



Professional Development Program Regular Meeting
Friday, May 10, 2024 ~ 11:30am – 1:30pm
Hyflex room OCT250 (C³) and ZOOM Link: information below
1 Barnard Drive, Oceanside, CA 92056

Join Zoom Meeting: <https://miracosta-edu.zoom.us/j/210696310>

Meeting ID: 210 696 310

One tap mobile – Find your local number: <https://miracosta-edu.zoom.us/u/abZ5CQRtcl>

Join by Skype for Business: <https://miracosta-edu.zoom.us/skype/210696310>

AGENDA

- I. Call to Order
- II. Remote Member Attendance
Description: *PDP will consider remote participation of members under the provisions of AB2449, if any.*
- III. Roll Call
- IV. Individuals Wishing to Address the Committee (*on items not on the agenda*)
- V. Changes to Agenda Order
- VI. Consent Calendar
 - A. Approval of the Regular Meeting Minutes of April 12, 2024
- VII. Reports
 - A. Coordinator – *Roberts*
 - B. C3 – *Sullivan*
 - C. Online Education – *Julius*
 - D. DEqCC – *Naungayan Eggleton*
 - E. Juntos Podemos – *Prescott, Velasco*
- VIII. New Business
 - A. PDP Travel Funding for 2024-2025
Description: *Each year the PDP committee determines how much money to make available for faculty, both full-time and associate faculty for PDP travel funding. For the past several years, faculty members have been eligible for up to \$650 for the calendar year. We will ask to suspend the rules in order to vote on this item before the start of the new 2024-25 fiscal year.*
- IX. Old Business
 - A. Calendar and Flex Changes – *mittchell, Roberts [Time certain 12:00pm]*
Description: *Academic Senate President-elect, curry mittchell, will join the committee to hear updates on the amount of Flex days and organization throughout the semester.*
- X. Information/Discussion
 - A. Virtual International Exchange Training Module – *Petri*
Description: *PDP member, Andrea Petri, will provide the committee with an overview of the training module for developing virtual international exchanges created by the International Education Committee. The Canvas course is [available here](#).*
 - B. Flex Planning – *Roberts*
Description: *The committee will discuss many things regarding planning for Flex. Particularly, how they might like to approach planning for a Flex day at the CLC within the typical Flex week.*
 - C. Professional Learning – *Roberts*
Description: *PDP Coordinator, Aaron Roberts, will give an update on the progress on the campus-wide professional learning taskforce regarding the mission and goals for faculty, classified professionals, and administrators. The work has been [collected on this Google Doc for review](#).*
 - D. Onboarding Discussion for New Employees — *Roberts*
Description: *The chair, along with the Joyful Teacher Jim Sullivan, will provide an overview of how we currently onboard new faculty in our faculty-led orientation process. We will discuss the campus-wide onboarding plan for all new employees and how it might interact with the faculty-led onboarding. Members are encouraged to review the onboarding plan emailed from Luke Lara, a member of the taskforce at [this link](#).*
- XI. Adjournment

On September 13, 2022, California Governor Gavin Newsom signed California Assembly Bill 2449 (AB 2449) into law. This bill changes remote attendance rules under Ralph M. Brown Act's open meeting laws. With an effective date of January 1, 2023, AB 2449 imposes four periods of differing rules on remote access to, and member attendance of, local agency public meetings under the Ralph M. Brown Act (Brown Act). Further, a state of emergency is no longer in effect and so governing bodies will now meet in person with the possibility of approved remote attendance. The public may observe the meeting remotely or in person and offer public comment. A link for remote viewing or calling in is noted on the agenda. Therefore, Academic Senate and its subcommittee meetings will be held in person with a Zoom link available. If you wish to attend a meeting and you have another disability requiring special accommodation(s), please notify the Academic Senate Administrative Assistant at 760-795-6873. The California Relay Service (CRS) is available by dialing 711, or 800-735-2929 or 800-735-2922 for English or 800-855-3000 for Spanish.

In compliance with Government Code section §54957.5, nonexempt writings that are distributed to a majority or all of the MiraCosta Community College District, Academic Senate and its subcommittees in advance of their meetings, may be viewed at the Office of the Academic Senate President, One Barnard Drive, Oceanside, California, or by clicking on the Academic Senate's Committees website at <https://www.miracosta.edu/governance/academic-senate/committees.html>. Such writings will also be available at the meetings. In addition, if you would like a copy of any record related to an item on the agenda, please contact Debby Adler, Administrative Assistant to the Academic Senate President, at 760.795.6873 or by email at dadler@miracosta.edu.

Audio recordings of meetings may be available upon request. Please contact the MiraCosta College AS President's Office 760-757-2121 x6213 or email Debby Adler, Administrative Assistant to the Academic Senate at dadler@miracosta.edu.



UNOFFICIAL MINUTES

- I. **Call to Order** – The meeting was called to order at 11:30AM.
- II. **Remote Member Attendance**
Description: *PDP will consider remote participation of members under the provisions of AB2449, if any.*
Ghada Osman requested remote participation under the provisions of AB2449. With no objections, Osman attended the meeting via Zoom under the Just Cause provision of AB2449.
- III. **Roll Call**
Members present: Xuchi Eggleton, Rica French, Ansina Green, Jade Hidle, Tricia Hoste, Dominique Ingato, Jim Julius, Brian Page, Zica Perovic, Andrea Petri, Aaron Roberts (coordinator), Jim Sullivan
Remote attendance under AG2449: Ghada Osman
Members absent: Amena Coronado, Bruce Hoskins, Denée Pescarmona, JahB Prescott, Carlos Velasco
Others present: curry mitchell
- IV. **Individuals Wishing to Address the Committee (on items not on the agenda).**
Ghada Osman has announced a suicide prevention training as a flex opportunity scheduled for May 3rd from noon to 1:30 pm.
- V. **Changes to Agenda Order** – None.
- VI. **Consent Calendar**
A. Approval of the Regular Meeting Minutes of March 8, 2024
The consent calendar was approved by unanimous consent.
- VII. **Reports**
 - A. **Coordinator – Roberts**
Instead of delivering a report given a busy agenda, the focus will be on setting the tone for discussion while being mindful of managing time and responses. Roberts will facilitate ensuring everyone has the opportunity to contribute. It is worth noting that all committee members have voiced their opinions on various issues in previous meetings. Additionally, curry mitchell is join this meeting today as a representative from Academic Seante and the Calendar Committee, as well as, to discuss the professional learning topic.
 - B. **C3 – Jim Sullivan**
Sullivan had two updates: In the fall, there is a plan to expand the hybrid PD series by introducing a STEM Hyflex biweekly 30-minute workshop. Additionally, he aims to launch the Mindful Teacher Series, focusing on mindfulness and its impact on teaching while emphasizing self-care. If you are aware of individuals engaging in mindful or playful practices, forward their names to Sullivan. Incorporating play, choice, and creativity is crucial for trauma-informed teaching.
 - C. **Online Education – Jim Julius**
Julius mentioned that during this morning’s MOE meeting, they discussed department-based instruction for online teaching. With an upcoming contract negotiation, there are factors that will impact what we can and cannot do. The online mentors went through a negotiated MOU, which can be challenging to uphold, but we are preparing for the negotiation process.
 - D. **DEqCC – Xuchi Naungayan Eggleton**
Eggleton noted that DEqCC engaged in lengthy discussion about how to create a resource for conflict resolution and considering some kind of training for select members of their team as a best practice for anti-DEI. Many states are losing their positions and shutting down and necessitating rebranding what they do. Meetings are public forums, and this is something that will help us prepare should questions come up that we are not prepared to handle. Some sort Implementing proper conflict resolution training can better equip us to handle such situations.
DEqCC is progressing with their conference for the fall.

An event scheduled for May 2nd, originally planned as a DEqCC event, is being rebranded as a DEqCC social hour. The aim is to transform it into a celebration and a departure from the typical institutional format, focusing instead on creating a place with colleagues for connections and interactions.

Eggleton and Wendy Stewart are working together on the second phase of a large CRPP grant to implement a program. They will host listening sessions for faculty at the end of the month on Zoom.

They will discuss what the grant is explaining that this is the skeleton of what they will probably do and how you would like to see it. They are looking for feedback.

E. Juntos Podemos – JahB Prescott, Carlos Velasco

No report.

VIII. **New Business**

A. Cultural Competency Conference Funding Request — Aaron Roberts and Xuchi Naungayan Eggleton

Description: The committee will hear from DEqCC chair Xuchi Naungayan Eggleton and member Aaron Roberts about the Cultural Competency Conference in the fall semester and a funding request.

There is a complicated funding situation and budget availability. DEqCC is facing a shortfall in necessary funds, especially concerning speaker fees until long after the event has occurred.

DEqCC does not have a budget. Funding comes from student equity. July is the new fiscal year, and they anticipate the need for \$5,000 for food. There are two events scheduled and one speaker fee is \$2500. Another event is a hands-on craft activity with a local artist. Different and unique programming is all about playfulness and working with your hands. There is support from the IDEA office and they are asking if PDP can be a backup. It was noted that PDP has approximately \$3,100 left in the budget and will use some of that funding for purchasing gear kits. The kits can be purchased for under \$1500 from B&H Photo which will leave funding available to contract the speaker fee and support the CCC.

They are asking for approval to use the remainder of the budget to pay for the speaker.

MSU (Sullivan / Hidle) to spend \$1600 to support the DEqCC speaker.

Adler, Roberts, and Naungayan Eggleton will work together to support this.

B. Calendar and Flex Changes

Description: The committee will discuss the three calendar models presented at the April 3rd townhall. They will decide on a recommendation from PDP including participation in the flexible calendar system or not, how many flex days should be required, and how they should be scheduled throughout the year.

Would like to be able to give a recommendation that Mitchell can take back to the calendar taskforce as to how many flex days and how they should be scheduled on the new calendar model.

A robust discussion ensued concerning participating in the Flexible calendar system or not, explaining that we exchange instructional hours for PD and allocate those days throughout the semester/year. Our PD is ours to decide. It makes what you're eligible for flex the freedom to justify it for flex. Moving away from that has to be negotiated. Under the Flex calendar, those days are determined. We have divided our ten days between the fall and spring semesters. Without those days, we would start teaching on the first day of what is now a Flex day. There is concern of how it would be perceived by administration is the PDP committee moved to strike flex and no longer participate. The committee decided it was more important they decide what to do and how to do it. The Flex system is a privilege afforded to us and MCC was one of the pilot districts. It is part of the 10+1 primacy. The district cannot impose PD and anything mandatory is training and must be paid for. There are only a few schools in the state that do not participate in the Flexible calendar program.

In looking at the argument to get rid of the Flexible calendar system, it would allow faculty to negotiate with administration by agreeing to having so many days and what those days would consist of.

When the contract is open for discussion, departments should serve as the focal point for PD. It should include at least ten hours dedicated to exploring various modalities of pedagogy. Currently, the flexible program allows for individuality. The other model is a more cohesive structure. The contract is every three years. If you like the things being mandated, that will be great. Flex protects faculty from mandates. If we did away with the flexible calendar, we would have more instructional time and potentially more pay. It would also mean more time with students, which many instructors would like. If we're looking to renegotiate, we need something very clear. It doesn't make sense to take away something that is very positive. Historically, parts of PD is already being done by this committee.

Culturally, it would be odd to change. We have a system that works and which progressively gets more freedom over time. When asked if going off the flex calendar and adding hours while coming from the perspective of LHE, would it change load between credit and non-credit. It shouldn't change the load

but, instead, stretch the week and shift the blocks. Each course has a number of minutes for at least so many and not more than so many as prescribed by the State. If you are talking about changing LHE as far as workload, that would change the entire contract. Further, we are currently paid for instruction plus PD, and so if we wanted to be paid for additional PD hours, that would have to be negotiated. This is a compressed calendar to 16 weeks and taking away flex would add approximately 15 minutes per session. There are a lot of courses where time blocks would have to be recalculated. It would not affect the public course outline. There is flexibility in having it versus being told what we need to do. Classes taught may dictate the kind of PD we do. The second calendar model is not flexible with one day at the beginning of the semester for orientation and one during the semester as a CCC day.

MSP (Perovic / Petri) [Brian Page abstained; Rica French was not present for the vote] to make a recommendation to the calendar committee to endorse keeping the Flexible calendar system as it is now.

Subsequent discussion revolved around determining the number of flex days and their scheduling. If we choose to reduce the flex days scheduled it does not equate to a reduction in required hours. One reason to not schedule a full week of flex is to create time for prep. How do we want to configure instead of reducing? Perhaps, putting the days more throughout the year with some set aside days during the semesters. The week before classes start is a high point in terms of traffic for non-classroom faculty, and so having days dispersed throughout the semester is helpful.

The calendar taskforce is looking for feedback regarding features about a particular model such as a PD day before Memorial Day. Reducing the days and hours is a concern. We have not said reduce hours and it would have to be negotiated. We are open to fewer days but feel the number of hours should be protected. It was suggested more research be done on reducing the number of days. The calendar taskforce timeline is to make a recommendation by the end of the semester. Negotiations are next year. There is not urgency at this meeting to resolve this matter but should have strong reasons for this many hours and this is why.

It was asked to give some thought about having designated flex days throughout the semester. They included a specific day in each semester in the calendar models. They are looking at one Friday before the semester starts or fifth Fridays. A day in the middle of a semester to commit it as a PD day and not for meetings, for example. Peppered days throughout the semester can promote interdisciplinary interaction. It would be helpful for PDP to talk about a 5th Friday conference, where flex days should fall, to give the taskforce direction. Can also be helpful to know if the committee feels strongly about keeping the number of days or reducing them but keeping the hours. As well, keeping the five flex days but spreading them out through the semester.

IX. Information/Discussion

A. Professional Learning – Roberts

Description: *PDP Coordinator, Aaron Roberts, will give an update on the progress on the campus-wide professional learning taskforce regarding the mission and goals for faculty, classified professionals, and administrators. The work has been [collected on this Google Doc for review](#).*

The professional learning taskforce is made up of Administrators, Denée Pescarmona, Wendy Stewart, and Charlie Ng, Classified Staff, Toni Sharp, Carl Banks, and Lori Schneider, and Faculty, Leila Safaralian, curry mitchell, and Aaron Roberts. They did a good amount of work together in putting together and agreed on the mission, vision, and values statement. However, the PD processes where they asked what we need and want became murky. The conversation from the beginning has been very unclear about what the goal of this whole group is supposed to be and what the plan is. All the possibilities is essentially a PD office with a Director in that office. The model that we were happy with, was a shared space that has a PDP coordinator, a classified PDP coordinator currently shared with Lori Schneider and Toni Sharp. The faculty, classified, and administration would have a flat hierarchy of representation in that building. That was pretty quickly not on the table. There has to be a director to supervise a classified person, otherwise that person doesn't have a supervisor. It was asked if that is a Dreamer. A request for the PL office and a Director was put forward by Charlie Ng and has been ranked #11 by BPC. The approval of this position was not something that was agreed upon by the taskforce. There are no plans for where the office will be or what will happen in that office. If we agree with keeping the Flexible calendar system, then our engagement with that office is purely optional. We have an administrative assistant in Debby (Adler) which is under the Academic Senate. PDP as a committee is under the AS and our flexible calendar system protects us under AS. It was noted that Sullivan noted that Pescarmona informed that the space will be in the Career Office building. They are

already designing space for this. There are unilateral decisions being made around the steering committee. Curry addressed this in College Council and Ng owned up to miscommunication. The way Curry sees it is that they want a PL program as an umbrella for all employees. What they want is a professional learning program as an umbrella for all MiraCosta employees. The mission is that if you are a MiraCosta employee, you should have access to PD that makes you better at your job. They are using the language of PL in that training and development are included in learning. Mitchell feels like professional learning might just be training. What we're doing is more about formation development, becoming something in the classroom and in our pedagogies. The language of development is something we need to be attending to.

A few options were presented:

1. We're done and say thank you very much but they build something anyway which is likely to happen.
2. We dream with them and take on the umbrella with them and we join this space.
3. We adopt the mission, vision, and values statement and they do also but with two different offices; an office of training or learning and one for PDP.

There is further concern about the two MOUs, one for the Joyful teacher and another for the C3. These are negotiated and always a bargaining chip. If we walk away from this talk, we do have to be ready for them to walk away from the C3 and MOU for the Joyful Teacher. It seems like we could lose no matter what. If we give up faculty sovereignty for this, it is not a fair trade. If this professional learning center is under the supervision of a classified professional, it won't be a part of a MOU or negotiated, it will be part of the college budget. When administration cares about something it becomes budgeted, when it isn't or they don't want it, they can leverage it.

Adler noted her concerns about taking away this portion of her position when she retires and putting it under the purview of the professional learning office without really understanding the nature of her job. It was noted that there does not seem to be much support from this committee for a professional learning office; however, there was not enough time at this meeting for people to voice their negativity if they have it.

B. Onboarding Discussion for New Employees — Roberts

Description: The chair, along with the Joyful Teacher Jim Sullivan, will provide an overview of how we currently onboard new faculty in our faculty-led orientation process. We will discuss the campus-wide onboarding plan for all new employees and how it might interact with the faculty-led onboarding. Members are encouraged to review the onboarding plan emailed from Luke Lara, a member of the taskforce [at this link](#).

This agenda item was tabled for lack of time to discuss.

X. Adjournment – The meeting adjourned at 1:35pm.