

Professional Development for Full-Time and Adjunct Faculty



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Agenda

- Professional Development Pre-Covid
- Covid's Impact on Professional Development
- Must-Haves for Virtual Professional Development
- Assessing Instructor Readiness
- What will Professional Development look like post-Covid?
 - Participant Engagement
 - Padlet

Professional Development (PD) Pre-Covid?

Fall	Spring	Year-Round
<ul style="list-style-type: none">● New Faculty Orientation● Adjunct Night● Welcome Week● PD Day (college-wide)● PD sessions (trending topics) across campuses● Safe Zone Ally Training	<ul style="list-style-type: none">● Great Teachers Seminar● Staff PD Day● Welcome Week● PD sessions (trending topics) across campuses● Safe Zone Ally Training	<ul style="list-style-type: none">● New Hire Orientation● DE Training (Bb Levels, Collaborate, Accessibility in the Classroom)● Employee Recognition Programs● <u>Online database of all PD opportunities</u> (internal and external)● PD Bb Organization (limited)

Impact of Covid on PD

- Switch to all virtual PD offerings (Collaborate and a little Zoom)
- Paused New Hire Orientation in-person in March; resumed in June via Collaborate
- Number of PD sessions offered increased due to virtual format
- Attendance at internal PD sessions increased due to virtual format
- PD Blackboard site improved due to all sessions being easily recorded
- Impact on faculty onboarding:
 - Faculty onboarding sessions were recorded due to Covid and are now available on-demand for new faculty (FT and Adjunct) year-round

Virtual PD Must-Haves

- Advertising
 - Example: [February 2021 | CAE News & Upcoming Events](#)
 - Provide 2-4 weeks notice for upcoming sessions
- Registration
 - Example: [New Hire Orientation Modules](#)
- Calendar invitations
- Moderator + Presenter
- General Sessions (minimal interaction) <1 hour
- In-Depth Sessions (more interaction) >1 hour
 - Include time for breakout rooms and bio breaks
 - Breakout groups should have *structure + prompts + time to discuss*



Assessing Instructor Readiness

Current:

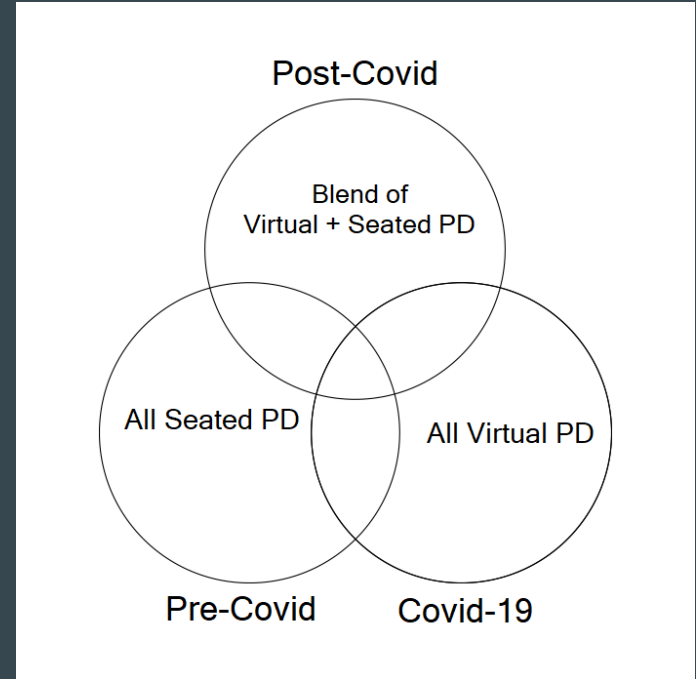
- One size fits all (lacks equity)
 - New Faculty Orientation
 - Aviso and Datatel Training
 - Blackboard and Accessibility Training

Coming up:

- New Faculty Orientation tracks
 - One track for August hires and one for mid-year hires
- New hire intake form (both faculty and staff)
 - Both supervisor and employee complete
 - Intentional and personalized approach to new instructors' needs

Post-Covid

- Live-stream option for all live sessions
- On-demand/recorded sessions
- Eliminate unessential travel between campuses
- New initiatives over past year continuing post-covid:
 - Koru
 - Leadership Program
 - PD aligning with strategic plan values



Join us on Padlet!

<https://tinyurl.com/nc3adl21>