**Staff Development/FLEX Committee Meeting**

**Wednesday, March 17th, 2021**

Present – Teresa Martinez, Katie O’Brien, Brenda Harlow, Kathy Gomez, Lisa Sandoval, Sandra Rivera, Sable Cantus, Kelly Lynch, Jose Arroyo, Ruthie Retana, Adam Wetsman, Michaela Brehm

**Approval of Minutes –** The minutes of the March 3rd, 2021 meeting were approved as submitted

**Updates**

**CSEA –**

* CSEA Lounge Drop-In – 17 attended and it appeared to be a success. For the next session Lisa will email Classified staff for topic ideas.
* $6,000 in Professional Development needs to be spent by June 30th. Lisa suggested that we have a session on Equity. Teresa suggested providing custodians specialized Covid training on how to safely have students and staff return to campus. Sandra suggested that IT staff may be able to used training dollars. Sandra will follow-up with Sable on this possibility.

**MCC –**

* The Strength Based Leadership training will continue with a session on April 29th, 2021.
* Katie again requested that MCC representatives remind their colleagues that Staff Development still has grant monies for professional development that can be accessed in lieu of asking staff to pay up front for trainings and workshops.

**Technology –**

* IT is working on a better way for students to schedule counseling appointments via email and they have expanded the ability for students to drop into the Student Success and Dream Center.
* SARS has an “Early Alert” capacity that is set to be piloted summer 2021.

**Leadership Academy –**

* President Dreyfuss does not recommend to move forward with a 2021-22 cohort given the continued uncertainty created by the pandemic.
* The Steering committee will be meeting to discuss next steps, including a possible Alumni event.

**Other -**

* Aspen Project – The college is seeking a one year grant but Katie was informed that she won’t be involved at the current time as the focus will be on Math faculty. The Staff Development area will offer any support as is needed/appropriate.
* At the Black Lives Matter monthly conversation it was recommended that future FLEX Days and professional development should continue to focus on anti-racist practices which could include mandatory annual trainings and student panels/feedback on what creates both a welcoming and alienating environment.
* Sandy asked if anyone one the Staff Development committee has professional development related questions for the VPPA interviews to send them to her this week.

**Spring Events –**

* Happy Hacks Half Hour Faculty to Faculty Sessions
* Monthly R&R Sessions
* Monthly Yoga Sessions
* Katie asked the committee if a “Best practice” of requiring registration for Zoom sessions be suggested for organizers so that attendees will be sent email links. There was no clear direction at this time.

**Staff Recognition –**

* Thank you to Jose for making the fantastic certificates and agreeing to be official graphic designer for the committee!
* The committee agreed that the Staff Recognition roll out worked well and thought hearing from so many staff in response to the email created a positive morale boost.
* Katie will be working with Albert to have a special website page to house all of the recognitions.
* We received two more nominations – Rio Star for Albert Bretado and Better Together for the Custodial Staff. The subcommittee of Katie, Teresa, Adam, and Sable blessed these nominations. Katie will send out the recognition email after spring break.

**FLEX Day Follow up**

* A good number of people responded to the evaluation survey and indicated that the design of the day to include asynchronous and the live sessions worked well.
* Approximately half favored going back to in person sessions for the morning session and/or lunch when it was safe with approximately half favoring continued “distanced” events. Adam suggested we see if there is a difference in how full and part time faculty feel about this issue.
* Further discussion on how to configure the fall FLEX day will be ongoing.
* Katie and Teresa will be working on getting the FLEX day workshops that are recorded onto the FLEX day canvas shell so faculty can view them for FLEX credit.

**Other**

* Adam suggested that it might be worthwhile to take some time thinking about what would PD look like on a large scale in an ideal world.
* Michaela said that Rio Hondo just a received a big grant and we have till 2023 to spend these one-time monies that could potentially support such efforts.
* More to be discussed on this topic.

This meeting adjourned at 3:30pm, with the next meeting to be on Wednesday, April 7th, 2021