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PROPOSAL FOR A

CLASSIFIED
PROFESSIONALS
INSTITUTE

PRESENTED TO THE

Classified Professional Learning Committee (CPL)

December 13, 2017

Cloris Johnson | Trina Larson | Yolanda Catano

BY THE

CLASSIFIED



TASK FORCE

SAN DIEGO MESA COLLEGE

PURPOSE OF PRESENTATION

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- To introduce Classified Equity Task Force to CPL.
- To share ideas our about a Classified Professionals Institute, in part, to fulfill the requirements of Classified Leadership Academy attended in September.
- To think about collaborative opportunities and organizational relationships.
- To define our role in support of CPL and Classified.
- Because the Equity Task Force, CPL, and the Professional Learning office will play leading roles in implementation, we're here to present ideas for consideration.
- These are prompts for further brainstorming and practical development. We look forward to supporting these efforts.

CONTEXT & CONNECTION

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JANUARY	<p>Classified Professional Learning Committee</p> <hr/> <p>Equity Workshop ◇ January 19, 2017 Dr. Frank Harris III & Dr. Luke Wood</p> <hr/> <p>In part, workshop participants requested a</p> <ul style="list-style-type: none"> ◇ Classified Equity Task Force ◇ Classified Professionals Institute
JUNE	<p>Classified Professional Learning Committee</p> <hr/> <p>Equity in Action Taskforce Kick-Off Meetings Classi-Con ◇ June 7-8, 2017</p> <hr/> <p>In part, workshop participants also requested a</p> <ul style="list-style-type: none"> ◇ Classified Equity Task Force ◇ Classified Professionals Institute <p>RESOLVED</p> <ul style="list-style-type: none"> ◇ Johnson & Larson to Co-Chair Task Force
SEPTEMBER	<p>CA Community College Classified Senate (4CS)</p> <hr/> <p>Classified Leadership Academy, Asilomar Equity Project ◇ SDCCD Rep: Trina Larson</p> <hr/> <p>Attended to support Task Force efforts with the possibility of campus & districtwide implementation.</p>
DECEMBER	<p>SDCCD Joint Classified Senate Presidents & Mesa Classified Senate Support</p> <hr/> <p>Classified Equity Task Force Proposal to CPL</p>

CONTEXT & CONNECTION

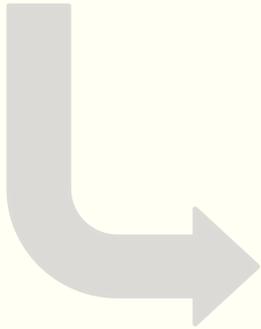
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Common ideas



EQUITY WORKSHOP JAN17	<ul style="list-style-type: none">◇ Classified Equity Task Force◇ Classified Professionals Institute
EQUITY KICK-OFF CLASSI-CON JUNE17	<ul style="list-style-type: none">◇ Classified Equity Task Force◇ Classified Professionals Institute

More Thoughts



CONTEXT & CONNECTION

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Equity Kick-Off Brainstorm



Develop a Grass-Roots Task Force

Classified Led
Practitioner Focused
Practical



for Equity & Other Related to Classified

Support Better Coordination and
Informational Outreach

Equity Kick-Off Brainstorm



Identify Stakeholders & Partner With

Professional Learning
Classified Professional Learning
Student Success & Equity
Classified Senate



Identify Resources

CCEAL, CUE, MT2C (Professionalization Model)

CONTEXT & CONNECTION

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Equity Kick-Off Brainstorm



Create Events & Opportunities to Meet



CONTEXT & CONNECTION

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Equity Kick-Off Brainstorm



Develop a New Classified Institute

- Foster an Equity Mindset
- Create a Mentor Program
- Conduct Job Shadowing
- Cross-Train
- Bridge Silos
- Encourage a More Involved Classified
- Encourage Broader Committee Participation
- Use Internet-Based Problem-Solving to Consider Equity Questions

CONTEXT & CONNECTION

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Equity Kick-Off Brainstorm



Methodology

- Don't come with a solution. Start with commonalities.
- Inquiry-Based
- Meet people where they are.
- Allow people to tell their stories.
- Use this as a safe space; place to take risks
- Use consensus decision-making.

STANDING

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Classified Equity Task Force



Classified-Led Advisory Group

- Ad Hoc | More Informal
- Safe Space to
 - Examine Positions
 - Investigate Possibilities
 - Create Equitable Space/Thinking
- Safe Space for
 - Brainstorming, Play, Invention

STATUS

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First Call



September 27, 2017

- One response.



Conclusions

- Need a better outreach strategy.
- Establish our relationship to PL & CPL
- Use Classified Senate Networks
- Learn More at Classified Leadership Acad

STATUS

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Senate Initiatives to Respond



Classified Ink Publication



Liaison Network



Social Media

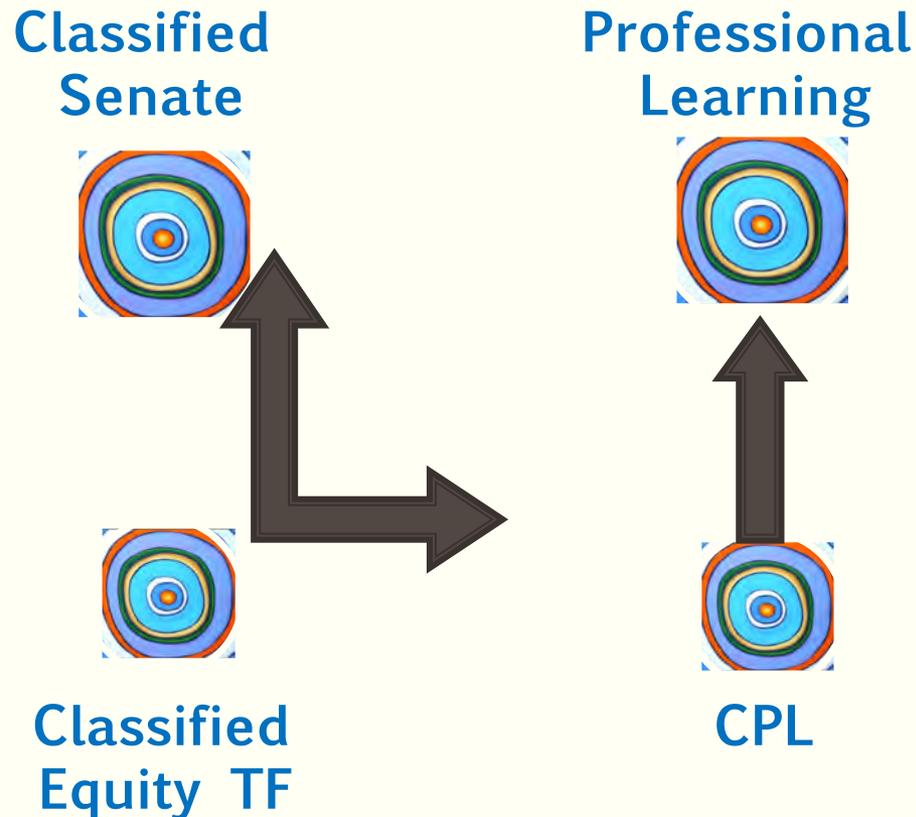


Community Building

REPORTING

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Proposed Structure



FEEDER EXPERIENCE

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Classified Leadership Academy



Purpose: Classified-Led Equity Proposal

- 4-Day Leadership Intensive | Asilomar, CA
- September 20-22, 2017
- Presentation to Campus: Due December
- Here we are!

PROPOSAL

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Classified Professionals Institute



Concept

- CPI: framework for intentional, focused, and outcomes-driven professional learning for Classified.
- Organized around focused tracks comprising “courses,” some of which are found in multiple tracks and others which would be unique to given tracks.
- Courses facilitated by home-grown and outside experts and would take advantage of existing partnerships and resources.
- The teaching and learning mode would differ depending on the desired learning outcome.
- Core course components to be located in Canvas. Learning, outcomes, and course completion would be assessed there, through simple means.

TRACKS

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Classified Professionals Institute



Program Launch & Recruitment Ideas

- First Year: Limited cohort, selected by application process.
- Participants to receive specified study time during working hours.

TRACKS

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Sample Core Tracks

- New Employee Track
- Administrative Support Track
- Student Services Track
- Teaching & Learning Track
- Lab Tech Track
- Facilities Track
- Marketing & Communications Track
- Happiness @ Work
- Tech Track

TRACKS

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Sample Master Tracks

- Classified Leadership Symposium
- Equity & Excellence Inquiry Group
- Service Learning Project

ASSESSMENT

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Assessment of Learning Outcomes

- Course learning could be assessed through instruments in Canvas.
- Depending on the course design, participants may complete pre-/post-testing, it may be narrative or multiple choice, etc.

RECOGNITION

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Classified Professionals Institute



Recognition

Each year, track all completers might -

- Enroll in an annual \$500 opportunity drawing.
- Receive a certificate.
- Receive a special recognition item (Master Classes)
- Receive the opportunity to attend a professional conference.
- Receive a letter of acknowledgement from the President
- Attend President's Cabinet to share insights

OPPORTUNITY

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AS WE GO...

We see this as an *Opportunity* to

inquire together

think big

consider our work as a mission

investigate theories of change

seek paths to professionalization

THANK YOU

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AS WE GO...

Questions?

Thoughts?

And thanks.