



Building Capacity for Professional Learning

Presented by: Achieving the Dream Action Plan Team

Hartnell College Council

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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



Researched Other Institutions



Created Mission Statement and Goals



Developed, Distributed, Evaluated
Needs Assessment



Drafted Building Capacity Plan



Past, Present, Future

Past State

- Quarterly opportunities to apply for \$1000 travel & conference grants
- Educator in residence
- Innovation grants
- Professional Development Center with regular support
- Sporadic PD opportunities
- No strong encouragement for staff



Current State

- No PDC funds for travel and conference
- No PDC funds for educator in residence
- No PDC funds for innovation grants
- No location for PD support
- No published calendar with offerings
- Mostly Sporadic PD opportunities
- Staff encouraged but no real process

Despite this, over \$200,000 per year is spent on professional activities.



Future State

- Centralized Location
- Dedicated Leads
- Published Calendar with Offerings
- Clear Process to Participate
- Transparent Budget Processes
- Inclusive of Faculty and Staff
- Built upon Faculty and Staff Expertise



The Teaching and Learning Center (TLC)*

*working title

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

Mission Statement

The Teaching and 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.



Personnel & Reporting Structure

- Faculty Lead with full release time; 3-yr. rotation
- Classified Lead and Support; 100% of role dedicated to TLC
- Report to VPSSTE or designee (on a 3-year rotation)

Timeline and Future Vision

- Fall 2025 will focus on infrastructure-building, curating existing offerings, developing a calendar and preparing for roll-out.
- With the exception of the Teaching Academy, programming is expected to begin spring 2026.
- The vision is to build a sustainable, college-wide culture of growth where development is strategic, ongoing, and accessible to all.



Our Ask

We ask the Hartnell College Council's approval for:

1. 100% reassignment of a full-time faculty member to serve as the faculty coordinator for the TLC
2. 100% assignment of a full-time classified staff member to serve as the classified coordinator for the TLC
3. Use of Castroville Education Center as the physical location of the TLC



Our Ask

Faculty Coordinator (2025-26 Deliverables)

- Develop a list of available professional learning opportunities and prioritize
- Conduct the Faculty Teaching Academy
- Identify a budget and work with the administrator to create a dedicated budget line
- Build an incentive structure for faculty participants
- Coordinate and offer three professional learning opportunities in the Spring 2026 semester
- Develop a calendar of professional learning opportunities



Our Ask

Staff Coordinator (2025-26 Deliverables)

- Develop a list of available professional learning opportunities and prioritize
- Identify a budget and work with the administrator to create a dedicated budget line
- Build an incentive structure for staff participants
- Coordinate and offer three professional learning opportunities in the Spring 2026 semester
- Develop a calendar of professional learning opportunities



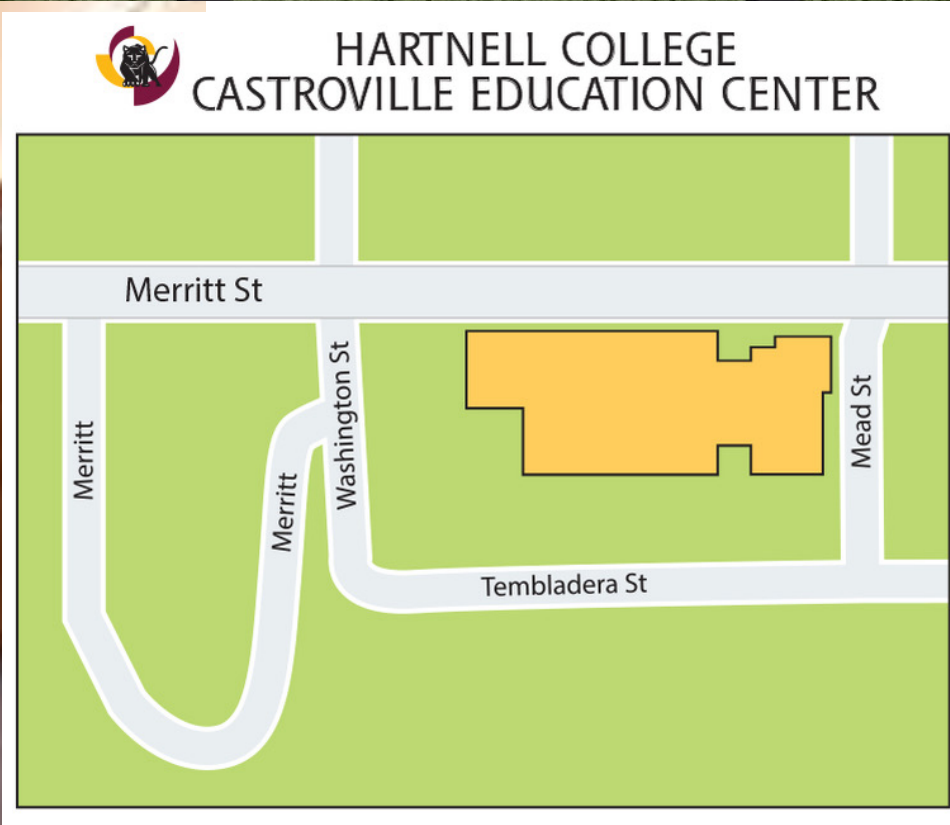
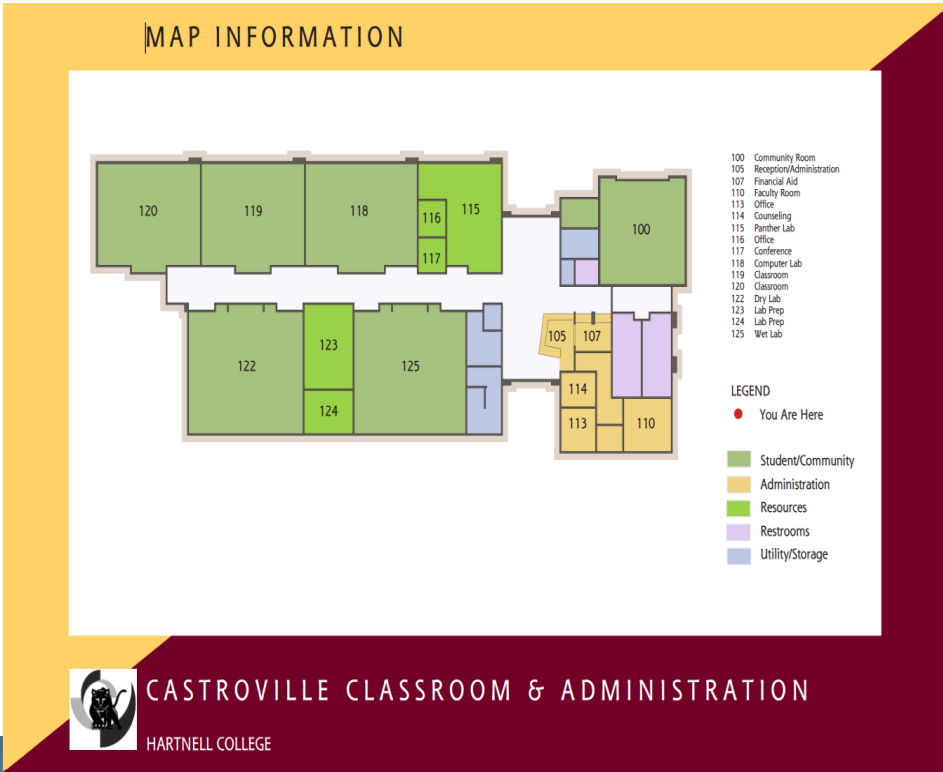
Our Ask

Castroville

- Excellent facility- inviting and welcoming environment, ample parking
- Close to main campus, yet off-site
- Availability of community room
- Availability of computer lab
- Office space for Staff and Faculty coordinators



Location, Location, Location



THANK YOU!