

# Foothill College Professional Learning (Development) Needs Assessment '23-'24: Faculty Focus



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## Agenda

- Methodology
- Interesting findings
- Now what?



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## Professional Learning at Foothill

- The Office of the President (College Opening Day, FLEX days)
- The Office of Equity and Professional Development
- The Office of Online Learning
- The Office of Instruction
- FH Student Services division
- Individual divisions and departments



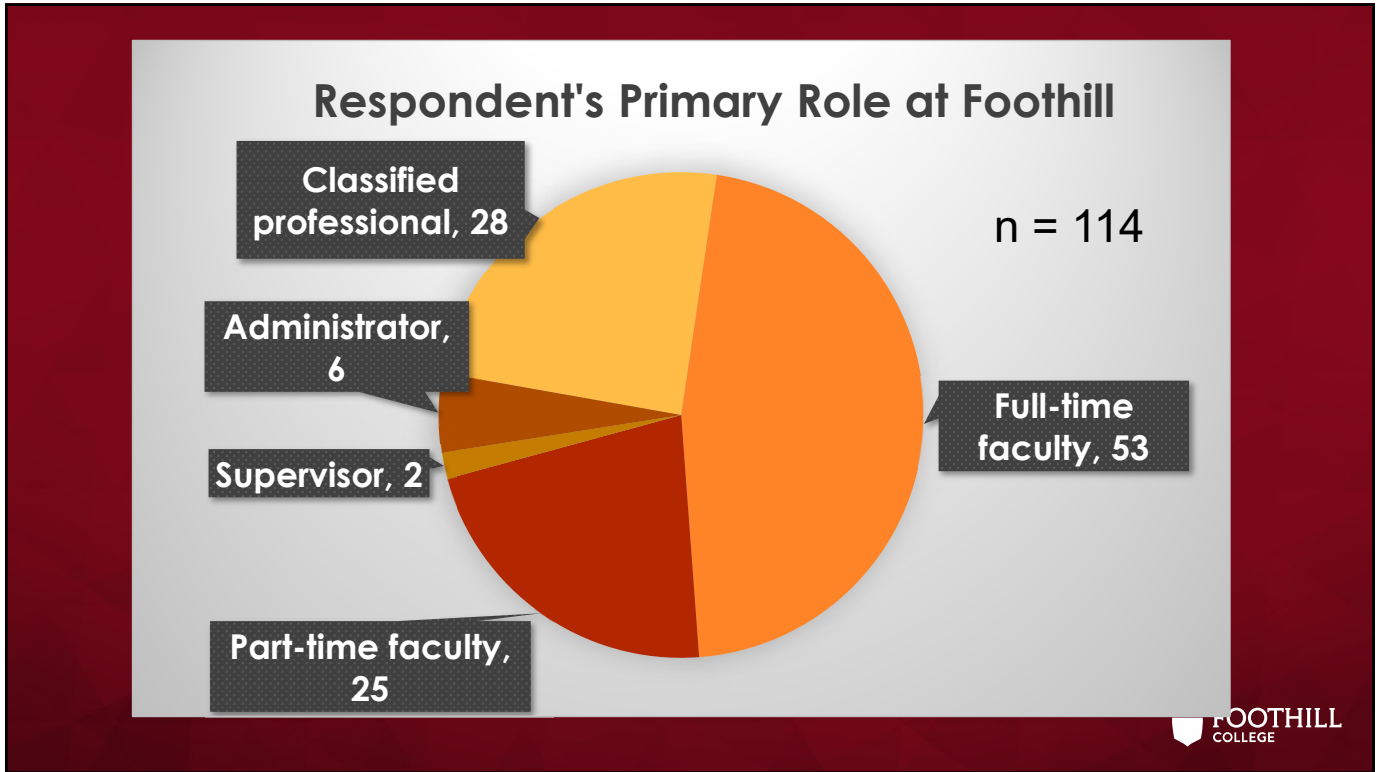
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## Methodology

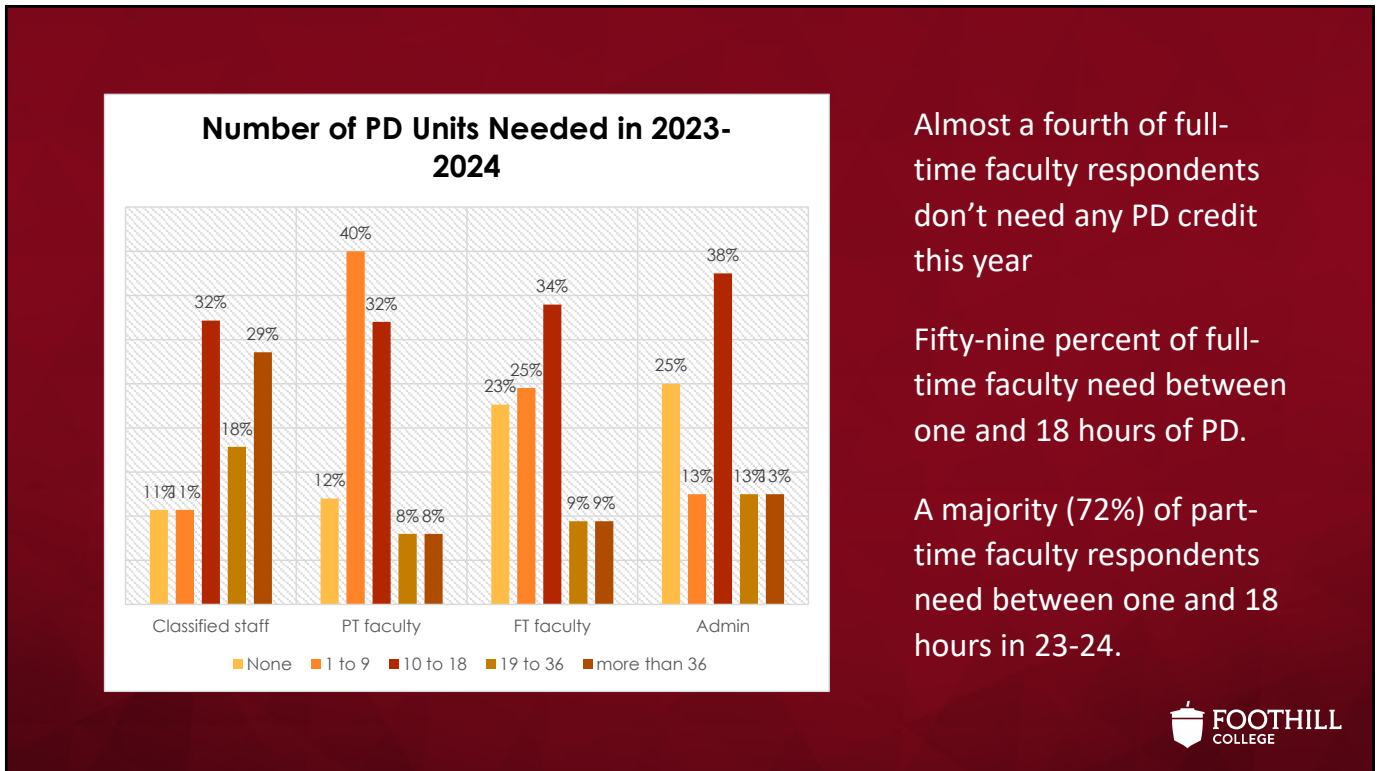
- Draft Smartsheet survey distributed to academic and classified senate leadership, and Foothill administrators for feedback and input (April 24 to May 5)
- Finalized Smartsheet survey link sent to all college employees May 5, with submission deadline of June 9, 2023



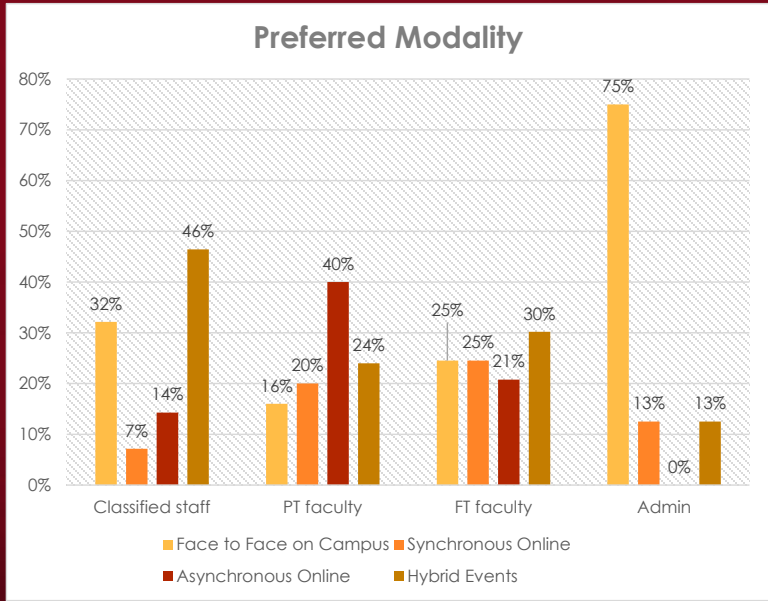
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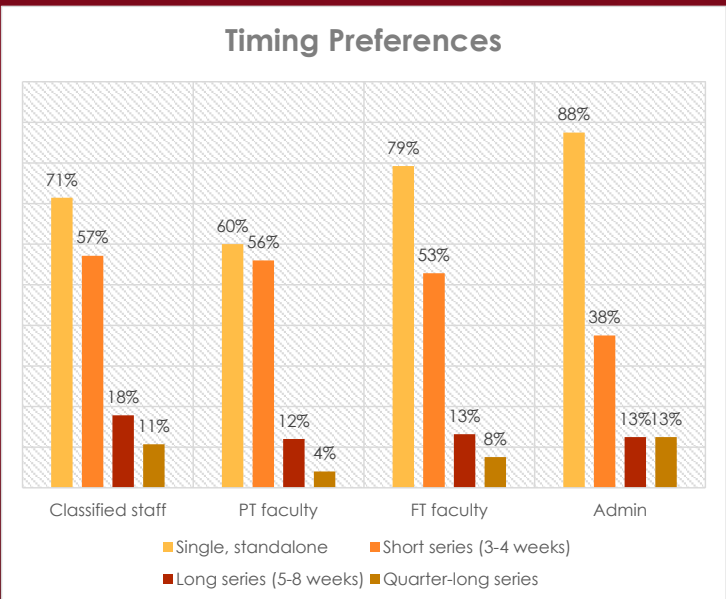


**Part time Faculty:**  
 strong preference for asynchronous online events.  
 second preference for hybrid events, followed by synchronous online  
 Face to face on campus was the least preferred

**Full time faculty:**  
 none of the four options was greatly preferred to the others, although hybrid events were slightly more preferred.



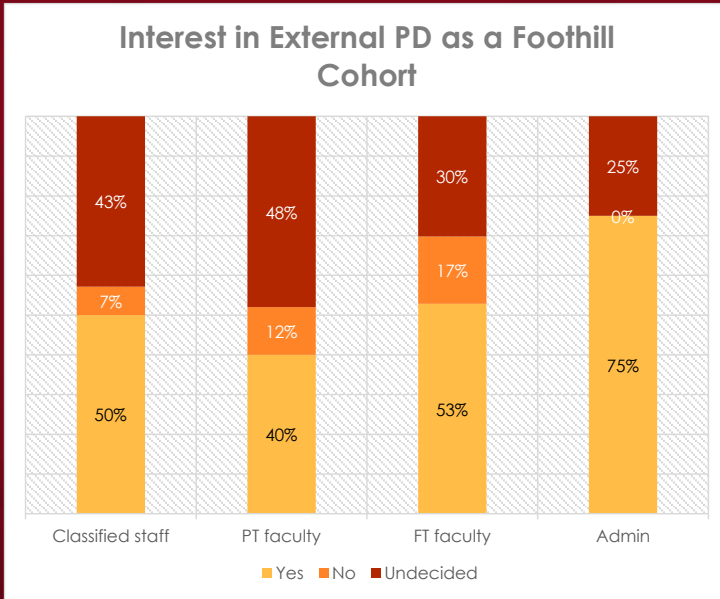
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\*This question allowed multiple selections.  
 For all constituencies, there was a strong preference for single, standalone events and events that were structured as a short (3-4 week) series.



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The majority of respondents indicated they are interested in participating in PD as a Foothill cohort.

Of those who were not a definite “yes,” significantly more were undecided than definite “no’s.”



## Motivating factors – rating scale

**Questions 6-10:** “Please rank how motivating each of the following factors is when deciding whether to participate in a professional development offering:”

Respondents were asked to rate each factor using four options:

- 1 - not a motivating factor at all
- 2 - somewhat motivating
- 3 - definitely motivating
- 4 - highly motivating such that I'd even participate in workshops that don't seem like the topic would be interesting to me



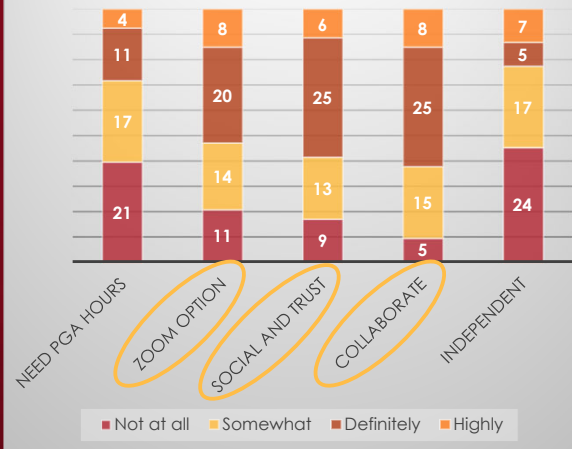
# Motivating factor choices

- Whether I need hours for PGA or a PAA
- I get the option of participating via Zoom
- It would give me a chance to learn collaboratively and process new ideas by talking with others
- I would be able to learn by myself and wouldn't need to interact with others in the workshop
- It would be structured to provide an opportunity to build trust with colleagues

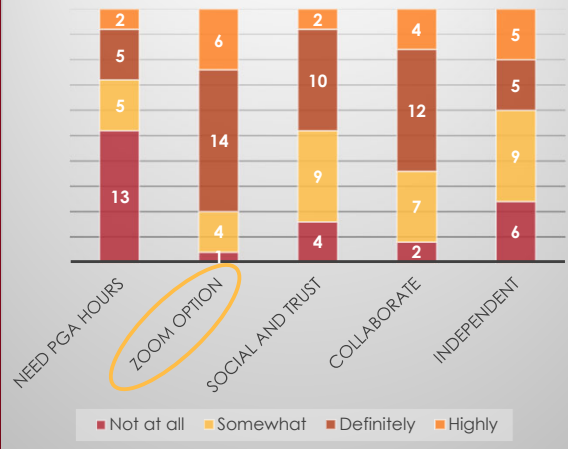


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**Full Time Faculty:  
Motivating Factors**



**Part Time Faculty:  
Motivating Factors**



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# Identifying Topics of Interest

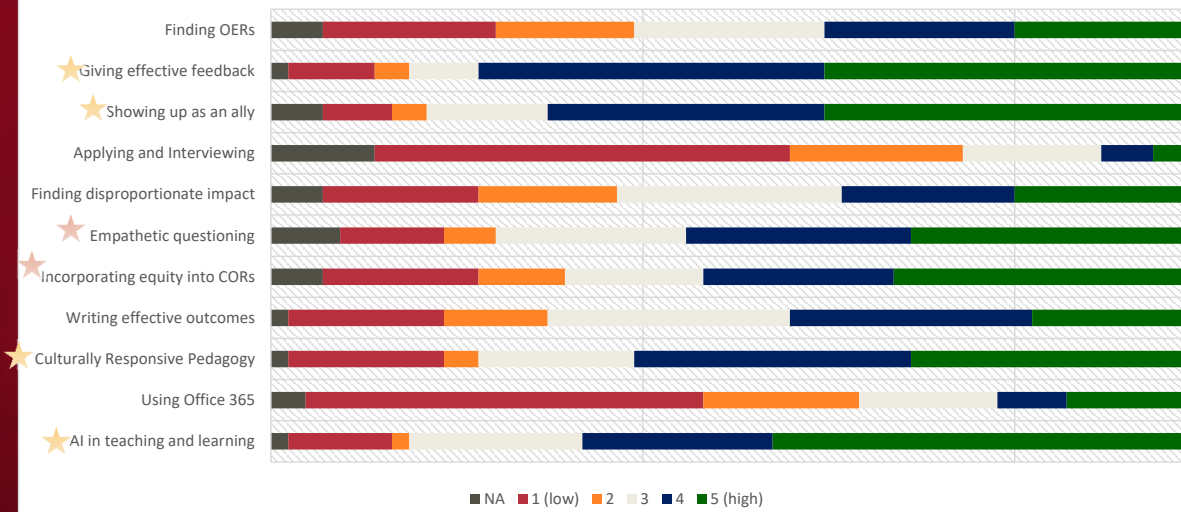
“Please rate your *desire to learn more* about the topics below.

(1=Low 5=High)”

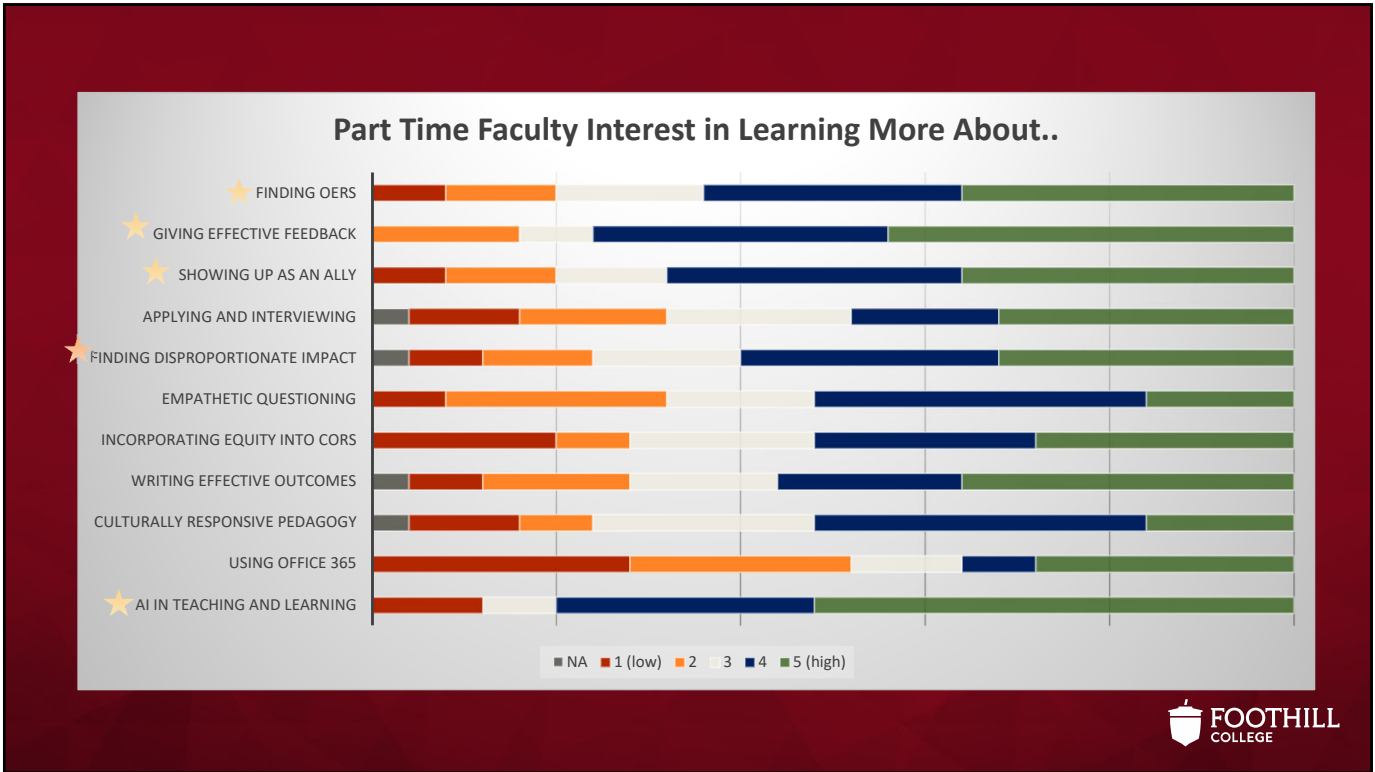


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### Full Time Faculty Interest in Learning More About...



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# Take-aways

- For **Full Time Faculty**: Offer a variety of **hybrid standalone** and/or **short (3-4 week) series** events each quarter around topics including **giving effective feedback, showing up as an ally, AI in teaching and learning, culturally relevant pedagogy, empathetic questioning** and **incorporating equity in CORs**. To incentivize full-time faculty participation, consider events with a Zoom option that provide them the opportunity to learn and build trust with colleagues.
- For **Part-Time Faculty**: Offer a variety of **asynchronous stand-alone** and/or **short (3-4 week) series** events each quarter around topics including **AI in teaching and learning, giving effective feedback, showing up as an ally, finding OERs, and finding disproportionate impact**. To incentivize part-time faculty participation, ensure events have a Zoom option.

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# Now what?



https://scifi.stackexchange.com/



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If you have any additional questions or comments, please contact me or visit [foothill.edu/staff-development](https://foothill.edu/staff-development)



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