



Building Capacity for Professional Learning

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Academic Affairs Council Hartnell College
March 14, 2025**



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Introduction

Who, What, When

Team:

Janet Flores, Spanish faculty (co-lead)

Marianne Fontes, Dean Arts & Languages, Learning Support & Resources (co-lead)

Jason Garrett, Director Academic Support and FKCE

Gabriela Lazaro Jimenez, Part-time ESL faculty

Leticia Sanchez, Student Success Specialist

Ram Subramaniam, VP Student Success and Teaching Excellence

Vinita Tiwari, Outcomes Assessment Specialist

Nancy Wheat, Biology Faculty



Achieving
the Dream



Researched Other Institutions



Created Mission Statement and Goals



Developed, Distributed, Evaluated
Needs Assessment



Drafted Building Capacity Plan

Organizational Structure

The Learning Center (TLC)

The Team is proposing the creation of The Learning Center (TLC) which will serve as the centralized hub for professional learning at Hartnell College.

Mission Statement

The Learning Center provides high-quality growth opportunities to transform practices across all educational environments.



TLC Strategic Goals

Goal 1: Ensure that we put students first in everything we do. By committing to professional growth for all employees, we send a message that Hartnell College is paying attention to our students and willing to grow and evolve to meet their ever-changing needs.

Goal 2: Optimize student access, momentum, and success. Professional learning done well is proven to improve outcomes for students. Using a data driven approach, we will assess our model to demonstrate that engaging in professional learning will lead to improved outcomes for our students.

Goal 3: Maximize operational efficiency and effectiveness. Centralizing professional learning will lead to a more efficient and seamless experience for employees. We commit to transparent, clear processes which will lead to more equitable engagement in professional learning for all members of the college community.

Goal 4: Implement fiscal health and sustainability practices. With our model—which will include sustained professional learning opportunities (as opposed to “one-offs”), built in reflection sessions and time, and follow-up with participants—we will be better able to track funds invested on professional learning to student outcomes.

Goal 5: Create and sustain meaningful relationships with our communities. The Learning Center vows to create community among Hartnell College’s staff, faculty, and administrators through sustained professional learning opportunities that are inclusive and equitable.

TLC Values

Education. We are committed to continued education for all educators, regardless of role. When employees are given opportunities for lifelong learning and professional training, we know that student outcomes will improve.

Connection. TLC will bring together faculty, staff, and administrators in a central location, which will help foster a sense of connection. Through professional learning, educators will better understand their connection to each other and to the College's mission.

¡Sí se puede! With a shared commitment to improve practices across all educational environments, we can transform our own lives and the lives of our students for generations to come.

Cultural wealth. The Learning Center will draw heavily upon our collective expertise, lived experiences, and knowledge, thereby increasing every employee's sense of value and worth.

Impact. TLC's evidence-based practices will result in a model that enables the measurement of its impact by continuously collecting and analyzing data on student outcomes.



Programs and Services

Dimensions of Professional Learning Practice

Individual: How do effective professional learning programs engage educators as individual practitioners? What kinds of approaches help educators change their practice and advance student learning?

Community: How do effective professional learning programs bring educators into community, to collaborate for change? What are the principles for designing such professional learning communities?

Institutional: Professional learning cannot succeed if it is not rooted in strategic institutional support. What institutional policies and practices help generate and sustain effective professional learning?

Ecosystem: How can campus teams most advantageously engage national success movements, disciplinary associations, accreditation agencies, funders, and other stakeholders in the higher education ecosystem to build a culture of teaching and learning excellence?



Existing Professional Learning



Equity Rubrics



POCR



SERVE



Caring Panthers



AI Literacy



Cultural Humility Toolkit

Resource Allocation and Infrastructure

Location, Location, Location

MAP INFORMATION

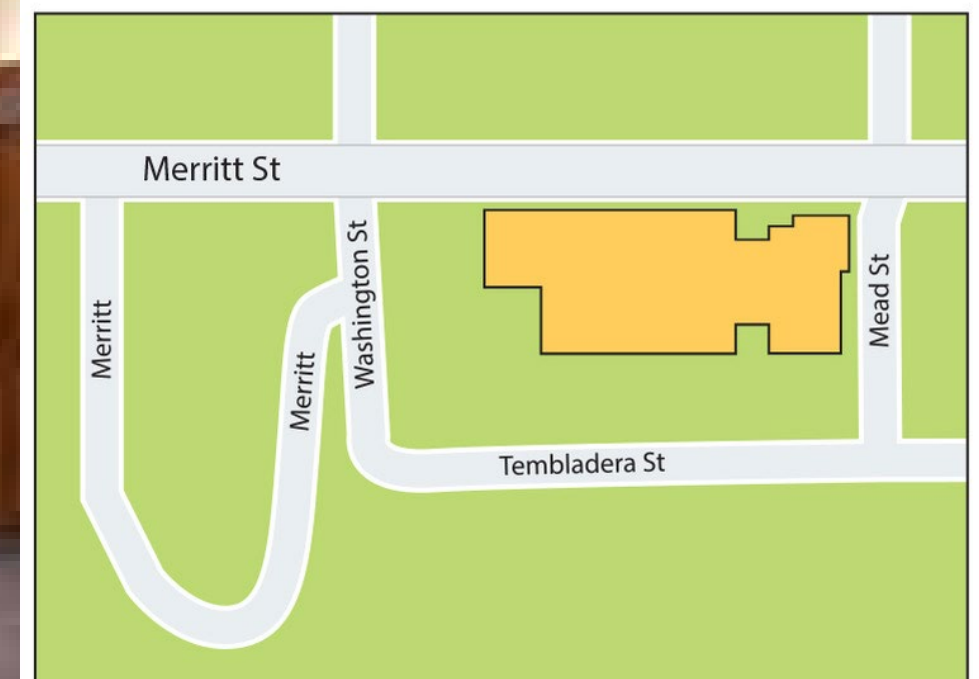


CASTROVILLE CLASSROOM & ADMINISTRATION

HARTNELL COLLEGE



HARTNELL COLLEGE
CASTROVILLE EDUCATION CENTER



Personnel & Reporting Structure

In order to fully support the operations and logistics of The Learning Center, our team proposes the following personnel, based on established best practices:

- Faculty Lead with full release time
 - Classified Lead and Support; 100% of role dedicated to TLC
 - Support of Innovation Technologist
 - In time, Instructional Designer
- Faculty Lead on a 3-year rotation
 - Report to VPSSTE or designee
 - Designee on a 3-year rotation

The 3-year rotation cycle creates consistency while promoting inclusivity and fostering new perspectives and new energy every three years.

What about the Existing Professional Development Committee?

Budget

How much did we spend so far 2024-2025 on professional development? Does anyone know?

	Funds Needed	Possible Source
1 FTEF (100% release time for one faculty)	\$47,621-\$68,876 add benefits	General funds
Travel funds	\$200,000	Grants, General funds
Speaker series	\$50,000	Grants
Special Project Agreements	\$150,000	Grants, General funds
Operational Costs	\$25,000	General funds
On campus professional learning opportunities	\$50,000	Grants, General funds
Classified staff		Grants, General funds
Total	Approx. \$500,000	

Entonces, And so, Por lo Tanto, Therefore....

Hartnell College is embarking on a number of initiatives that will require sustained, quality professional learning. **First-year experience, increased 8-week courses, and improved online pedagogy are three examples of programs for which preparation and ongoing learning are necessary for success.**

Hartnell College Mission Statement

Advancing Social and Economic Justice through the Transformative Power of Education.

TLC Mission Statement

The Learning Center provides high-quality growth opportunities to transform practices across all educational environments.



THANK YOU!