

Fall 2022 Reassignment Application

Please note: If approved, all reassignment positions will begin work in Fall 2023, for the Fall 2022 application process.

Current or Proposed Position Name: *

OUT OF CYCLE REQUEST: Pilot: Faculty Learning Program Coordinator (FLP)

Author(s): *

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Is this a campus-wide or program/department position? *

If you're not sure how to answer this question, please refer to the IPC Past & Present Positions website (<https://www.canadacollege.edu/ipc/reassignment-archive.php>).

Campus-Wide Position

Program/Department Position

Is this a New, Renewal, or Revision Application? *

A New Reassignment Application is for a position that has never been funded by the College before. A Renewal Application is for a position that has been previously funded by the College. A Revision to Existing Position Application can be used to revise a currently held position that is not currently up for renewal.

- New Reassignment Application
- Renewal Application
- Revision to Existing Position Application

Change to Reassign Time Allocation

Are you requesting more or less reassign time than in the past? *

- Yes
- No

Time Change Explanation

Explain why more or less reassigned time is being requested. *

Revisions to Existing Positions

What revisions do you need to request for your current position? *

Amount of Reassignment & Duration

Please report the amount of FTE you are requesting for each term and calculate the total annual FTE. Calculations: 0.2 FTE (3 units) = 7.5 hrs/week or approximately 120 hrs/semester. Each additional unit (0.067 FTE) represents an additional 2.5 hrs/week.

Fall (FTE) *

0.20

Spring (FTE) *

0.20

Total Annual (FTE) *

0.40

How many semesters of reassigned time are being requested? *

Please note, the majority of reassignment positions are filled for two year, or four semester terms. But if you need reassign time for a different amount of time, please select that below

4 (2 years - Most Common) ▼

Position Responsibilities

Instructions for Duties List

-We recommend writing your duties list in a simple bulleted list. To do this in this form, use dashes as bullets, and hit enter to space each list item.

-Next to each duty or responsibility include an amount of reassignment time that will be used for that item. This can be done based on weekly hours, semester hours or a percentage of total time.

-Please refer to the list of D1 duties (https://www.canadacollege.edu/ipc/Appendix_D1.pdf) and make sure that the duties of this position do not overlap with any D1 duties.

-If you're submitting a RENEWAL application, please note that you can reference past applications (<https://canadacollege.edu/ipc/reassignment-archive.php>) for your position and copy and paste that duties list to revise here.

Example Duties List - College-Wide Position

-Promoting a culture of instructional assessment campus-wide by:

--Helping faculty find meaningful results through the effective design and analysis of assessment methods; and

--Offering assistance and training to individuals and departments; and

--Serving as a voting member of IPC; and

--Attending and participating in meetings supporting program review (e.g., PBC Program Review Work Group).

[Approximately 50% of time allocation]

-Facilitating and managing local assessment cycle by:

--Communicating with faculty regularly regarding their assessment plans; and

--Facilitating the implementation of the local assessment cycle college-wide; and

--Managing the assessment cycle process and all materials required; and

--Eliciting feedback and propose changes to cycle.

[Approximately 30% of time allocation]

-Providing the college with assessment expertise by:

--Attending workshops and conferences on assessment best practices and accreditation-related topics; and

--Attending division and/or department meetings; and

--Sharing this expertise via Flex Day, workshops, and the like;.

[Approximately 10% of time allocation]

-Collaborating with Accreditation Liaison Officer and designated work groups/taskforces related to assessment to:

--Contribute to accreditation reports; and

--Ensure assessment work aligns and complies with ACCJC standards and processes.

[Approximately 10% of time allocation]

Example Duties List - Program/Department-Wide Position

Cañada's current ESL department work around AB705 implementation for ESL:

- Align ESL courses with ESL Pathway as it relates to the AB705 mandates
- Create an ESL Pathway that gives the students the tools to succeed and continue pursuing certificates and degrees.
- Review and update ESL Course Outlines and curriculum to make sure that off campus-beginning classes transition to on-campus advanced ESL.
- Work with English Department to connect our Pathway.
[Approximately 30% of time allocation]

- Collaborate with other departments to ensure students are succeeding.
[Approximately 5% of time allocation]

- UC/ CSU GE (Humanities Area) transferability for ESL 400 (although still not TLC)
- Disseminate and share information with ESL Department and Cañada College and the various departments that will be involved in the implementation of this mandate
[Approximately 20% of time allocation]

- District meetings with Vice Chancellor Aaron McVean to discuss action plan
- Biweekly meetings with ESL faculty at CSM and Skyline
[Approximately 20% of time allocation]

Additional work for Spring 2020:

[Approximately 25% of time allocation]

- Continued work on placement of students using multiple measures or other approved placement methods (without high school transcripts, which are rarely available for our students; all 3 ESL departments are advocating for a placement test)
- Regular meetings with PRIE to inform gathering student info and data
- Coding ESL courses (CB21 coding)
- Aligning CB21 coding with adult schools
- Creating an action plan
- Collaboration across campus to implement new procedures and policies for Fall 2020

Guided by the format of the examples above, please provide a comprehensive list of all duties or responsibilities of this position. *

Please refer to the list of D1 duties (https://www.canadacollege.edu/ipc/Appendix_D1.pdf) and make sure that the duties of this position do not overlap with any D1 duties. Also, please note that this list is meant to be a general overview of the responsibility of this position, and it is not meant to be a daily plan of all work.

Overview:

The Faculty Learning Program (FLP) is a professional development program designed to improve faculty's instructional practices. Designed by UC Berkeley STEM faculty, this program has been adopted by over 50 UC, CSU, and CA community colleges. Cañada offered the FLP in 2017-2018 and 2018-2019 for STEM and non-STEM faculty through a combination of funding support from UC Berkeley and several grants already awarded to the College. The purpose of the proposed FLP Pilot is to secure funding with the hope of institutionalizing support for and commitment to instructional faculty professional development centered on teaching and learning.

The modules in the FLP course consist of 7 video lessons alternating with 7 meetings of participants to discuss each lesson's content and how it applies to one's own teaching practices. These discussions are essential to building a common language and expectations. Topics include: prior knowledge and conceptual change, self-regulated learning, motivation, growth mindsets, stereotypes, and active learning designs.

The program continues with lesson planning for their classes by Community of Practice (CoP) members, training in observation technique under tutelage of the Lead Coordinator, classroom observation and video recording, as well as full debriefing and productive feedback. Each participant is encouraged to develop their practice of reflective teaching.

Success is dependent on the expertise of the Lead Coordinator and the faculty who have already participated in the program. Ideally, each CoP would contain an FLIP-experienced faculty member, but that will depend on exactly which faculty participate. All members of each CoP are essential contributors to establishing trust and a safe space in which faculty can try new pedagogies.

The FLP program is well described on the website: <https://teaching.berkeley.edu/programs/transforming-stem-teaching-faculty-learning-program>

Goals and Objectives:

The overarching goal of the FLP is to improve student achievement in undergraduate courses. This is achieved through five faculty-focused objectives:

- Deepen faculty understanding of how people learn
- Change teaching behavior to support student learning
- Engage faculty in habits of reflection
- Nurture a tradition of continued learning about teaching
- Build faculty learning communities

This program directly aligns with increasing student achievement and eliminating equity gaps (e.g., program emphasizes on equity). These objectives will lead to enduring improvements in teaching

effectiveness and contribute to maintaining continuous improvement in teaching among established and new faculty.

Program Coordinator:

Manage the program, which includes:

- Recruitment and management of logistics for new participants (Tier 1)
- Engage, follow-up with, and retain participants who completed the program (Tier 2)
- Collaborating with program originators (e.g., Berkeley)
- Engaging participants (Tier 1 & 2) in new additions to the program as well as more advanced inquiries
- Organize meetings and orientations (6-8 meetings/semester)

Facilitate the program content

- Lead the orientation
- Prepare for and lead peer observation meetings
- Organize and communicate pedagogical approaches of the program

Manage program materials

- Create and manage Canvas course shells
- Arrange meeting dates, times and locations (will use multi-modalities)
- Support faculty in how best to disseminate their findings to the rest of the college (for both Tiers)

Specific to managing the Program Participants, the following will be required:

- Orientation
- Prep time
- Peer Observation meetings
- Reflection hours
- Closing of experience
- Reflective teaching strategies (e.g., lesson planning for their classes; training in and applications of observation techniques under the guidance of the trained Program Coordinator; classroom observation and video recording, as well as full debriefing and productive feedback.

New and tenure-track instructional faculty for 2022-2023

New

Ethnic Studies

Education & Human Development

Digital Arts & Animation

Tenure-Track

English - Year 2

Men's Basketball - Year 2

Biology - Year 2

Biology - Year 3

Radiologic Technology - Year 4

Business (already completed FLP) - Year 4

Paralegal Studies (already completed FLP) - Year 4

Engineering (already completed FLP) - Year 4

**Minimal Program: Program Coordinator + 12 Participating Faculty

**Partial Program: Program Coordinator + 20 Participating Faculty

****Full Program: Program Coordinator + 30 Participating Faculty**

Identify which goals and strategic initiatives from the college's Education Master Plan are being supported by this position. Check all that apply. *

For more information about the Education Master Plan (EMP), please refer to the Cañada College Collaborates website (<https://canadacollege.edu/prie/canada-collaborates.php>).

- EMP Goal #1: Student Access, Success and Completion - Strategic Initiative #1 (Make Registration Easier)
- EMP Goal #1: Student Access, Success and Completion - Strategic Initiative #2 (Connect Students to the Academic Program(s) and Classes They Need)
- EMP Goal #1: Student Access, Success and Completion - Strategic Initiative #3 (Ensure students (particularly part-time students) experience a sense of belonging and connection to the College that helps them persist and complete)
- EMP Goal #1: Student Access, Success and Completion - Strategic Initiative #4 (Improve the Financial Stability of Students)
- EMP Goal #2: Equity-Minded and Antiracist College Culture - Strategic Initiative #1 (Support innovative teaching that creates more equitable and antiracist learning environments)
- EMP Goal #2: Equity-Minded and Antiracist College Culture - Strategic Initiative #2 (Create and sustain an inclusive, antiracist, and equity-minded campus culture)
- EMP Goal #2: Equity-Minded and Antiracist College Culture - Strategic Initiative #3 (Strengthen the college culture of continuous assessment and improvement in order to ensure all programs effectively serve students and close equity gaps)
- EMP Goal #3: Community Connections - Strategic Initiative #1 (Better share what Cañada offers)
- EMP Goal #3: Community Connections - Strategic Initiative #2 (Be the best college choice for local high school students)
- EMP Goal #3: Community Connections - Strategic Initiative #3 (Strengthen K-16 pathways and transfer)
- EMP Goal #3: Community Connections - Strategic Initiative #4 (Help students explore and find employment in fields of their choice)
- EMP Goal #3: Community Connections - Strategic Initiative #5 (Help meet the basic needs of Cañada students and other community members)
- EMP Goal #4: Accessible Infrastructure and Innovation - Strategic Initiative #1 (Ensure the physical campus is accessible)
- EMP Goal #4: Accessible Infrastructure and Innovation - Strategic Initiative #2 (Provide adequate access to technology)

- EMP Goal #4: Accessible Infrastructure and Innovation - Strategic Initiative #3 (Manage resources effectively)

Final Questions

How would your program be impacted if this position is not funded? *

The College currently does not offer college-wide professional development opportunities centered on teaching and learning that go beyond Flex Day, distance education training (e.g., QOTL), or the AFT contract.

Anything else you would like us to know? For example, awards, recognition from the community, student highlights, etc.

Below is further explanation of the pilot timeline specific to coordination and participating faculty.

Pilot: Faculty learning Program Coordinator (FLP) - 4 semesters

Fall 2022: Planning - Coordination hours only

Spring 2023: Launch mid-year Pilot Cohort #1 + coordinator

Fall 2023: Pilot Cohort #2, semester 1 AND Pilot Cohort #1, semester 2 + coordinator

Spring 2024: Pilot Cohort #2, semester 2 [possible additional semester for Pilot Cohort #1] + coordinator

Please enter the name of your Dean or VP who we can contact for approval of this application. *

VPI

This form was created inside of Skyline, Cañada and College of San Mateo.

Google Forms