

A Classified Professional Development Retreat

San Diego City College
Classified Senate
Professional Development Committee

Jennifer Ignacio ~ Awana Payne
Sean Ryan ~ Neary Sim

Agenda

- * Introduce Presenters
- * History of Professional Development
- * Pre-Retreat
- * Retreat Day
- * Post Retreat
- * Continuous Professional Development Efforts
- * Questions (please hold until the end) 😊

A long time ago...

- Pre- 2009 – All Classified Retreats Biennially
- 2009 – Strengths Quest
 - Participants still value this event
- Construction, Constant Moving, Swing-Space
- Department Re-Organizations
- Administration Changes



History of Professional Development at City

- Classified Morale – All Time Low
- Service Area Retreats – No All-Classified Retreats
 - Misinformation, uninformed, uninvolved
- No Campus Onboarding Process for New Hires



History of Professional Development at City

- 2016 – Professional Development Re-Organization
 - Classified PD Brainstorming
 - Campus PD Committee Re-Focused Inclusion
- Statewide & Campus Initiatives Demand Inclusive Information
- Statewide & Campus Initiatives Provide Funding and Resources
- 2016 – The Time is Now for PD Involvement

Pre-Retreat Planning

- * Campus Professional Development Coordinator
- * CS Professional Development Committee
 - * Included Classified Professionals & the Prof. Dev. Coor.
 - * Sept. 2016 began discussing PD activities
- * Reviewed the SDCC Equity Plan, wrote and submitted an Equity Proposal for a classified retreat
- * Approved for funding (Mid-Oct):
 - * SSSP
 - * Equity

Pre-Retreat Planning (cont.)

- * Facilities/location
- * Food
- * Facilitator
- * Program – decided to offer on two dates
 - * Agenda (tie into SSSP/Equity)
 - * Morning activities (Yoga/Walk)
 - * Evaluations

Pre-Retreat Planning (cont.)

- * Quick planning - 1st retreat in November!
- * Transportation/Carpool
- * Supplies/Materials
- * Gift bags
- * Program/handouts
- * Volunteers (setup/cleanup)
- * Invites & RSVP's



Pre-retreat Planning Challenges

- * FUNDING!
- * Participation
- * Encouraging classified to sign up & last minute registrations
- * Having all departments represented



Pre-Retreat Planning Successes

- * Offering the retreat on two different dates
 - * Friday before breaks
- * Learned new information
- * Smooth agenda
- * Robust participation
- * Great food



Retreat Day

- * Setup
- * Food
- * Check-in
- * Name tags
- * Taking photos
- * Clean Up



Retreat Day Challenges

- * Rain for outside activities
- * More complicated setup
- * Early access to location/room for setup
- * Allotted time to use location/facility
- * Scheduling – modified for second day



Retreat Day Successes

- * Increased enrollment
- * Group pictures
- * Great sessions
- * Was better than people expected!
- * Camaraderie
- * Networking
- * Safe space
- * Off site experience



Post Retreat

- * Debriefing
- * Follow up workshops
- * Improved working relationships
- * Created opportunities for collaboration
- * Increased participation
- * New goals



Continuous Professional Development Efforts

- * Classified Directory
- * New Hire Institute
- * Workshops
- * Spring 2018 Retreat
- * Future...



Q&A



Contact Us

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Classified Senate – 619-388-3240
www.sdcity.edu/classifiedsenate

Tentative Agenda

7:45am – 8:30am

8:30am – 9:15am

9:15am – 12:00pm

Facilitator (9:15-9:30)

Program Update (9:30-10:30)

Breakout Sessions 10:30-12:00

12:00pm – 1:00pm

1:00pm – 4:00pm

1:00pm-2:30pm

2:45-3:00 Break

3:00pm-4:15pm

Reports to Entire Group

4:00pm – 4:30pm

Hike or Yoga Exercise

Sign-in, Continental Breakfast

Morning Sessions

Introduction. Overview of today's activities.

SSSP Update and Information on the Statewide Success Indicators. Review of projects and activities the campus is performing including their goals, objectives and objectives.

Each department to present information about their area: Myths and Facts, Key Personnel, Major Services Provided and how they **currently** contribute to student success

Admissions, Records, Evaluations, Counseling, EOPS, DSPS, CalWORKs, Mental Health, Student Health, Veterans, ...

VPI, Deans Offices, Biology, Photo., etc.

Stockroom, Business Services

Gardening, Maintenance, Elec/Plumb/etc.

Student Svcs

Instruction

Administrative Svcs

Facilities

Lunch

Each area to **discuss/brainstorm** on how their area can: Provide NEW changes or processes which will Increase the Equity Gaps and increase student success of the indicated populations.

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Each department to present information about their area: How they Provide Student Success and Ways to Increase the Equity Gaps

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Discussion & Evaluations

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