- Identifying and talking to students about anxiety and depression
- Steps to take if a student is in an abusive environment.

Open Ended Questions:

Sample Qs:

1. In what ways is Professional Development at Cañada College working well to support your professional learning and development?
2. What suggestions do you have to improve faculty professional learning and development at Cañada College?

Overall Satisfaction

Overall Satisfaction with Professional Development at Cañada

Sample Q:

Please indicate how much you disagree or agree with the following statements about professional development opportunities available at Cañada College:

In general, the professional development opportunities offered at Cañada...

[Likert responses such as: Strongly Agree, Disagree, Neither Agree nor Disagree, Agree, Don't Know/NA]

- ...meet my needs as an educator
- ...are relevant to my work
- ...positively impact my instructional practice
- ...offer practical information or skills for me to implement

Awareness:

Sample Q:

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

[Likert responses such as: Aware or Not Aware]

- [College Flex Days](#)
- [Quality Online Teaching & Learning Training](#)
- [Faculty Teaching and Learning Trainings, Workshops, and Conversation with Colleagues \(e.g., Topic Tuesdays, Workshop Wednesdays\)](#)
- Faculty Learning Program
- [Faculty Development Fund \(Short Term and Long Term PD Funding\)](#)
- [District IDEAL Program](#)
- [Skyline College Equity Institute](#)
- [District Implicit Bias Training](#)
- [District Professional Development Academy](#)
- Other (please specify)

Participation:

Sample Q:

Which of the following professional development opportunities for faculty have you participated in?:

[responses such as: Participated in or Have not Participated In]

- [College Flex Days](#)
 - [Quality Online Teaching & Learning Training](#)
 - [Faculty Teaching and Learning Trainings, Workshops, and Conversation with Colleagues \(e.g., Topic Tuesdays, Workshop Wednesdays\)](#)
 - Faculty Learning Program
 - [Faculty Development Fund \(Short Term and Long Term PD Funding\)](#)
 - [District IDEAL Program](#)
 - [Skyline College Equity Institute](#)
 - [District Implicit Bias Training](#)
 - [District Professional Development Academy](#)
 - Other (please specify)
-

Barriers to Participation

Sample Q:

What were the primary reasons you did not participate in professional development activities during the last year? (Select up to three reasons)

- Scheduling conflicts
 - Too busy with other parts of my job
 - Sessions are not relevant to my job
 - COVID-19
 - I was not aware of what my options were
 - There is no one to cover for me so I can participate
 - I don't think my Dean/Supervisor would like it
 - Other (specify)
-

Preferred Mode of Delivery of PD

Sample Q:

What is your preferred mode of delivery for professional development [Select up to three options]

- Community of Practice with my peers (structured collaboration to improve practice)
- Colleagues observing me and providing feedback
- Conferences or workshops with external partners
- Intensive summer trainings
- Mentoring from other instructors
- Observing colleagues
- Online, asynchronous training I can do on my own time
- Online Flex-Day Workshops
- In-person Flex-Day Workshops
- Other

Sample Q:

What time of year do you prefer to participate in professional development? Please select up to 3 options:

- On Flex Days at the beginning of the semester
 - On Flex Days in the middle of the semester
 - Just before the term starts (but not on a flex day)
 - At the end of the term
 - During the summer (but not on a flex day)
 - At regular intervals throughout the school year
 - On weekends
 - Asynchronously only
 - Other (please specify)
 - Don't know/no preference
-

Faculty Division:

Sample Q:

In what division are you?

- Humanities & Social Sciences
 - Science & Technology
 - Business, Design and Workforce
 - Academic Support & Learning Technologies
 - Kinesiology, Athletics and Dance
 - Counseling
-

Closing Questions:

Sample Qs:

- Is there anything else you would like the Professional Development Planning Committee to know?
 - Would you be interested in further discussing and elaborating upon your answers? If so, please share your email address below or email Ellen Young at younge@smccd.edu.
-

Sources copied or borrowed from for this draft:

Hanover Professional Development Needs Assessment, May 2020

[Compton College Faculty PD Needs Assessment Spring 2022](#)