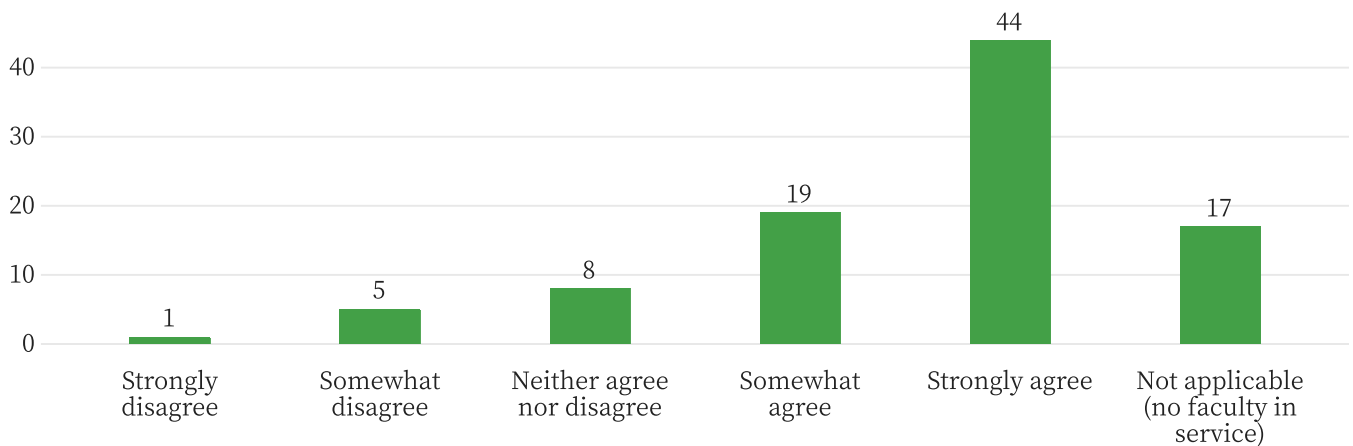


Fall 2021 PAR Report on Professional Development

In general, Faculty members in my program/area regularly participate in professional development activities offered by/at Chabot. (Q64)

94 Responses

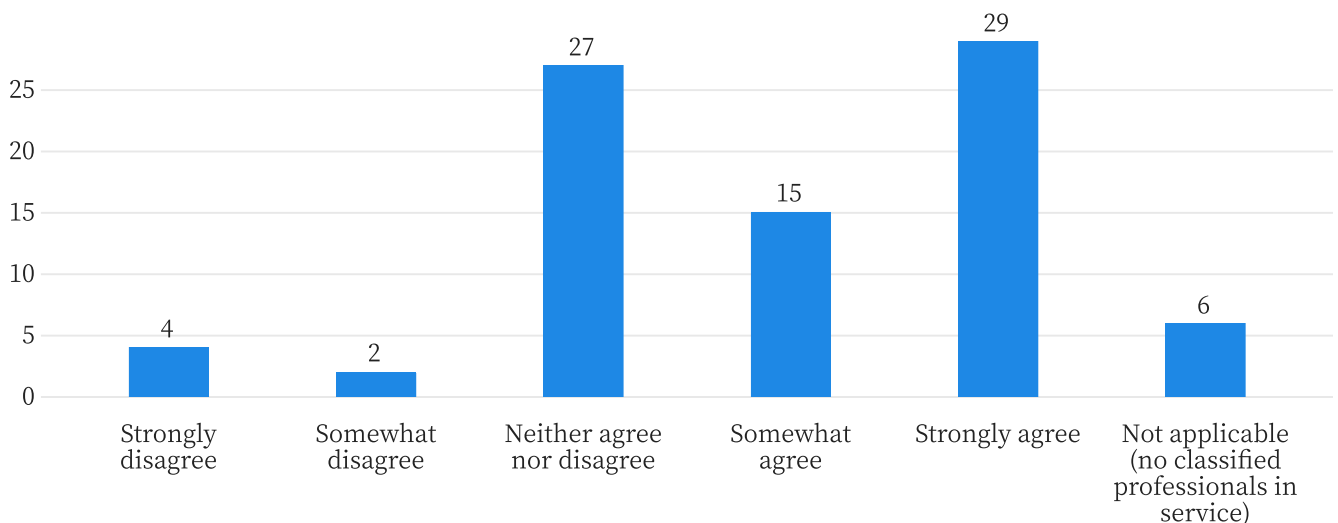
● No. of Programs



In general, Classified Professionals in my program/area regularly participate in professional development activities offered by/at Chabot. (Q65)

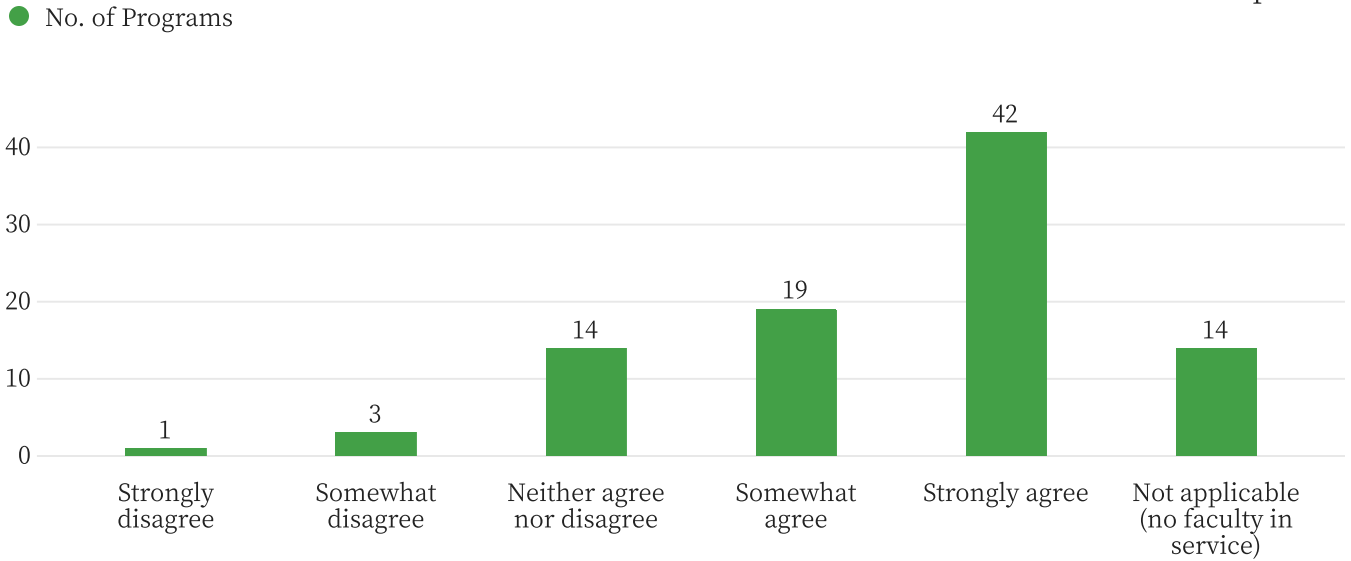
83 Responses

● No. of Programs



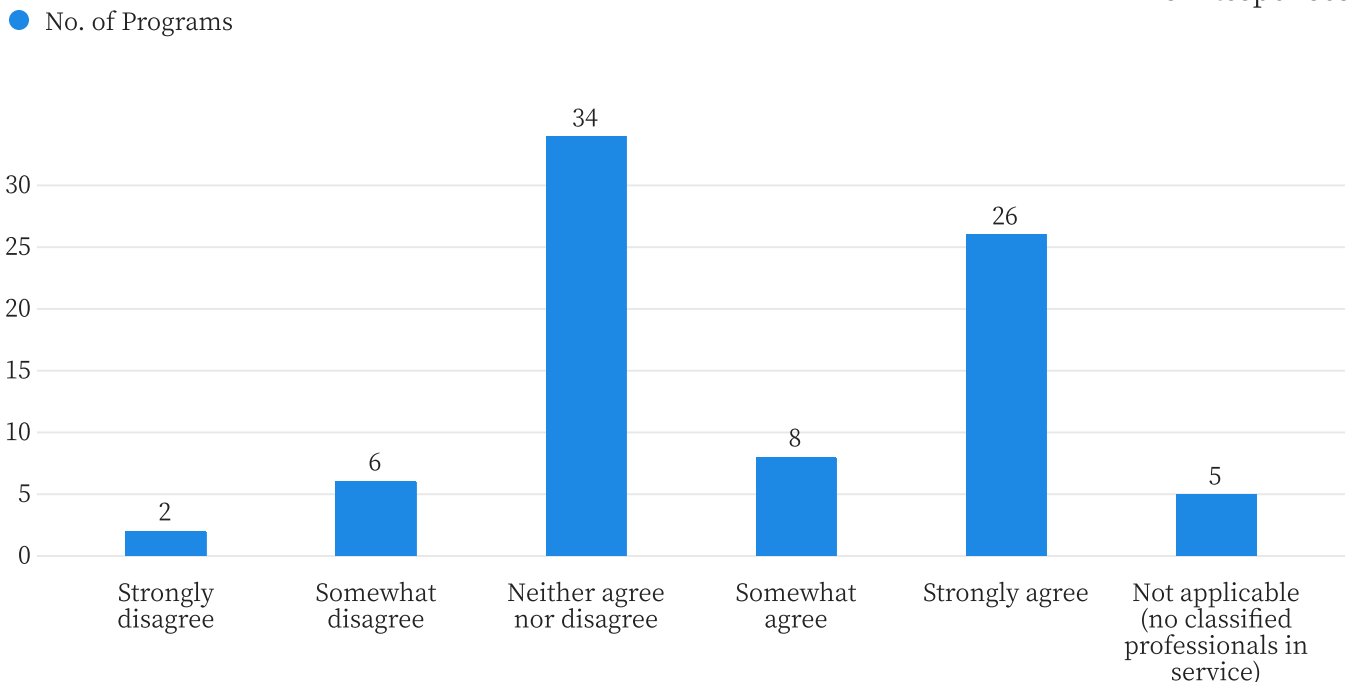
In general, Faculty members in my program/area regularly participate in professional development activities offered outside of Chabot. (Q66)

93 Responses



In general, Classified Professionals in my program/area regularly participate in professional development activities offered outside of Chabot. (Q67)

81 Responses



How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement? (Q68)

101 Responses

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
Administration of Justice	The ADMJ field is continuously changing and professional development is central to faculty's ability to both stay abreast of academic trends in the discipline and to help faculty highlight curricular content in the classroom to increase student engagement. Additionally, we strive to keep the instruction, both lectures and assignments, as up-to-date and relatable as possible.
Admissions and Records	There needs to be more opportunity for Classified Professionals to attend any professional development activities. If these activities are offered outside of Chabot, then funding needs to be provided in order for Classified Professionals to be able to attend.
Anthropology	Several workshops were offered to improve equity work.
Architecture	To bring more of industrial demands and up to date knowledge to the studio/program.
Art	The programs our faculty attended outside of Chabot help our faculty to keep up-to-date with current practice and pedagogy in our field. There are specific programs on equity, student learning and achievement that art specific to Art education we are able to attend. It is important that the college continues to fund areas specific professional development opportunities.
Art History	These experiences helped staff stay up-to-date in their relevant professional standards. And by seeking to improve, staff show a belief in education itself, and therefore an understanding of the educational mission. For me personally, professional development in the area of anti-racism resulted in fairly large changes to my professional practice, including shifting to the 'grading for equity' model, and rewriting ARTH CORs to reflect guidelines for equitable curriculum.
Astronomy	Sharing the planetarium for some professional development experiences (like stress-reduction, led by Sadie Ashraf, and learning about indigenous cultures with Veronica Martinez, show how we can learn from one another while supporting the entire college.
Automotive Technology	All faculty are required by accreditation to complete 20 hours per year, minimum, of technical update training. This has a direct impact on instruction with the inclusion of new techniques and technologies.

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
Black Cultural Resource Center	The professional development activities that our staff have participated in build our capacity to serve our students by increasing our knowledge of campus resources & campus technology. The faculty member in the area has participated in flex day professional development around equity in hiring, campus resources, Umoja practices & serving Black students, Cranium Café training, Dream Center workshops on serving undocumented students, and others.
Business	Our attending conferences in the areas of DECA, online teaching, accounting have positively impacted our teaching, changing class content, updating course outlines, and making changes to our degrees and certificates. For example, accounting instructors added the Tableau component to their teaching of BUS-1A and BUS-1B. Two new programs in taxation were created. The Project Management certificate was updated with creation of new courses.
Business Services	We have attended wellness workshops, such as mental health service which was a great learning tool in these times.
CARES Mental Health	Many trainings were focused on issues of equity on mental health which supports professional development growth of our department.
CalWORKS	Every year the CalWORKs team attends the CalWORKs Training Institute to learn best practices to serving the CalWORKs student population. Our team has also attended basic needs conferences and trainings which we have brought back to our college and facilitated a Flex Day workshop. Our team actively takes on leadership roles in planning meetings. Our team has attended MBTI and Strong trainings to become MBTI and Strong certified. Skyline Equity training institutes., etc.
Campus Safety and Security	Professional development improves Campus Safety services and supports our efforts to provide students a safe and secure learning environment.
Career and Transfer Center	Regular participation in professional development supports the ability to provide accurate information and effective support for students. Regular participation in professional development that examines equity also supports the ability to keep growing in serving students better.
Chabot Association of Teachers Education (CATE)	We have attended regional professional development for future teachers. They have been very beneficial as they taught us how other community colleges have grown and developed their teacher pathways. We learned that there is a lot of “heavy lifting” at the beginning as we struggle with staff, politics, and funding, recruitment.

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
Change It Now (CIN)	The CIN learning community is grounded in equity and inclusion. CIN faculty meet regularly (year-round) to collaborate and support each other's development as faculty and leaders. Reflection, interrogation, reviewing literature, and student case studies are regular practices for CIN faculty. CIN faculty not only engage in professional development experiences on and off campus but also help lead many of these efforts.
Chemistry	Many chemistry faculty participated in webinars as a consequence of the COVID-19 pandemic in order to improve the quality of the online experience for our students. We learned new ways to use Canvas, implemented new software programs for online virtual laboratory assignments, and how to deliver online lectures via zoom and other applications.
Communication Studies	Our department sees both full and part time faculty participating in professional development experiences both on and off campus. We are encouraged and encourage the rest of our faculty to attend conferences, host and participate in FLEX workshops, and have had GIFTS (Great Ideas For Teaching Speech) meetings amongst our full and part time faculty members. We also have encouraged part-timers to attend our department and division meetings. Our instructors also have participated in our department's extra curricular events such as forensics tournaments, the Speak Up! Showcase, the Great Debate, COMM Lab workshops, the What You Can Do With A COMM Degree panels, and more.
Computer Application Systems	Our classroom and labs look run down in the 1500 building. When taught in the 900 building it looks more up to Par but still not state of the art. We are able to make due with the facilities we have but the new building should help with enrollment and retention.
Computer Science	N/A
Computer Support and Audio Visual	The funding for professional development does not cover the costs that are high for technology classes.
DSPS Student Services	The various webinars, conferences, and professional leadership development opportunities the DSPS staff partake in develop everyone's knowledge of disability services, personal leadership potential, community need awareness and service improvement, and general best practices.
Dental Hygiene	Faculty members in our program participate in professional licensure renewals by participating in continuing education courses specific to their area of teaching. Courses in teaching methodology and pedagogy are encouraged.

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
Digital Media	There were some trainings including those related to CANVAS, and equity that were helpful. There needs to be better onboarding onto Governance Committees, and for Faculty and Staff in general. One off professional development isn't as helpful as ongoing training to help scaffold and retain talented faculty and staff.
Dream Center	The Dream Center participates in many immigrant conferences and professional development opportunities in order to stay up to date with state and federal laws and regulations that directly impact the students served at the Dream Center. Participating in the professional development experiences also allows us to build our leadership capacity and continue to bring forward innovative and effective practices to serve the undocumented community.
Dual Enrollment	Help understand best practices in Dual Enrollment at other colleges (in high school partnerships, program models, recruitment, etc.)
EOPS/CARE	They attend the annual EOPS/CARE conference where they learn best practices and new updates to the program. The counselors also attend UC/CSU counselor conference to learn any changes that will help our students complete their goals All of our staff and faculty go to Flex Day and participate in college wide workshops.
Early Childhood Development	There is a direct correlation between continuous professional training and the quality of services provided to Chabot students. Some of the examples that I can mention are the following; since the pandemic started, ECD faculty from all California and other states have created a community of practices where OER textbook information was shared, creation of a video library, additional resources, guest speakers, and alternative distant learning tool called swivl has been used in ECd courses that required practicum experience, and many other. Second, more adjunct faculty have the opportunity to attend virtual college events such as division, town hall, flex day, orientation, cc- on-line teaching workshops, and more. All of the mentioned activities have a direct impact on the ECD students
Early Childhood Development Lab School	The teachers have enhanced knowledge and skill for continued quality child development services.
Earth and Environmental Sciences	N/A

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
Economic s	N/A
Electronic Systems Technology	<p>For faculty: My participation in professional development opportunities brings knowledge of current trends in technology pertinent to enhancing students' skills directly into the classrooms! For Classified Professionals: participation in professional development activities was restricted in indirect ways, mostly by having an uncertain schedule. This has improved since October 2020. Professional development through CLIP allowed collaboration with many different areas of the Campus and the District. safety training has also began to occur, allowing future improvement of safety practices.</p>
Emergency Medical Services	<p>WE WERE ABLE TO LEARN NEW WAYS TO ENGAGE THE STUDENTS IN THE MATERIAL BEING TAUGHT SO THEY RETAINED IT BETTER FOR QUIZZES AND TESTS.</p>
Engineering	<p>Professional Development is necessary in the field of engineering in order stay current on engineering practice and the supporting science. The engineering faculty is encouraged to attend the Engineering Liaison Council (ELC) is a network of higher education engineering instructors across California that hosts bi-annual meetings. These meetings have been incredibly worthwhile by providing pedagogical support, curriculum development and transferability discussions, and opportunities for networking with other engineering professors. This can directly result in increased student learning as cutting-edge teaching techniques, lab activities, and course materials are often shared at the ELC meetings. Scientific and Engineering conferences (such as Women in Engineering and the American Geophysical Union Annual Meeting) have provided faculty with opportunities and techniques to promote and foster diversity within engineering while also learning about and contributing to the frontiers of scientific research. One full-time member of the faculty is currently participating in the Science, Engineering, and Math Equity Institute, which has facilitated a network and set of tools that can improve equity within the classroom.</p>
English	<p>After attending the 2019 NCORE conference, the department revitalized our course outlines to include a stance on anti-racist, anti-oppression curriculum and pedagogy. English Faculty regularly engage in writing groups on and off campus, deliver PD during Flex Days or for special projects like the 10x10, and remain engaged with other colleges and colleagues. Our collaborations with the 10x10 are under evaluation, our input within campus committees and OER projects or on-line teaching tools is often grounded in the professional learning from on-campus and off campus workshops.</p>

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
English as a Second Language	I can only speak for myself and what part-time teachers have mentioned in passing. I have heard that the personal Canvas coaching offered by Zeraka has been very helpful for teachers in designing and improving the quality of their online classes during the pandemic. I have taken advantage of many of the useful workshops on Canvas integrations to great benefit. Some of these workshops include Canvas Studio, Hypothesis, Explain Everything and Kami. These tools give students a rich and interactive learning experience online. The biggest impact on my teaching came from workshops and reading in removing the white supremacist lens from the teaching of American history. My ESL 15B class and ESL 111A class both have American history units that draw from this learning and provide students with materials and personal narratives that represent the Black, Native and immigrant experiences in America from its founding to modern times. I have passed this curriculum on to other teachers in the department.
Entrepreneurship	NA
Ethnic Studies	Contributed enormously, as participating on PD and academic conferences help faculty develop and be exposed to new academic trends, research, pedagogical practices relevant in our areas.
Film	There were some trainings including those related to CANVAS, and equity that were helpful. There needs to be better onboarding onto Governance Committees, and for Faculty and Staff in general. One off professional development isn't as helpful as ongoing training to help scaffold and retain talented faculty and staff.
Financial Aid	Regular training and updates are critical to our office. Financial aid changes rapidly, and is extremely complex. It requires regular training to maintain knowledge and compliance. Participation in College and District training provide important updates and keep us current on what is going on in our world, what might affect us and our students, and give opportunity to provide input that might be beneficial to others.
Fire Technology	Due to the industry-specific nature of the professional development offered outside of Chabot College, Fire Technology faculty are able to maintain relevance and recency with first responder training competencies. This translates to updated and improved instructional delivery within the existing courses, and providing "value added" training opportunities to the students above and beyond the minimum curriculum requirements.
First Year Experience Program	The professional development opportunities provided to classified professionals in our area provides a space for our staff to learn from experts in the field in supporting and mentoring students. These opportunities also provide greater exposure on innovative practices happening at other colleges. The professional development opportunities have also supported staff in sharpening their leadership skills.

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
Foster and Kinship Care Education (FKCE)	DOES NOT APPLY. WE HAVE NEITHER NOR CLASSIFIED PROFESSIONALS
General Counseling	It helped the department to further assess equity and inclusivity practices to make sure that we offer Counseling services in different modalities to better serve a diverse student body.
Geography and Environmental Studies	I attend many professional development opportunities on campus, but I marked “somewhat disagree” because our adjunct are not able to attend many of these opportunities due to having to work at multiple schools / lost time driving /having to take a higher teaching load etc. This means that only 1 of 6 instructors in our degree are able to attend professional development opportunities on campus. Professional Development opportunities off campus have higher attendance with adjunct as these events are specialized in Geography and information learned at the conference is more easily used at multiple schools. However, these are only attended if we get funding (AAG, AGU, ESRI Conference). These conferences have been very inspiring as they offer some of the latest research to keep our courses relevant and make instructors excited about new material to bring to class. Also, equity training as been very helpful and informative.
Guardian Scholars Program	N/A
Guided Pathways	The professional development experiences have contributed greatly to exposure and better understanding of practices and initiatives across the state in implementing Guided Pathways.
Health and Nutrition	Learned about OER/LibreTexts possibilities to offer ZTC courses to students.
Hispanic Serving Institution/ El Centro	Past professional developments, HACU 2019 in Chicago, the team members who attended shared that they learned best practices for supporting HSI students, saw examples of changing campus culture & how they are doing so, and finding ways to implement new practices at Chabot. These serve as motivational activities for staff. Other examples noted where how to help do more for helping students select/learn majors, pathways...bringing in helpful posters for major offerings. We would like to see more PD on how to support Latino males.

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
History	Many of our faculty have participated in Faculty Inquiry Groups to assess more equitable teaching practices in the classroom (assignments, syllabus, exams, etc.) - this was an interdisciplinary group so were able to learn across disciplines - goals was specifically looking at increasing the success and persistence of African American and Latino/a students. Grading for equity working group led by history faculty Michael Thompson - sought to examine grading practices and try to learn different and more equitable strategies and techniques for evaluating student performance and assigning grades.
Humanities, Philosophy, and Religious Studies	All of the faculty members in our program have engaged in professional development activities that have particularly improved are programs committed to equity and quality distance education.
Industrial Technology	Faculty in the discipline aggressively seek professional development including industry seminars and graduate degrees that greatly improve the quality of education we offer.
Instructional Technology	PD allowed the Instructional Technology Department to interact with other members of the Distance Education Community to share innovations in technology, best practices in student online learning and participate in equity building exercises. All of these new experiences are then infused in the program for Chabot
Interior Design	To bring more of industrial demands and up to date knowledge to the studio/program.
International Students	Attending NAFSA conferences and workshops and BA-PIER meetings has enabled me to keep up to date on new immigration regulations and policies and develop best practices in advising students.
Kinesiology and Athletics	Some faculty attend annual coaching/administrative clinics where they learn best practices/policies, along with new and innovative ways to impact our programs. All of our staff and faculty go to Flex Day and participate in college wide workshops.

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
Learning Connection	<p>Many on our team have attended various conferences, webinars, and training related to learning support over the past Program Review cycle. These experiences have led to a multi-year supplemental instruction pilot as well as the discovery of a better tutoring platform that seamlessly integrates online drop-in tutoring and appointment tutoring. Additionally, several of our classified professionals have participated in professional development opportunities through our campus/district, such as CLIP and the CCEPG Equity Trainings, which have improved leadership development and shared governance participation as well as bringing an equity lens to our conversations around program policies, tutor trainings, and the services we provide. Although these experiences have been greatly beneficial, not all on our team have opportunities to participate, and we continue to seek increased access to professional development opportunities, including for our student tutors.</p>
Library	<p>Whenever we are able to attend CCL' s Deans and Directors or CARL' s biannual conference the librarians who participate bring back a lot of new and updated information. Our main challenge is we lack enough experiences to keep full-time librarians fully up to date and trained. This has especially been a challenge during a whole migration process to the LSP and needed maintenance. Norman Buchwald did have a three year stint as part of the governance board of the LSP but had to rotate off. Lack of any stable professional development funding is why librarians rarely take a Library Juice or ACRL course as the costs are considerable enough.</p>
Life Sciences	<p>o They provide opportunities to connect students to opportunities (internships), enrich curriculum design with new resources, improving curriculum and its accessibility. o It has increased our awareness of culturally responsive teaching and teaching with an equity lens.</p>
MESA and TRIO-STEM	N/A
Machine Tool Technology	<p>Mastercam training, HTEC conventions, Solidworks 3D experience, lead to greater knowledge of current trends and concerns in MTT related fields. Exposed instructors to new tools, software, and techniques for education and for machining. Equity training sessions trained instructors in concepts, concerns, and techniques for teaching to a diverse and diversifying student body.</p>
Mass Communications	<p>We cannot speak for the Classified Professionals working the TV station. In general, the professional development activities offered by/at Chabot only serve to inform us of administrative/non-teaching tasks that we are held responsible for. For an educational institution, there is very little in the way of professional development geared at making us better instructors.</p>

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
Mathematics	I don't think I am prepared to answer questions about PD short of polling the faculty, which I don't have time to do. If PAR really need accurate data on this, maybe a campus wide survey during a flex day is a better way to get the data. Some faculty are discouraged from applying for PD opportunities because they have experienced a long time before getting their reimbursement.
Medical Assisting	Program director attends medical assisting conventions, medical assisting seminars to bring up-to-date ideas and skills to classroom. PD also continually takes/attends instructional method courses to improve instruction and delivery
Music	Allow time for discipline specific conversations
Music Recording and Technology	N/A
Nursing	Nursing faculty attend conferences to update themselves on best practices. There will be a change in 2 years on the RN licensing exam and faculty are taking classes to prepare themselves.
Office of Institutional Advancement	N/A
Office of Institutional Research	We learned new ways to query, more representative ways to investigate equitable outcomes, basics for using SharePoint, and how to be more proactive to build more confidence.
PACE	Faculty in our area have attended OER conferences, Canvas and website training, and degree mapping meetings . These have helped the program improve the course schedule and offer courses with OER textbooks for economically disadvantaged students.
Paralegal Studies	There are no full-time faculty members in PLGL, so it is difficult to take advantage of College professional development opportunities. The PLGL field is continuously changing and professional development is central to faculty's ability to both stay abreast of academic trends in the discipline and to help faculty highlight curricular content in the classroom to increase student engagement. Additionally, we strive to keep the instruction, both lectures and assignments, as up-to-date and relatable as possible.

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
Photography	The professional development opportunities around online student success benefited the program throughout the COVID-19 pandemic.
Physics	The American Physical Society (APS) and its focus on teaching physics through the American Association of Physics Teachers (AAPT) continue to provide some wonderful professional development activities online and in person. Some faculty regularly attend the regional AAPT meetings to present and share ideas about teaching physics, as well as participate in national webinars. Over the last two years of COVID, the APS has sponsored a great series of meetings about equity, supporting under-represented groups in science and physics, physics and gender, and much more. Physics Today (the primary news portal for the physics community in the US) and Physics World (the same for the UK and Europe) have offered webinars on cutting edge physics that are equally useful. And locally, CSUEB has graciously shared access to their weekly colloquia series in physics, allowing Chabot's students access to talks by leading scientists from around the country, as well as by upper-division students. All of these opportunities to learn and network with colleagues outside of Chabot are enormously important. We need to continue to take advantage of similar programs and outreach efforts, because they not only help us as teaching faculty to stay current and aware of new tools, they also help us help our students, increasing awareness of grants and internships and research experiences for undergraduates.
Political Science	Many faculty members have attended workshops on issues surrounding equity and have made changes in their pedagogy.
Psychology	I believe we have become better teachers and better participants in our college community.
Psychology Counseling	PSCN faculty have gained insight into ensuring equity in the classroom by improving our course content and our syllabi.
Puente	When professional development is assessed in our area, we always look at how we can adjust the training to fit our program. By the Counselor Assistant II in Puente attending the MS365 training, she has been able to update our forms used in Puente.
RISE	Although the RISE Program does not directly employ Faculty and Classified Professionals, our contractor and student assistance attend and lead professional development activities.
Real Estate	Allows the program to offer relevant life based experience related course content.

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
Reed L. Buffington Visual and Performing Arts Center	The PAC AST and Theatre Manager used their personal funds to join INTEX (Ticketing Org) and IAVM (Venue Management) to help keep up-to-date guidelines being used by other Venues regarding COVID 19.
Reprographics Center	The OSHA training has helped make Reprographics a safer work environment for the team. The 4CS conference enhanced leadership skills, communication, and networking. Other sessions have taught us how to deescalate problematic situations and helped us provide better customer service through dismantling silos, promoting equity and awareness, and improving teamwork.
STEM Center	The STEM Center's classified professional has built leadership skills that empower her to take initiative and be a voice for stem center in division meetings, LC team meetings, shared governance, classified senate, and in the union.
Sociology	Participating in OER opportunities on campus and the OER conference contributed to the creation of our ZTC degree in sociology and in increasing the number of OER classes we offer. Participating in Equity FIGs also helped address equity in grading and in making some of our syllabi more accessible to students.
Student Equity	N/A
Student Health Center	10 Trainings attended by the faculty member, increased learning and skills that positively impact services provided to students <ul style="list-style-type: none"> ▪ Training the Trainer (Mental Health First-Aid), to allow on-campus training ▪ EMDP training
Student Life	Professional development on equity issues and technology were particularly helpful.
Switchboard and Mailroom	NA
TRIO - ASPIRE	Adjunct Counselor are provided all updated Chabot college changes in college advising and on new programs and changes in each academic division. Classified are also trained on new admission processes and paperwork needed to be efficient.
TRIO - ETS	TRIO has trainings that are specific to our field and we find these to be the most relevant and helpful.
TRIO - EXCEL	Adjunct Counselor are provided all updated Chabot College changes in college advising and on new programs and changes in each academic division. Classified are also trained on new admission processes and paperwork needed to be efficient.

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
TV Station	The Professional Development contributed to the TV station by giving us the opportunity to learn and use the latest technology available.
Theater Arts	Our Theater faculty all work outside in the field. This makes for dynamic teachers with contemporary understanding of the field.
Umoja	BEC 10x10 trainings FIG
VP Office of Academic Services	Curriculum institute
VP Office of Administrative Services	N/A
VP Office of Student Services	<p>There are numerous significant ways in which these professional development experiences contributed to improving Student Services programs and services, student equity in learning and achievement. For example, the entire constellation of instruction, administrative, academic and student services support graduated the largest class in the college's storied 60 year history. Over 1,425 students graduated with a Certificate or Degree from Chabot College in the 2020-2021 year, the year of the pandemic. The incredibly quick transition to fully online instruction in Canvas and student services using Cranium Café for counseling, peer guides, A&R, Financial Aid chats, Zoom for New Student Orientations and Transfer Center Workshops was the glue between Chabot College students and their instructors, services professionals and behind the scenes essential services employees. For example, the Dean attending the Title IX virtual training, the counselors attended the ETS UC/CSU counselors' conference, the CARES Team provided Mental Health First Aid training to Campus Safety and various student services areas, as well as the VPSS provided categorical and grants funding to support professional development in all areas of the division. 99% were virtual conferences and trainings over the past 18 months, with in-person conferences planned to resume in the new year 2022.</p>
Veterans Resource Center	VRC staff frequently participates in externally hosted trainings on best practices and VA regulations. Internal offerings are helpful but are only attended sporadically.
Webmaster	N/A

Program /Area Name	How did these professional development experiences contribute to improving your program/area, equity, and/or student learning and achievement?
Welding	The professional development exercises we have participated in outside of Chabot have greatly contributed to personal networking and our awareness of critical innovations in our industry. Participation at Chabot has increased our support network and general camaraderie.
World Language s	WL faculty participate on state and national conferences and organizations for Foreign Language Acquisition, Online Teaching, and Open Educational Resources. This has improved instruction to and delivery of WL courses and provided accessible course material to students.