



Building Excellence at Cañada College:
Professional Development Anchored in
Collaboration, Assessment, Equity, and Anti-racism

2024-27

Educational Master Plan 2022-27

GOAL #2 Equity-Minded and Antiracist College Culture

2.8 -- Provide regular, accessible, planned and intentional professional development opportunities (including implicit bias and antiracism training every two years) to all employees that sustains their personal growth and professional development over the course of employees' careers.

Outline

- Executive summary
- Equity and Anti-racism focus
- Classified
- Faculty
- Managers
- Flex
- Timeline

Executive summary

This plan focuses on enhancing both individual and organizational capabilities in line with the college's commitment to social justice and racial equity, ultimately contributing to transformative experiences. This involves access to learning resources for all employee groups and ensuring that every employee stays updated and proficient in their respective roles through ongoing **collaboration**, **communication**, and **assessment**.

Equity and Anti-racism

- Office of Equity is committed to providing on-demand experiential learning workshops available for any member of the campus in addition to co-sponsoring a workshop per flex day
- Office of Equity is providing culturally responsive events and immersion activities to provide to the development and well-being of the campus
- EAPC is researching best practices and bringing in content expert leads to provide all-campus training
- EAPC is creating an equity and antiracist resources Canvas shell

Classified

- Equity and Anti-racism
- Health and Wellbeing
- Professional Growth and Excellence
 - Orientations
 - Academics
 - Mentorship
- Office Processes and Technology

Through cohorted Communities of Practice and in consultation with IEPI

Faculty

- Equity and Anti-racism
- Health and Wellbeing
- [Faculty Teaching and Learning Lounge](#)
- Faculty Learning Program
 - AB 1705
 - Honors
 - Other discipline and pedagogical needs
- [Faculty Professional Development Funds](#)
- [Quality Online Teaching and Learning](#)
- [Peer Online Course Review \(POCR\)](#)
- [Zero Textbook Cost \(ZTC\)](#) and [Open Educational Resources](#) (OER)

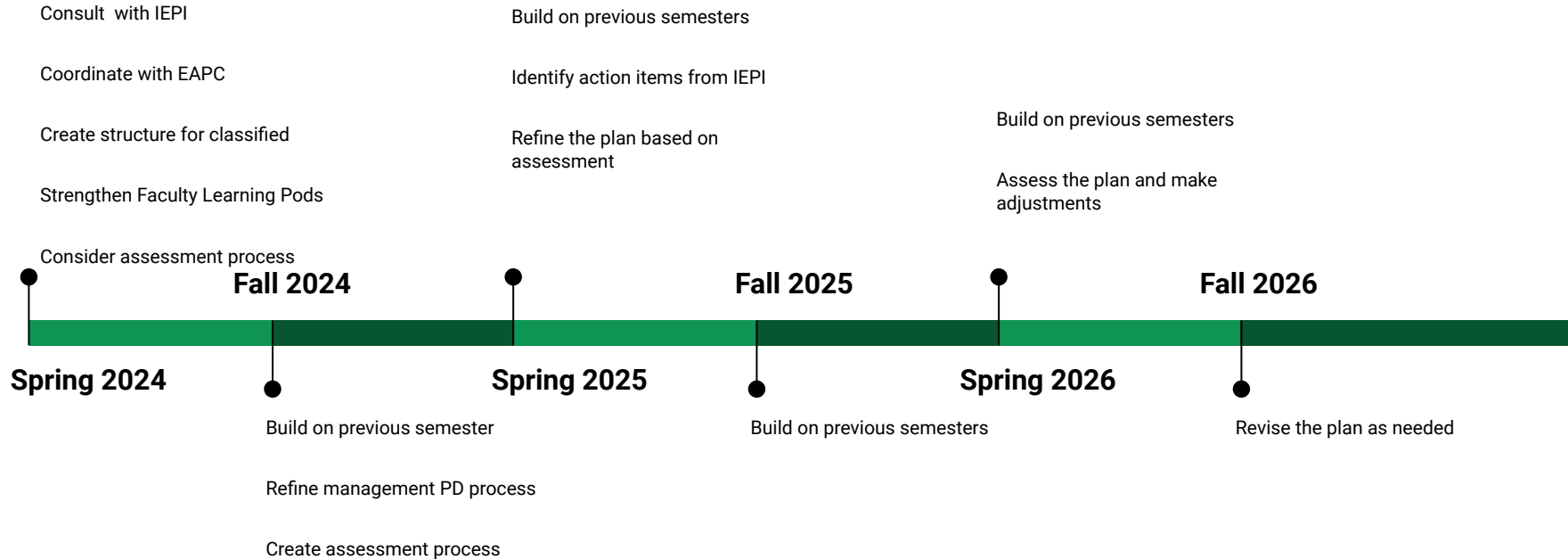
Managers

- Equity and Anti-racism
- Health and Wellbeing
- Working with people
- Technology for business purposes
- Admin Professional Development
- Building Captain Training (District)

College Flex

- Focus on Equity and Anti-racism
- Stable Partnerships (EAPC, DEAC, ZTC, SLOs, CSEA, AFT)
- More offerings for Classified (April and October)
- District-Wide Professional Development Employee
- Needs more administrative support

Timeline





Thank you