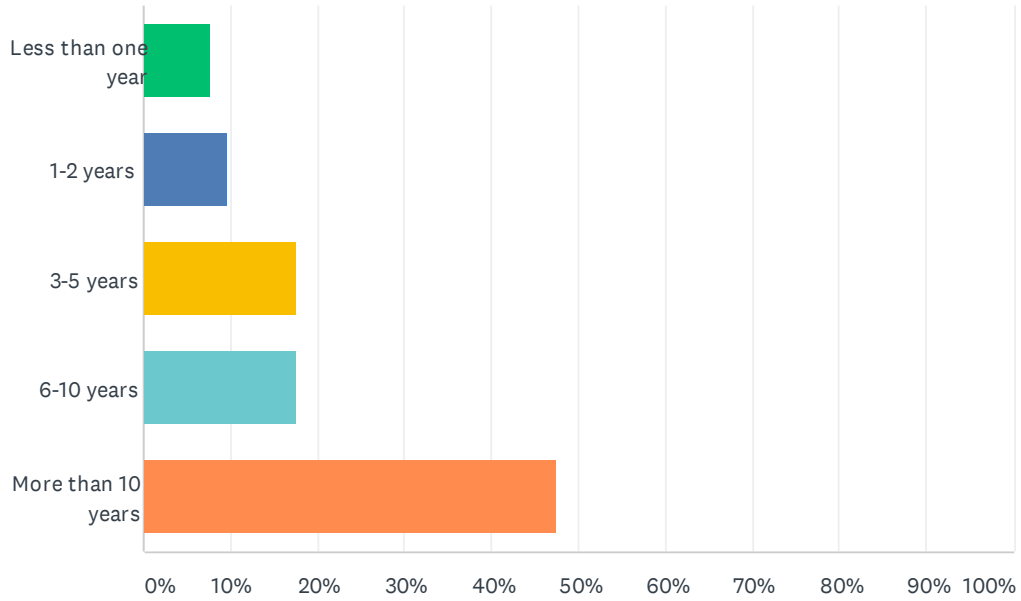


Q1 How many years have you worked at West Hills?

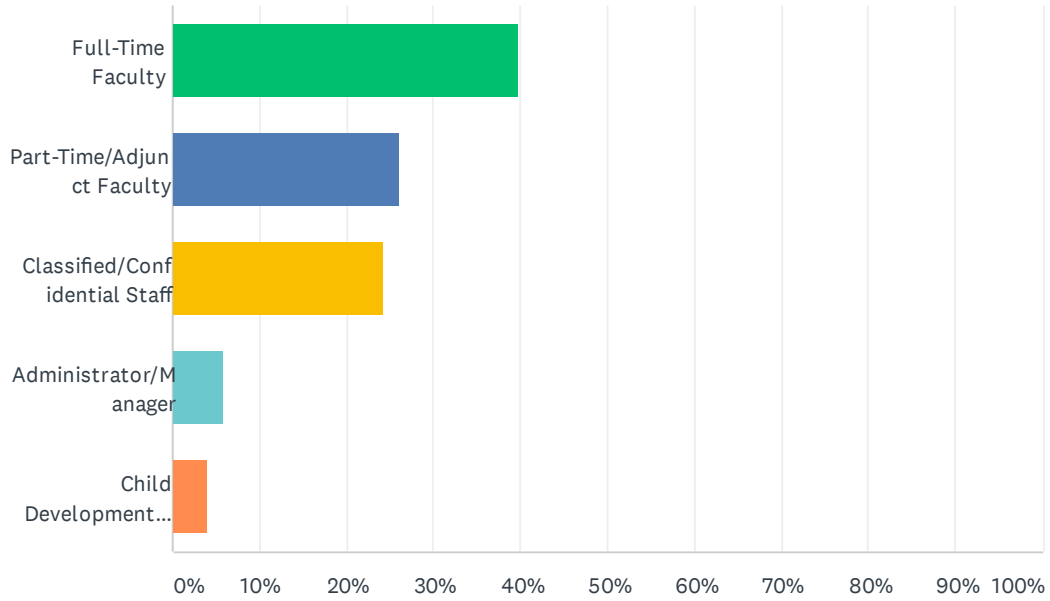
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than one year	7.77%	8
1-2 years	9.71%	10
3-5 years	17.48%	18
6-10 years	17.48%	18
More than 10 years	47.57%	49
TOTAL		103

Q2 What is your role at West Hills?

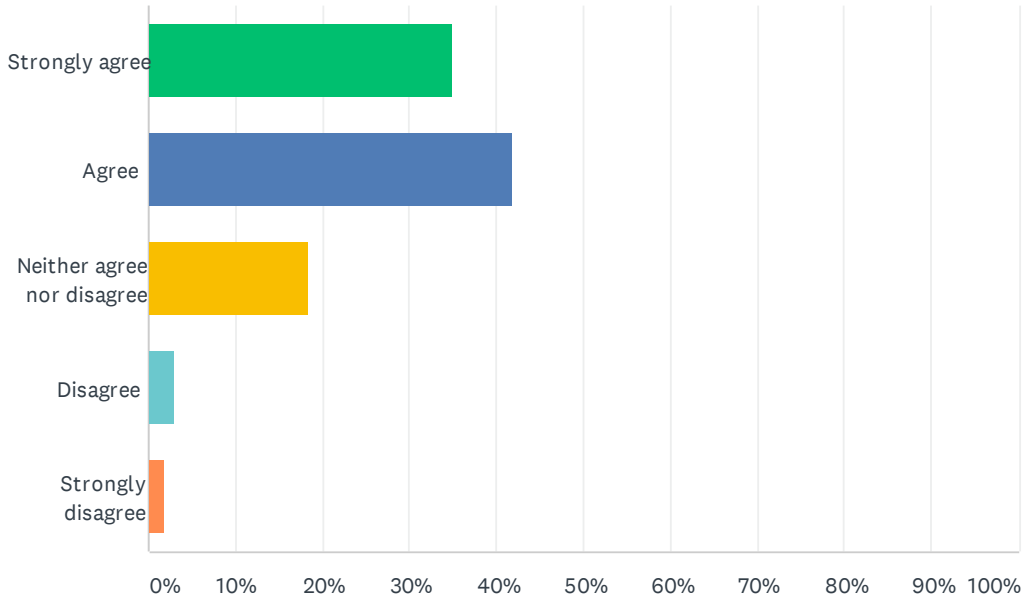
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-Time Faculty	39.81%	41
Part-Time/Adjunct Faculty	26.21%	27
Classified/Confidential Staff	24.27%	25
Administrator/Manager	5.83%	6
Child Development Center Staff or Supervisor	3.88%	4
TOTAL		103

Q3 I am satisfied with the investment my organization makes in professional development opportunities.

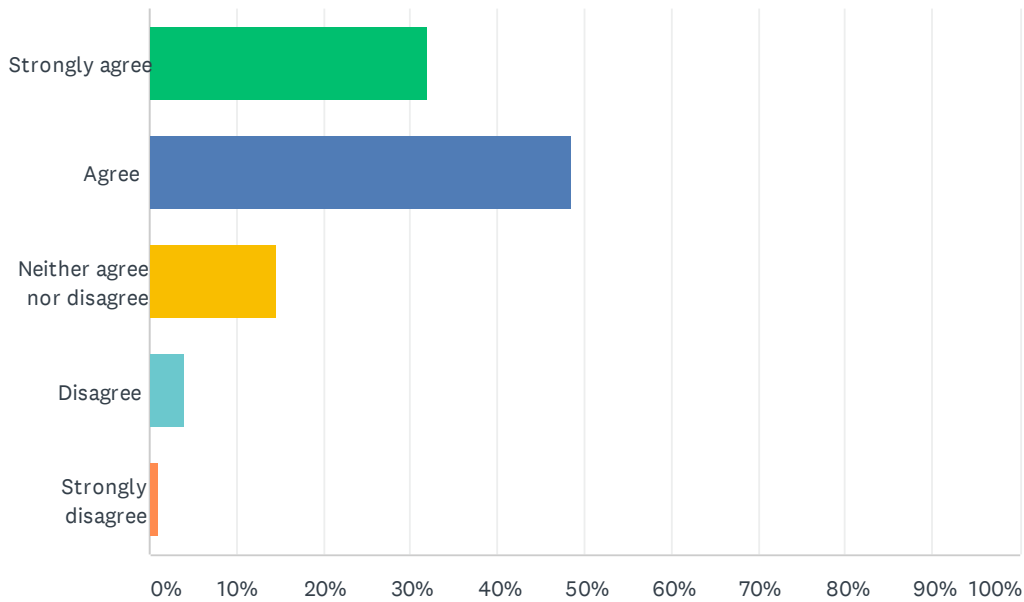
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	34.95%	36
Agree	41.75%	43
Neither agree nor disagree	18.45%	19
Disagree	2.91%	3
Strongly disagree	1.94%	2
TOTAL		103

Q4 There are clear connections between my professional development opportunities and my job duties.

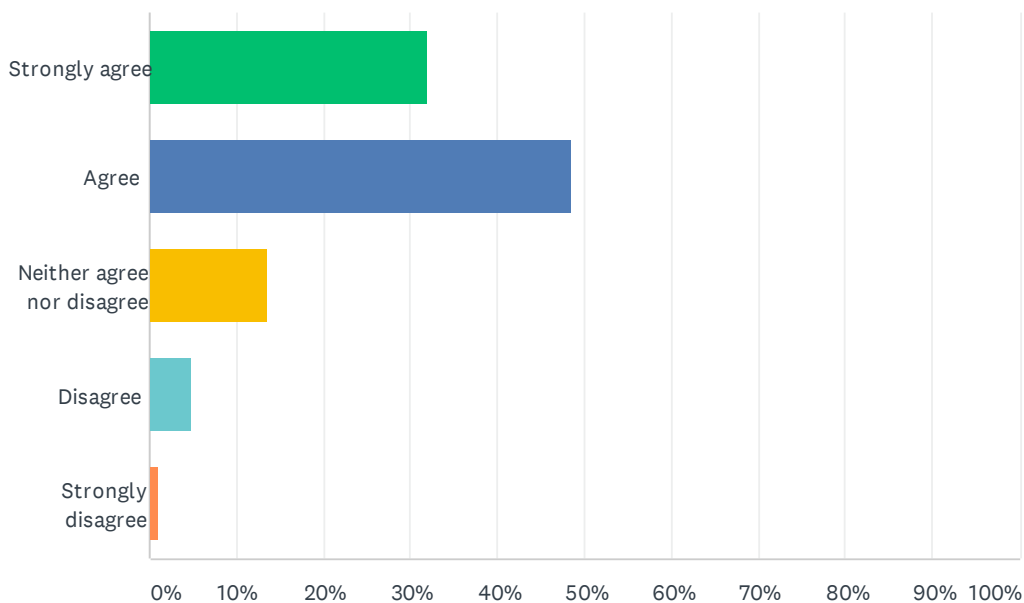
Answered: 103 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	32.04%	33
Agree	48.54%	50
Neither agree nor disagree	14.56%	15
Disagree	3.88%	4
Strongly disagree	0.97%	1
TOTAL		103

Q5 I am able to apply the knowledge gained from my participation in professional development opportunities.

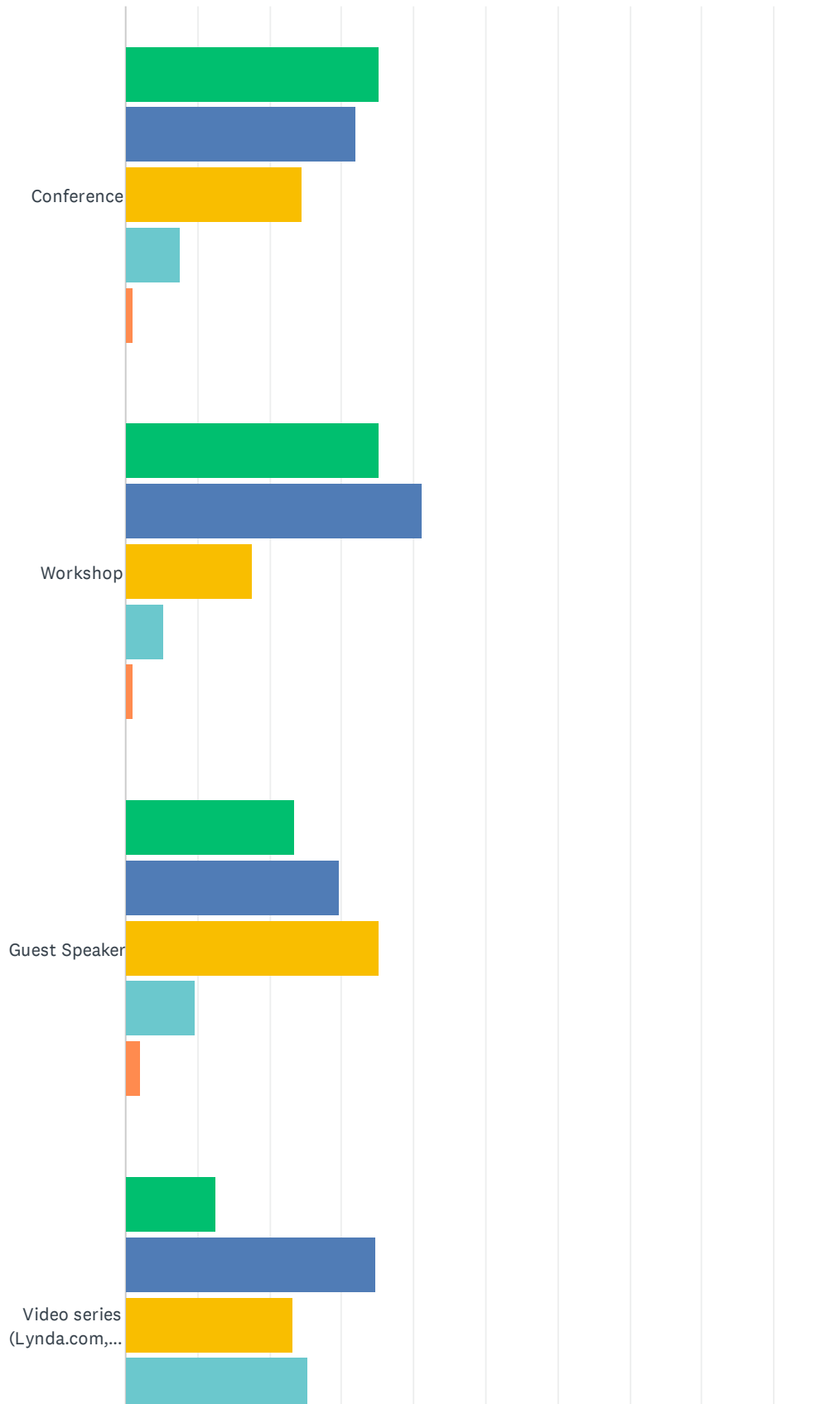
Answered: 103 Skipped: 0



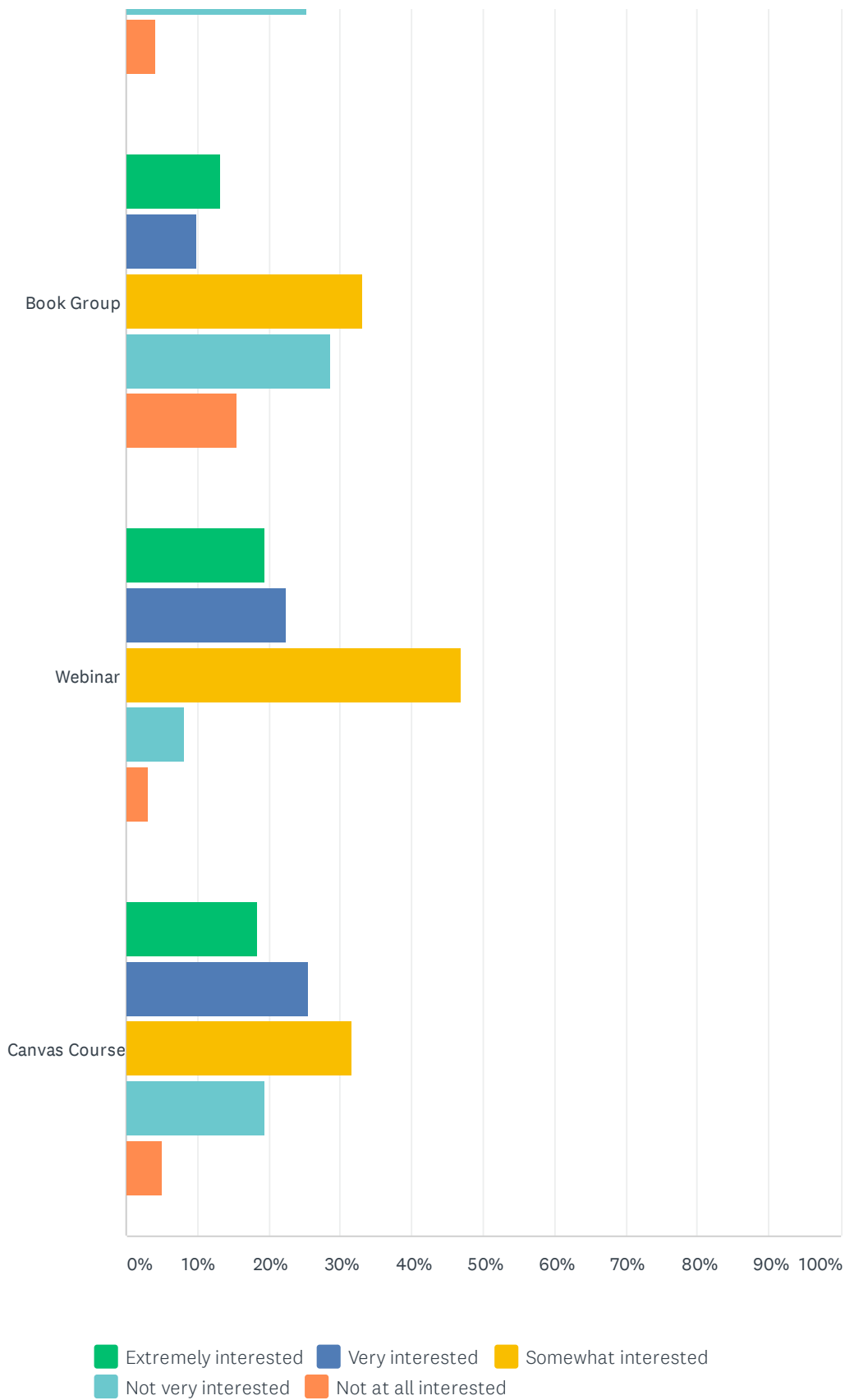
ANSWER CHOICES	RESPONSES	
Strongly agree	32.04%	33
Agree	48.54%	50
Neither agree nor disagree	13.59%	14
Disagree	4.85%	5
Strongly disagree	0.97%	1
TOTAL		103

Q6 What types of professional development events are you interested in?

Answered: 101 Skipped: 2



WHCL Professional Development Survey



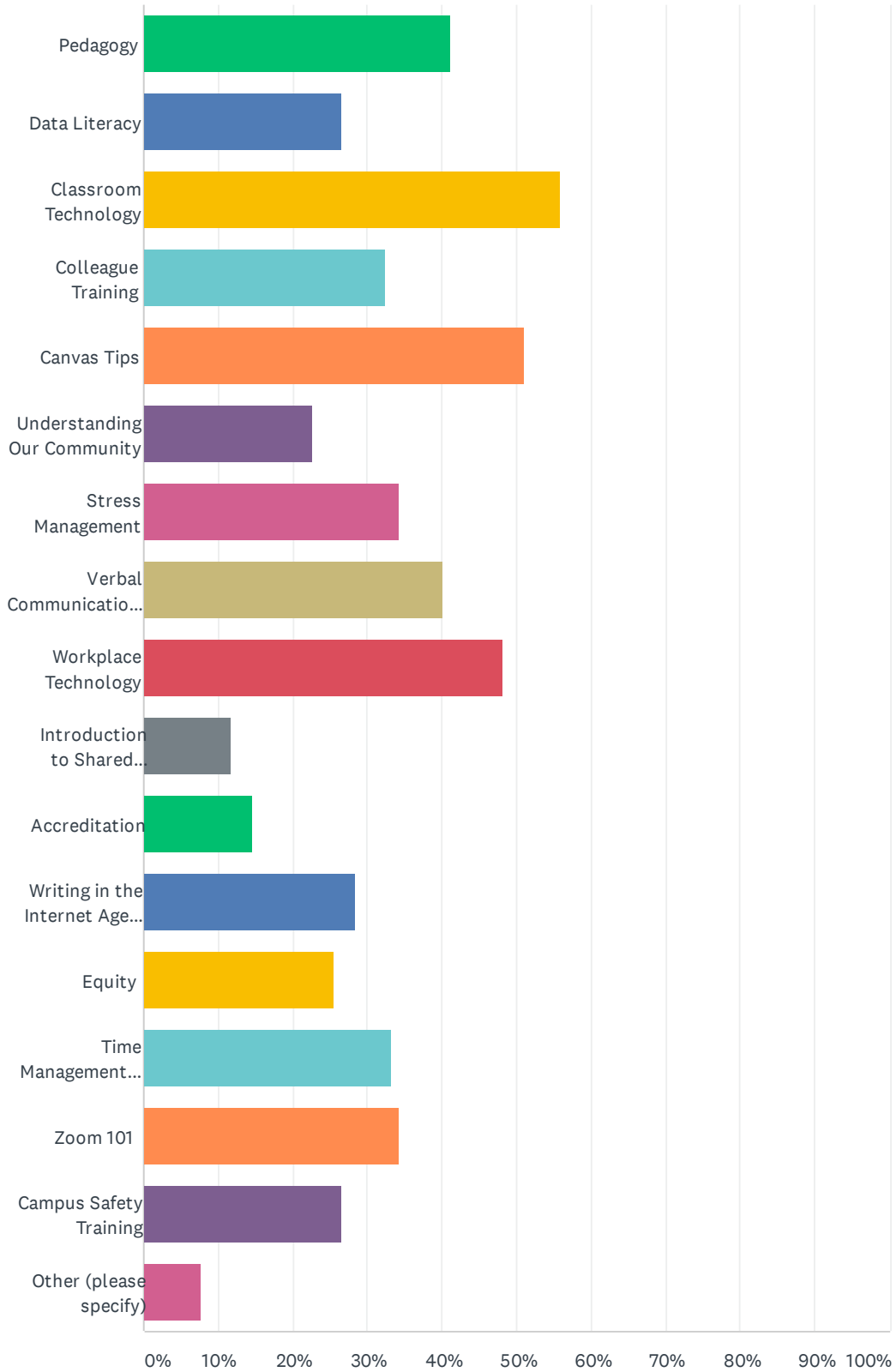
WHCL Professional Development Survey

	EXTREMELY INTERESTED	VERY INTERESTED	SOMEWHAT INTERESTED	NOT VERY INTERESTED	NOT AT ALL INTERESTED	TOTAL	WEIGHTED AVERAGE
Conference	35.11% 33	31.91% 30	24.47% 23	7.45% 7	1.06% 1	94	2.93
Workshop	35.05% 34	41.24% 40	17.53% 17	5.15% 5	1.03% 1	97	3.04
Guest Speaker	23.40% 22	29.79% 28	35.11% 33	9.57% 9	2.13% 2	94	2.63
Video series (Lynda.com, etc.)	12.63% 12	34.74% 33	23.16% 22	25.26% 24	4.21% 4	95	2.26
Book Group	13.19% 12	9.89% 9	32.97% 30	28.57% 26	15.38% 14	91	1.77
Webinar	19.39% 19	22.45% 22	46.94% 46	8.16% 8	3.06% 3	98	2.47
Canvas Course	18.37% 18	25.51% 25	31.63% 31	19.39% 19	5.10% 5	98	2.33

#	OTHER (PLEASE SPECIFY)	DATE
1	Team Building	4/23/2020 10:49 AM
2	Already participate in Lynda.com regularly	4/22/2020 5:55 PM
3	Tutoring	4/20/2020 7:24 PM
4	More Zoom training.	4/20/2020 8:33 AM

Q7 Select any of the following topics that you would be most interested in.

Answered: 102 Skipped: 1



WHCL Professional Development Survey

ANSWER CHOICES	RESPONSES	
Pedagogy	41.18%	42
Data Literacy	26.47%	27
Classroom Technology	55.88%	57
Colleague Training	32.35%	33
Canvas Tips	50.98%	52
Understanding Our Community	22.55%	23
Stress Management	34.31%	35
Verbal Communication in a Diverse Workplace	40.20%	41
Workplace Technology	48.04%	49
Introduction to Shared Governance	11.76%	12
Accreditation	14.71%	15
Writing in the Internet Age: Keeping Communication Professional	28.43%	29
Equity	25.49%	26
Time Management Tools	33.33%	34
Zoom 101	34.31%	35
Campus Safety Training	26.47%	27
Other (please specify)	7.84%	8
Total Respondents: 102		

#	OTHER (PLEASE SPECIFY)	DATE
1	Course specific training	4/27/2020 10:54 AM
2	I think our campus should be inclusive of all constituents. Offer ALL opportunities to all groups so that we can be cross-trained, well-rounded employees.	4/24/2020 7:18 AM
3	Connecting the CSLO through Canvas	4/22/2020 5:55 PM
4	Financial literacy, retirement planning	4/21/2020 4:03 PM
5	Developing curriculum/student learning outcomes	4/20/2020 9:50 AM
6	Leadership support functions and support systems. Budgets, staffing, onboarding, DO coordination flows.	4/20/2020 9:35 AM
7	Career education specific items - jobs of the future, trends in employment, etc	4/20/2020 8:13 AM
8	area specific learning~	4/20/2020 7:47 AM

Q8 Please tell us about an unsatisfactory professional development opportunity that you have participated in and what could have been improved?

Answered: 67 Skipped: 36

WHCL Professional Development Survey

#	RESPONSES	DATE
1	N/A	5/4/2020 12:48 PM
2	Canvas training/development needed to be split up in novice or advanced users.	5/4/2020 9:32 AM
3	N/A	5/1/2020 9:37 AM
4	none	4/28/2020 7:46 PM
5	N/A	4/28/2020 10:01 AM
6	N/A	4/28/2020 8:48 AM
7	N/A	4/27/2020 6:45 PM
8	N/A	4/27/2020 3:25 PM
9	n/a	4/27/2020 3:04 PM
10	District Professional Development days when we are lectured to in a very large space, like the gym in Coalinga. It is difficult to see and hear in that space, and even more frustrating when the information being presented is something we need to "do" such as technology. These types of trainings really need to be done as break out sessions.	4/27/2020 1:37 PM
11	None at this time	4/27/2020 1:01 PM
12	N/A	4/27/2020 11:33 AM
13	I have not had any unsatisfactory development activities	4/27/2020 10:54 AM
14	I feel that all of the professional development opportunities that I have participated so far have been satisfactory.	4/27/2020 9:57 AM
15	There is not one so far, all conferences, meetings, and trainings have been very helpful in my professional development.	4/27/2020 9:49 AM
16	It was guest speaker who presented on serving LGBTQ students in crisis. I was very interested in learning more about how to best meet the needs of this often overlooked student population; however, the guest speaker primarily read off a PowerPoint and showed videos. There was little opportunity for discussion. I felt I learned little to nothing about the topic.	4/27/2020 9:48 AM
17	I have never participated in an unsatisfactory professional development opportunity.	4/27/2020 9:36 AM
18	none at this time.	4/27/2020 9:13 AM
19	None	4/27/2020 9:06 AM
20	n/a	4/27/2020 9:04 AM
21	Oftentimes, faculty PD is geared towards instructional faculty - it is important to consider opportunities for non-instructional faculty, too!	4/27/2020 8:44 AM
22	N/A	4/27/2020 8:43 AM
23	I recently attended a Clear Pathways for Success conference which I was very excited about due to the topics that would be discussed, however once I got there I realized that the topics discussed were very surface level where I was hoping deeper advice and mentorship would be given. I think improvement would come from the planning committee of that organization.	4/27/2020 8:41 AM
24	Guest speakers, and break out session. All things that I can apply to my work area.	4/27/2020 8:38 AM
25	Most duty days	4/25/2020 9:04 AM
26	All have been stimulating and exciting. With all that we are doing, there can be a void in the information learned and the time/ease of applying it to our classes.	4/24/2020 11:48 AM
27	I think when it comes to dollars for professional development, a list of individuals names who have attended conferences' might be something to add to the Prof Dev Report and then distributed to department supervisors. That way supervisors can keep a record for evaluations and track who in their departments hasn't been given the opportunity to participate.	4/24/2020 7:18 AM
28	None of the opportunities I have been afforded were unsatisfactory.	4/23/2020 2:59 PM

WHCL Professional Development Survey

29	n/a	4/22/2020 5:35 PM
30	I have not had a bad one	4/21/2020 11:33 PM
31	N/A	4/21/2020 8:13 PM
32	N/A	4/21/2020 4:55 PM
33	As an adjunct with other employment, I am not able to take advantage of most PD opportunities.	4/21/2020 4:47 PM
34	outside guest speakers	4/21/2020 4:18 PM
35	None	4/21/2020 4:18 PM
36	I used to love attending conferences and networking with other professionals. I am getting to the point where I do not want to travel for workshops or conferences any longer. The process the business office requires to attend a conference is very burdensome. And you have to pay for most everything yourself upfront and wait to be reimbursed. This can be financially difficult, especially for people early in their careers. There has to be an easier way that travel can be paid for and planned.	4/21/2020 4:03 PM
37	Our college has made improvements in how it handles PD, but I rarely find anything beneficial about what happens on Flex Days because very little of it influences what I do in the classroom.	4/21/2020 11:10 AM
38	Many topics are not relevant, such as understanding learning styles and personality tests. Many are way to long!	4/20/2020 8:06 PM
39	I have not attended an PD sessions that were not helpful to me at WHC.	4/20/2020 6:28 PM
40	Money to attend any professional development. Have Deans encourage and almost force faculty to go annual or very two years.	4/20/2020 6:26 PM
41	There have been many occasions where we sit and listen to something that really doesn't apply to what we do.	4/20/2020 4:46 PM
42	If you have worked for WHCCD over 10 years the content of information does not apply...now with the virus the opportunity should be presented on how to use alternative tools	4/20/2020 2:58 PM
43	Send more staff to different conferences pretaining within their work	4/20/2020 2:18 PM
44	Staff Professional Development Day- afternoon break-out session (Department Staff Meet up); we met with all SST at that meeting from Coalinga & Lemoore campuses to discuss or share our experience on different process/ procedures to become effectively for future reference but it turned out as a complaint session that it wasn't helpful to my job duties. It could have been improved if there was a host to run the session or limit the speech time per person. Then, the meeting could be more efficient and conducted the results/ discussion that we expected.	4/20/2020 1:44 PM
45	I have had one yet	4/20/2020 1:39 PM
46	Most of my unsatisfactory PD experiences have been at conferences. I have attended conferences that were unorganized or had workshops that weren't relevant to my program. I think for the National Conferences that I attend for DOE or COE, they need to offer more Veterans Upward Bound. VUB is the smallest DOE program so we sometimes feel left out when it comes to training at the national conferences.	4/20/2020 11:56 AM
47	Lack of hands-on applications or techniques	4/20/2020 11:34 AM
48	Repeated concepts without new context, lack of active learning, and negative attitudes all impact the ability to feel time is spent being purposeful and productive. Improvement includes positive, new approaches to sharing information and working together to create meaning.	4/20/2020 11:20 AM
49	I know how this can come out to some people, but there's only so much training that can be done about "Personalities", "Equity" and "Diversity" topics (so a bunch of those together). I'll say if it's not something hands-on and technical it probably falls into the "Unsatisfactory Professional Development Opportunity" category for me. I would suppose the suggested "Improvement" would be to just not cover those topics more than once every five years. You could space them out where one is discovered every other year and then cycled every 5 years. (The personality ones can be more about "Unity" to create some balance with all the other ones about diversity/disunity. I think that's what I like about doing the technical things and the	4/20/2020 11:18 AM

WHCL Professional Development Survey

workshop on mechanics of teaching and design, because the unify us without having the more subjective content.)

50	My unsatisfactory experiences don't stem from professional development, but the lack thereof. Too many of our faculty and staff still use racist language, make unprofessional comments, and lack an understanding of how to function in the 2020 world. It's insulting to continue to attend trainings, while others never attend, or if they do, don't take the lessons they learn there and apply them. There should be more accountability before it really costs the school with a lawsuit or something.	4/20/2020 10:58 AM
51	My dissatisfaction revolves around working with the business office and travel requests and reimbursement. It seems far easier to forego any conferences, etc rather than deal with them.	4/20/2020 10:30 AM
52	none	4/20/2020 10:27 AM
53	N/A	4/20/2020 10:21 AM
54	There has been none	4/20/2020 10:02 AM
55	Professional development sessions HR puts together for District wide Classified employees all hands is irrelevant for our daily work coordination. Breakout sessions are good for understanding 3rd party vendor benefits and changes to employee benefits.	4/20/2020 9:35 AM
56	n/a	4/20/2020 9:32 AM
57	N/A	4/20/2020 9:28 AM
58	Can't think of one at the moment.	4/20/2020 8:55 AM
59	N/A	4/20/2020 8:32 AM
60	I find the logistics of attending a conference challenging and frustrating. Specifically, the process of paying out of pocket for airfare and hotel and then waiting for months to be reimbursed frustrating and a deterrent to attending conferences.	4/20/2020 8:30 AM
61	Because our reimbursement policies are so horrible, I only attend PD that I know will be helpful. All of our in house PD has been well received. The time we devote to "work" in Elumne for PR, Curriculum, SLOs, etc is valuable. I personally would attend more PD if our reimbursement practices didn't require me to wait 8 weeks or more for reimbursement.	4/20/2020 8:13 AM
62	N/A	4/20/2020 8:08 AM
63	NA	4/20/2020 8:00 AM
64	Does Keenan training count? ;-) Almost every PD day (not so much Flex) involves sitting and listening. No discussion. No activity. No movement. Just sitting. Not effective for me. I need to do something with the information I am being given in order to benefit from it. This is basic teaching pedagogy, and I cannot understand why so few PD days model good pedagogy.	4/20/2020 7:51 AM
65	the professional development days on campus are not always very helpful. too much talking, not alot of practical hands on learning....	4/20/2020 7:47 AM
66	Several of the all-district days have been unsatisfactory. I think of those days as "information assault." I think most of it could be summarized in a short (3-5 video) or a 1-page document. Time may be better spent on activities that involve structured, collaborative planning.	4/20/2020 7:35 AM
67	N/A	4/20/2020 7:35 AM

Q9 Please tell us about a professional development opportunity you have participated in that was particularly impactful or positive.

Answered: 67 Skipped: 36

WHCL Professional Development Survey

#	RESPONSES	DATE
1	Parts of Canvas training.	5/4/2020 9:32 AM
2	N/a	5/1/2020 9:37 AM
3	none	4/28/2020 7:46 PM
4	Loren Kelly's CTE instructor training was very helpful for myself and fellow CTE faculty. It was informative for those of us who were not originally educators and are only now coming into the industry.	4/28/2020 10:01 AM
5	N/A	4/28/2020 8:48 AM
6	CANVAS EXCELLENCE	4/27/2020 6:45 PM
7	Leadership development	4/27/2020 3:25 PM
8	CCC course	4/27/2020 3:04 PM
9	January, 2020 District PD day was really great. It was nice to hear from other faculty, not only to gain insight into their work and personal experiences but to gain professional knowledge that can be used in the classroom. ATD was also really great. I wish everyone could go and be around such excited educators.	4/27/2020 1:37 PM
10	None at this time	4/27/2020 1:01 PM
11	Going to the Exlibris/Alma training was the perfect opportunity to get hands-on experience. Participants had a chance to practice with the several features offered by the new system and were able to ask questions when uncertain. Collaboration among other librarians and library employees also key.	4/27/2020 11:33 AM
12	Recently I participated in the active shooter training. Through the years I have been through courses similar to this training and having the officers from our campus as the instructors made the training much more meaningful and memorable.	4/27/2020 10:54 AM
13	Attending professional development opportunities regarding mental health was impactful.	4/27/2020 9:57 AM
14	Innovate 2019. As I was a new instructor at WHCL, this event was very helpful for me because it present a workshop about Canvas. I was new at using Canvas and this presentation give me the opportunity to gain knowledge in how I could structure my modules for my course.	4/27/2020 9:49 AM
15	I recently attended a workshop on Informed Trauma. The presenter was well versed on the topic. She referred to her PowerPoint occasionally and spoke from her experiences. She provided opportunities for discussion and hands on demonstration of strategies we could use with students.	4/27/2020 9:48 AM
16	Achieving the Dream conference was excellent as well as the one at Landmark College.	4/27/2020 9:46 AM
17	I found the Active Shooter Training to be interesting and I learned a lot.	4/27/2020 9:36 AM
18	A bizchat, the students were interested in what the guest speaker had to say and their surveys were evident.	4/27/2020 9:13 AM
19	I went to the Troxell Tech Talk Conference and got to hear great guest speakers and got to make a lot of great connections to help me improve classroom technology.	4/27/2020 9:12 AM
20	Lately, I have participated in the Nestflix and the modules have been very helpful to improve my teaching	4/27/2020 9:06 AM
21	The bus trip in the community was great along with opportunities to hear student voices - enhancing understanding of our students and their needs are critical as we work on designing instruction and supports.	4/27/2020 8:44 AM
22	I can recall attending an EOPS Professional Development in Modesto. I learned a lot about the program and what others were doing in their community to help their students. I saw how EOPS could change lives and how the services provided was a necessity to all students in the program.	4/27/2020 8:43 AM
23	I attended a case management training last summer with Loren Kelley and it was amazing. I got so many useful tools and exercises from that training that I have applied regularly in my job.	4/27/2020 8:41 AM

WHCL Professional Development Survey

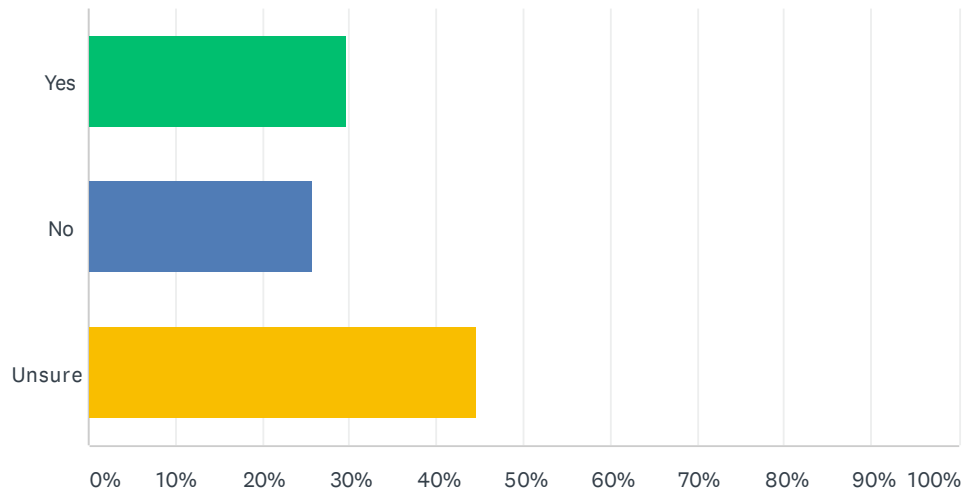
24	Innovate summer institute..hands-on; project-based	4/25/2020 9:04 AM
25	Guided Notes on NestFlix.	4/24/2020 11:48 AM
26	Grants writing training that explains processes and regulations. An opportunity that correlates with what we are doing on campus and gives a better understanding of what is needed internally for record-keeping and documentation.	4/24/2020 7:18 AM
27	Zoom with Truckee Mountain Community College	4/23/2020 2:59 PM
28	Understanding insurance benefits w/ HR Dept. Becky Cazares Lightning Your Life with Laughter w/ Terrance Taylor	4/23/2020 10:49 AM
29	n/a	4/22/2020 5:35 PM
30	The Book Club was wonderful - Culturally Responsive Teaching and the Brain	4/21/2020 11:33 PM
31	Course design and accessibility webinar course	4/21/2020 8:13 PM
32	Zoom Training	4/21/2020 4:55 PM
33	N/A	4/21/2020 4:47 PM
34	conferences	4/21/2020 4:18 PM
35	Summer Innovate sessions	4/21/2020 4:18 PM
36	Several online @One courses and other opportunities similar to that have been very rewarding. I have learned several best practices taking courses like that.	4/21/2020 4:03 PM
37	A conference I attended once was very beneficial to me in terms of influencing my classroom pedagogy.	4/21/2020 11:10 AM
38	Nina the stand up comedian that helped us all understand students with different abilities better and helped me understand that I need to fidget with things to listen/learn/retain information better. The OpenEd conferences I have been to ('17 and '19) were the most beneficial PD opportunities I've had because it's the only PD I get that directly ties into my job duties and I can connect with others in the same field of work.	4/21/2020 8:40 AM
39	Statistics relating online success versus face to face learning.	4/20/2020 8:06 PM
40	Canvas Training	4/20/2020 7:24 PM
41	I can't remember the exact titles, but they were with Shannon Turmon.	4/20/2020 6:28 PM
42	I went to a conference and was able to speak with instructors from other colleges. This was amazing. I grow when I can connect with others outside of our campus to discuss what is and isn't working for them. I came back from a conference once with about 5 applicable ideas. I still use the methods.	4/20/2020 4:46 PM
43	n/a	4/20/2020 2:58 PM
44	Athletic conference was amazing	4/20/2020 2:18 PM
45	I participated in a Mock Interview session which hosted by Becky from HR. I found this session was positive because it provided me some insights of how to Ace in an interview and understand how the panel committees score on an interview. It helped me to prepare my future interview with better understanding.	4/20/2020 1:44 PM
46	Pyramid training, these were not held by west hills staff this is an outside agency. very helpful tips on how to effectively teach the many different levels of children in my class	4/20/2020 1:39 PM
47	Guest speakers usually have the most impact on me. For instance, Marshall Thomas for Vet Net Ally, had a tremendous impact on me. So much that I have plans to teach staff and faculty about veterans using his curriculum and guidance. The WHCCD Future Leaders PD was good too. I learned a lot from Dr. Gornick and Christie Garcia from Mindful Choice Coaching.	4/20/2020 11:56 AM
48	Workshop guided instruction with take-aways	4/20/2020 11:34 AM
49	Impactful and positive: Going out, within the communities, to visit past students, listen to their current lives, the impact West Hills had on them, and the ways they pay it forward. Valuable. Real. Purposeful.	4/20/2020 11:20 AM

WHCL Professional Development Survey

50	Innovate Canvas training... learning with people in my area about how to create quizzes.	4/20/2020 11:18 AM
51	I enjoy the opportunities where I can talk with my colleagues about our classroom practices. The book club was maybe one of the best experiences of this I've had.	4/20/2020 10:58 AM
52	Fresno State Community Counselor Conference has had important transfer info that directly impacts students.	4/20/2020 10:30 AM
53	none I can think of	4/20/2020 10:27 AM
54	N/A	4/20/2020 10:21 AM
55	Very staff meeting that we have with the CDC Staff	4/20/2020 10:02 AM
56	EDGAR training that was an update / review from chancellor's office. Lynda.com for SharePoint. YouTube channels for Microsoft TEAMS, BoardDocs and Webinars and Zoom.	4/20/2020 9:35 AM
57	Implicit Bias Training	4/20/2020 9:32 AM
58	Grant writing	4/20/2020 9:28 AM
59	Bruinstein Grant Training; very helpful on learning about the budget regulations and rules to spending dollars prudently.	4/20/2020 8:55 AM
60	Most of the Innovate workshops.	4/20/2020 8:33 AM
61	The hands on Innovate conferences have been very helpful. Doing rather than watching.	4/20/2020 8:32 AM
62	I prefer best practices approaches to PD. I like when our own staff does a training on how they do something, or what they learned about doing a certain thing.	4/20/2020 8:13 AM
63	I really enjoyed learning about Lynda Learning and the resources we have available to us!	4/20/2020 8:08 AM
64	I enjoyed the canvexcellence because we got to apply what we learned as we went and I had an opportunity to meet many staff members I otherwise would not have met.	4/20/2020 8:00 AM
65	the canvexcellence	4/20/2020 7:47 AM
66	I have enjoyed the innovate sessions, because they tend to be relevant to the things that are in my wheelhouse.	4/20/2020 7:35 AM
67	@One courses	4/20/2020 7:35 AM

Q10 Would you be interested in a brown bag lunch to share what you have learned from recently attended conferences with others?

Answered: 101 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	29.70%	30
No	25.74%	26
Unsure	44.55%	45
TOTAL		101