



The findings in this report stem from the Professional Development (PD) attendee evaluations provided during the Spring 2021 term's In-Service day in April. As part of an ongoing effort to meet the PD needs and increase the quality of PD workshops provided to all campus employees, an online evaluation was provided to attendees. A total of 60 valid online evaluations were received and analyzed. A limitation to consider when reviewing these results is that completing an evaluation was optional for attendees. Additionally, the anonymity of the evaluation and the possibility to attend and evaluate multiple workshops makes it difficult to ascertain the total number of unique respondents.

Table 1 demonstrates the number of evaluations submitted for each workshop offered. There was a total of 14 workshops offered and each one had at least one evaluation submitted.

**Table 1. Number of Evaluations Submitted for Each Workshop**

Workshop Title	Presenter(s)	# of evaluations
Abracadabra: PDF	Brandice Mello	9
Alternative Classroom Testing Techniques	T.L. Brink	6
App Up Your Class!	Brandice Mello	4
Exploring Wellness Practices and Goal Setting	Lauren Bond	4
Financial Fun: Investing during COVID-19	Chris Olivera	2
Guided Pathways: CAPs Lead to Jobs	Trinette Barrie, Sabrina Jimenez & Chris Olivera	1
Microsoft Teams	Melissa Oshman	1
Overcoming challenging situations in the online environment by fostering positive interactions and relationships	Joe Cabrales and the Behavioral Intervention Team	1
Poetry and Watercolor Techniques to Promote Balance	Ashley Hayes & Kristi Simonson	3
Reflection, Theory, and Action: On Becoming an Equity-Minded Educator	Chloe De Los Reyes & Isidro Zepeda	7
SLO/SAO, Program Review, and Guided Pathways Adventures with Keith & the Fab Five	Keith & The Fab Five	6
Understanding Microaggressions as a Form of Racism	Kenyon Callahan	8
Use Zoom Polls to Increase Student Engagement	Sam Truong	2
Your Time, Your Interest! Accessing Professional Development opportunities that fit best with your schedule	Violeta Vasquez & Tina Gimple	6
<b>Total</b>		<b>60</b>

Table 2 illustrates the number of evaluations and the response rate per employee group by respondents' self-identified primary function at CHC. Faculty represent 63% of the overall responses. Classified and confidential staff made up 20% of the responses. Please note, one respondent did not identify their primary function within CHC.

**Table 2. Self-Reported Employee Function**

What is your primary function at CHC?	#	%
Full-Time Faculty	37	62.7
Classified/Confidential Staff	12	20.3
Part-Time Faculty	6	10.2
Manager/Administrator	4	6.8
<b>Total</b>	<b>59</b>	<b>100.0</b>

Table 3 represents the overall evaluation of all workshops. Ninety-three percent of all responses provided indicated agreement or strong agreement with the following statements:

- The presenter(s) knowledge of the subject was excellent.
- The information presented was useful for my professional development.
- I would recommend this workshop to my colleagues.

**Table 3. Overall Evaluation of Workshops**

Please rate your level of agreement with the following statements:	Strongly Agree		Agree		Disagree		Strongly Disagree		Total
	#	%	#	%	#	%	#	%	
The topic was relevant.	48	80.0	10	16.7	0	0.0	2	3.3	60
The presenter(s) knowledge of the subject was excellent.	47	78.3	9	15.0	1	1.7	3	5.0	60
The presentation style and techniques used by the presenter(s) were appropriate for the topic being presented.	44	73.3	13	21.7	0	0.0	3	5.0	60
The information presented was useful for my professional development.	45	75.0	11	18.3	0	0.0	4	6.7	60
The information presented was useful for my personal development.	39	66.1	15	25.4	1	1.7	4	6.8	59
I would recommend this workshop to my colleagues.	44	73.3	12	20.0	0	0.0	4	6.7	60

Table 4 illustrates the overall responses on whether the evaluated workshops should be offered in the future. Ninety-eight percent of responses indicated the workshops should be offered again in the future.

**Table 4. Future Workshop Offerings**

Should this workshop(s) be offered in the future?	#	%
Yes	58	98.3
No	1	1.7
<b>Total</b>	<b>59</b>	<b>100.0</b>

The workshop that feedback indicated should not be offered in the future is included below as well as the reason provided:

Workshop Title: Understanding Microaggressions as a Form of Racism

Reasoning: “The examples throughout seemed heavy-handed”.

Table 5 includes 50 open-ended responses on what attendees learned as a result of participating in the workshops evaluated. Identified themes included technical knowledge related to workshop topic, employee wellness, and self-awareness with regards to biases and communication among others.

To illustrate the technical knowledge gained as a result of participating in the App Up Your Class workshop an attendee stated, *“Lot's of great app ideas that I will want to incorporate into my classroom.”* Another attendee of the Abracadabra: PDF workshop stated, *“The different possibilities of using PDF. [name] was a great presenter and she was very thorough. I enjoyed her step by step explanations.”* Lastly, attendees of Your Time, Your Interest! Accessing Professional Development opportunities that fit best with your schedule workshop stated, *“I learned a lot about the kinds of resources that we have available to us. I didn't realize that we had so many and that they were easy to access.”*

Additionally, to demonstrate the learning of employee wellness skills an attendee to the Exploring Wellness Practices and Goal Setting workshop stated, *“Taking the time to look at a positive topic because I needed the break.”* An attendee to the Poetry and Watercolor Techniques to Promote Balance workshop stated, *“The importance of taking a moment to check in on how I really feel. (It felt like meditation.)”*

Finally, to illustrate what was learned in relation to the self-awareness with regards to biases and communication among others an attendee to the Understanding Microaggressions as a Form of Racism workshop indicated, *“Do not make assumptions of what others are feeling”* and another attendee stated, *“That micro-aggressions are not just Black and White but it is much more nuanced than that.”*

**Table 5. Open-Ended Responses on What Was Learned Through Workshops**

<b>What did you learn as a result of participating in today's workshop? (n=50)</b>
Abracadabra: PDF
A great overview of the possibilities of pdf editing.
About the tool options in pdf's
Fill and sign
How to prepare and edit a PDF
I learned how to create a signature
The different possibilities of using PDF. [name] was a great presenter and she was very thorough. I enjoyed her step by step explanations.
The various ways that you can use PDF's. [name] was a great presenter. I appreciated her step by step explanations.
Alternative Classroom Testing Techniques
Expanding upon the discussion forum use
How to use the DB creatively
Great discussion topics
App Up Your Class!
Great information on the APPS!
Lot's of great app ideas that I will want to incorporate into my classroom
The differnt apps that can be used in the classroom. [name] was a great presenter and did a thorough job explaining each app. I liked the fact that she showed what each app can do.
I learned about the app that can be used for teaching online
Exploring Wellness Practices and Goal Setting
The eight levels of wellness
Taking the time to look at a positive topic because I needed the break.
Financial Fun: Inve\$tting during COVID-19
Fun option for creating possible wealth.
To do a large amount of research before investing. Only use money you can parr with.

Guided Pathways: CAPs Lead to Jobs
I am embarrassed to say that I had not kept up with the amazing resources that the Career Center has put together, so I learned that CHC has a lot more to offer its students than I realized.
Overcoming challenging situations in the online environment by fostering positive interactions and relationships.
They provided valuable information about campus resources some employees and students may not know about
Poetry and Watercolor Techniques to Promote Balance
I learned how to start to write poems and how to paint with watercolor
Outlining before water coloring.
The importance of taking a moment to check in on how I really feel. (It felt like meditation.)
Reflection, Theory, and Action: On Becoming an Equity-Minded Educator
Good reminders that we always need to keep equity in our minds and actions.
I learned how other disciplines handle equity.
I liked that others shared example of what has happened in the classroom. I also like that solutions were discussed.
Summary of data from our college was a good reminder of areas with identified disproportional impact.
The institution of Praxis
SLO/SAO, Program Review, and Guided Pathways Adventures with Keith & the Fab Five
I learned there is always someone I can reach out to when working on the PPR plan I'm responsible for.
Informative resources
Program Review has been revised to be more relevant and straightforward
Roll-up plans in the ppr process
Understanding Microaggressions as a Form of Racism
Do not make assumptions of what others are feeling.
That I am involved in microaggression in many different ways(:
That micro-aggressions are not just Black and White but it is much more nuanced than that.
[Name]'s advice on clarifying language was very helpful
Use Zoom Polls to Increase Student Engagement
I had not used Zoom Polls before this, so I learned what they are and how they might be useful in my remote courses.
Your Time, Your Interest! Accessing Professional Development opportunities that fit best with your schedule.
I don't have to wait for a "scheduled" Flex/In-Service Day to get some of the trainings I have been wanting.
I learned a lot about the kinds of resources that we have available to us. I didn't realize that we had so many and that they were easy to access.
Other resources for professional development
What resources are available and where I need to go for Professional Development

End of Table 5

Table 6 includes 14 open-ended responses on what attendees found the least useful categorized by the workshops evaluated. Identified themes included consensus with the usefulness and importance of workshop content and specific workshop content.

To illustrate consensus with the usefulness and importance of workshop content an attendee to the Abracadabra: PDF workshop stated, "Everything was very useful." An attendee to the Use Zoom Polls to Increase Student Engagement workshop stated, "Nothing. All aspects of the presentation were useful." Finally, an attendee to the Exploring Wellness Practices and Goal Setting workshop indicated, "Nothing...it was great to get to visit and talk about how we take care of ourselves."

To illustrate the specific workshop content attendees found the least useful an attendee to the Your Time, Your Interest! Accessing Professional Development opportunities that fit best with your schedule workshop stated, "For my role, I think I will get more from the VRC opportunities, but everyone should be learning about what is available to them and what they can benefit the most from in their role on campus."

**Table 6. Open-Ended Responses on What Was Found the Least Useful**

What did you find the <u>least useful</u> in today's workshop? (n=14)
Abracadabra: PDF
Everything was useful
Everything was very useful
Nothing
Alternative Classroom Testing Techniques
All great!
N/A
App Up Your Class!
Cannot think of anything
Exploring Wellness Practices and Goal Setting
Nothing...it was great to get to visit and talk about how we take care of ourselves.
Financial Fun: Inve\$tting during COVID-19
Not sure. I think it was all important.
Poetry and Watercolor Techniques to Promote Balance
Everything was useful.
Reflection, Theory, and Action: On Becoming an Equity-Minded Educator
I thought all of it was excellent
SLO/SAO, Program Review, and Guided Pathways Adventures with Keith & the Fab Five
Nothing!
Understanding Microaggressions as a Form of Racism
"Women don't always get together to talk about men; sometimes they talk about their lives." "You can't call them a [obscenity] or a [obscenity]." "[Name's] daughter is *really* an American" ([Name] is not?) "Why don't you women explain to your family what it is like to be a woman?"
Use Zoom Polls to Increase Student Engagement
Nothing. All aspects of the presentation were useful.
Your Time, Your Interest! Accessing Professional Development opportunities that fit best with your schedule.
For my role, I think I will get more from the VRC opportunities, but everyone should be learning about what is available to them and what they can benefit the most from in their role on campus.

End of Table 6

Table 7 includes 54 open-ended responses on what attendees indicated can be improved categorized by the workshops evaluated. Identified themes included specific suggestions for improvement based on workshop evaluated and consensus indicating no need for improvements.

To illustrate the specific suggestions for improvement based on workshop evaluated, an attendee to the Abracadabra: PDF workshop stated, “share content for later review.” In addition, an attendee to the Reflection, Theory, and Action: On Becoming an Equity-Minded Educator workshop indicated, “Maybe more group interaction.”

To illustrate consensus indicating no need for improvements, an attendee to the SLO/SAO, Program Review, and Guided Pathways Adventures with Keith & the Fab Five workshop stated, “It was friendly, informative, and awesome.” Lastly, an attendee to the Your Time, Your Interest! Accessing Professional Development opportunities that fit best with your schedule workshop indicated, “No – [name] and [name] did great at navigating the website to find the links and show how to search them. Glad I attended.”

**Table 7. Open-Ended Responses on What Can Be Improved**

Is there anything in this workshop that <u>can be improved?</u> (n=54)
Abracadabra: PDF
[name]is full of knowledge and only had an hour, but I learned to NOT look away because you can miss something important, lol! :)
It was a great presentation
NO
share content for later review.
Alternative Classroom Testing Techniques
no
No
No, [Name] was fantastic
App Up Your Class!
More time to explore apps.
Exploring Wellness Practices and Goal Setting
just to get more people engaged
No.
Financial Fun: Inve\$ting during COVID-19
Not sure.
Power point would be nice.
Reflection, Theory, and Action: On Becoming an Equity-Minded Educator
Maybe more group interaction
Not really! Although, I wonder if a small writing activity at some point early on would help people reflect on equity practices and concerns.
The workshop was good as an introduction to the topic. I would like to see a follow up workshop in which instructors share specific examples of classroom methodologies and assignments by which they are equitizing the learning environment. Discussion about what has worked and what has not. This is where the rubber hits the road.
SLO/SAO, Program Review, and Guided Pathways Adventures with Keith & the Fab Five
It was friendly, informative, and awesome.
nope.
Understanding Microaggressions as a Form of Racism
N/A
This is a relevant topic but this delivery does not work and is at times not just inaccurate but offensive.
Your Time, Your Interest! Accessing Professional Development opportunities that fit best with your schedule.
No – [name] and [name] did great at navigating the website to find the links and show how to search them. Glad I attended. :)

**End of Table 7**

Table 8 includes 15 open-ended responses on the topics/activities attendees would like to see offered for their professional development categorized by the workshops evaluated. Identified themes included additional subtopics related to the evaluated workshops and general suggestions for future workshops.

To illustrate suggested additional subtopics related to the workshop evaluated, an attendee to the Alternative Classroom Testing Techniques workshop stated, “Roundtable discussion to hear what other faculty are doing for assessments.” Additionally, an attendee to the Overcoming challenging situations in the online environment by fostering positive interactions and relationships workshop indicated, “Additional information on BIT and the student conduct / student assistance options.” Finally, an attendee to the Use Zoom Polls to Increase Student Engagement workshop stated, “Using Microsoft Suite apps for professional organization”.

**Table 8. Open-Ended Responses on Future PD Topics/Activities**

<b>What future topics/activities would you like to see offered for your professional development? (n=15)</b>
Abracadabra: PDF
Apps like Edpuzzle and Quizizz
More info on Pronto and Flip Grid
One Drive
Alternative Classroom Testing Techniques
Roundtable discussion to hear what other faculty are doing for assessments.
App Up Your Class!
Alternative testing strategies
Workshop on Plickers
Exploring Wellness Practices and Goal Setting
Would love to see repeats of health-related topics...how we can take best care of ourselves so we can be best for our students.
Financial Fun: Inve\$tting during COVID-19
Computer programing.
Overcoming challenging situations in the online environment by fostering positive interactions and relationships.
Additional information on BIT and the student conduct / student assistance options
Poetry and Watercolor Techniques to Promote Balance
I love the practical and creative workshops. Time management, how to professionally deal with difficult people at work, more plant based tips, one on health supplements, budgeting.
More life management topics.
Padlet and Playposit
Reflection, Theory, and Action: On Becoming an Equity-Minded Educator
More technology - especially apps, etc
Understanding Microaggressions as a Form of Racism
Examples of microaggressions in the stem fields.
Use Zoom Polls to Increase Student Engagement
Using Microsoft Suite apps for professional organization.

**End of Table 8**