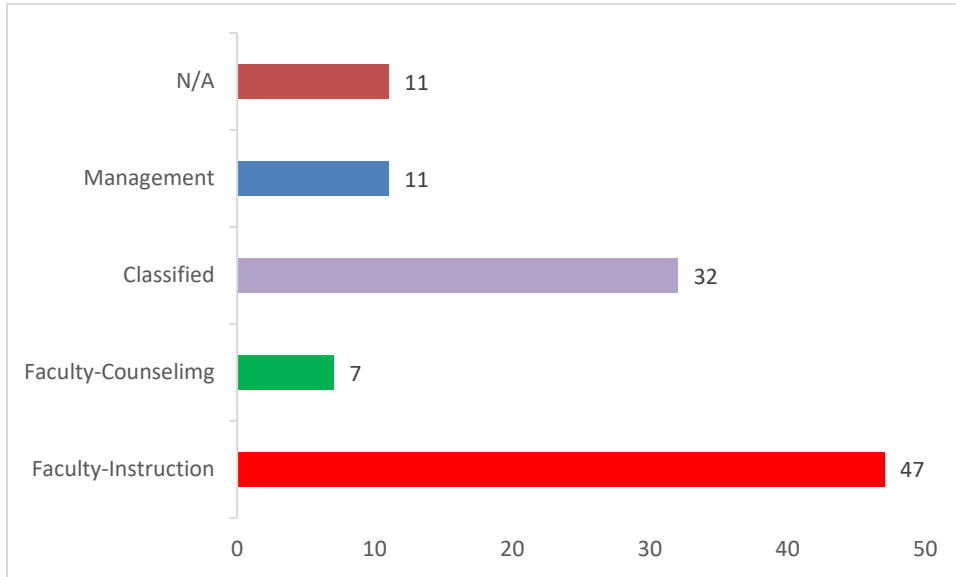


2022-2023 NOCE ProD Needs Assessment Report

Prepared by OIRP

Date: 06/07/2022

What is your role?



There was a total of 108 responses. The survey was opened from May 20, 2022 to May 27, 2022.

If selected “Faculty- Instruction or Faculty Counseling”:

- Classroom Environment:** Please rank the following five items from 1 to 5 in terms of importance to you by using the four-way arrows to the right of each line to move the following lines in order from 1 to 5. Please use 1 for the topic that is the most important to you and 5 for the topic that is the least important to you.

Question	SCALE										
	1		2		3		4		5		Total
Student Engagement (classroom interaction, building classroom communities, reaching students where they are at now)	43%	16	22%	8	22%	8	8%	3	5%	2	37
Curriculum/Building Course Content	24%	9	19%	7	24%	9	27%	10	5%	2	37
The Science of Learning (cognition and learning, the neuroscience of learning, chunking of information)	11%	4	27%	10	5%	2	32%	12	24%	9	37

Objectives and Assessments	5%	2	19%	7	24%	9	14%	5	38%	14	37
Presenting Information/Setting up the Learning Environment (Universal Design for Learning, culturally responsive teaching, scaffolding strategies, flipped classrooms, project-based learning)	16%	6	14%	5	24%	9	19%	7	27%	10	37

If selected “Faculty- Instruction or Faculty Counseling”:

Please include any additional information related to your classroom environment needs. These could be additional topics that you would like to see as professional development opportunities or elaboration related to any of the topics listed above.

Continued mini seminars addressing basic Microsoft Office use.

How to support students with mental health needs in the classroom.

I am interested in more technology training, especially in transitioning to a Hyflex classroom.

digital equipment’s that works like the sound system, ELMO

Paid office hours

Setting up a clear course content and objectives we can help teachers help our students be more productive in the right direction and focus on language learning that is practical yet in line with current events and topics of interest.

canvas confetti!

I think many instructional faculty enjoyed learning about various apps they can use in DE classes or in-person (ex: Kahoots) to keep students engaged and gather feedback to assess learning in their classes.

Tips and Tricks of the Trade in Canvas. What are REAL WAYS to use it?

Registration IT knowledge

If selected “Faculty- Instruction or Faculty Counseling”:

- 2. Student as a Whole Person:** Please rank the following four items from 1 to 4 in terms of importance to you by using the four-way arrows to the right of each line to move the following lines in order from 1 to 4. Please use 1 for the topic that is the most important to you and 4 for the topic that is the least important to you.

#	Question	Scale								Total
		1		2		3		4		
1	Student Mental Health and Basic Needs	47%	15	50%	16	3%	1	0%	0	32
2	Trauma-Informed Instruction and Counseling	13%	4	31%	10	38%	12	19%	6	32
3	Student Engagement Outside the Classroom	38%	12	13%	4	22%	7	28%	9	32
4	Age and Information Assimilation	3%	1	6%	2	38%	12	53%	17	32

Please include any additional information related to your meeting your students' needs. These could be additional topics that you would like to see as professional development opportunities or elaboration related to any of the topics listed above.

Love all of these!!

Training in recognizing mental health issues

I wish there was an explanation of purpose of "Student as Whole." What is the purpose of this item?

Providing students with hands-on language experience makes learning more effective, motivating, and engaging. Outside the classroom can include locations from general stores to banks, offices, and professional buildings, or basic use of technology for the classroom. Engagement should always be connected with the linguistic aspect of the learning experience.

Related to mental health, how about highlighting the two projects that's being implemented at the District level which is the Anti-Racism campaign as an opening day activity or the newly from CARE, NOCE's efforts to increase student access to mental health services and support for their overall well-being. It's a behavior intervention team that currently consists of members from Counseling and Student Services, Disability Support Services, and Campus Safety.

Ideally, once the Care Team is no longer in its smaller pilot phase, it would be great to have a Pro D activity centered on the use of the Concerning Behavior Form and ways that faculty/staff can support students in need by submitting the form. Discussion of resources available (counseling, food, therapy, etc.) is also helpful.

Orientation or have a tech teacher provide one entire class dedicated to teaching students how to use Canvas.

Motivation Outreach to specific age groups

If selected “Faculty Counseling”:

3. Counseling Support: Please use the text box to list any specific trainings or workshops that you would like to see offered.

Best practices in counseling adult students, trauma informed counseling adults

Safety on campus.

Supporting the mental health needs of students. Understanding various mental health disabilities (even on the surface level) and how they impact students in the classroom and on campus.

If selected “Faculty- Instruction or Faculty Counseling”:

4. Educational Technology Tools: Please use the text box to list any educational technology training that you are interested in.

CANVAS	Other Application	Other comments
Continue to train in Canvas related instruction, diving ever deeper into the connections between instruction, Canvas course construction and the needs of our students interns of accessibility and various learning styles	Use of Apps to enhance student learning. FlipGrid, so on	Hyflex classroom
How to make the Canvas distant education classes more interactive.	Using you-tube in the classroom.	There are none.
Courses on advanced use and techniques of Canvas and Design Tools, and other functions on Canvas.	Efficient and effective ways to manage MS office files, emails, etc.	using portable projectors at off-site locations for presentations.
Canvas and accessibility training	Rosetta Stone and any language related software, online activities and assessment platforms.	SLO input and formulation

REALITY of using CANVAS, How to Make Useful Videos other than just recording myself on Zoom, Use of the Whiteboard in Zoom (I currently use a Word document as my whiteboard.)	Excel spreadsheets	
Design Tools for Canvas	Supporting students with Microsoft apps as the new NOCE student emails are implemented in the fall. Many faculty and staff are not experts on the apps that are available through Microsoft.	
CANVAS	Zoom tips to enhance experience	
	DE Teaching Tools for diverse groups based on age, socio-economic status, and gender	
	Excel Screen-Cast-O-Matic	
	PowerPoint	

Questions below were asked to all NOCE staffs regardless of classification:

5. **Workplace Support:** Please rank the following four items from 1 to 4 in terms of importance to you by using the four-way arrows to the right of each line to move the following lines in order from 1 to 4. Please use 1 for the topic that is the most important to you and 4 for the topic that is the least important to you.

Question	SCALE								Total
	1		2		3		4		
Communication (difficult conversations, communicating with management, feeling heard, resolving disagreements, relationship building)	44%	26	29%	17	12%	7	15%	9	59
Technology for Workplace Productivity (optimizing Outlook, SharePoint, Jabber, file sharing, Adobe)	44%	26	22%	13	22%	13	12%	7	59
Navigating Change (accepting uncertainty, managing stress, assessing multiple perspectives, recognizing possibility)	3%	2	34%	20	34%	20	29%	17	59
Managing Self (organizational skills, goal setting, self-regulation, managing multiple priorities)	8%	5	15%	9	32%	19	44%	26	59

Please include any additional information related to your workplace support needs. These could be additional topics that you would like to see as professional development opportunities or elaboration related to any of the topics listed above.

ProD request	Communication	Collaboration	Others
<p>Due to the lack of mental health training staff have, I would appreciate training as a forward facing staff member working one on one with students daily with training to assist students with mental health needs and steps to get them help. Campus safety protocols and communication when safety incidences occur on campus to ensure on site staff are safe when while at work.</p>	<p>Also, in the area of communication, I think we should also address how NOCE communicates as a whole. I don't feel we're doing a good job at communicating processes, protocols, and procedures.</p>		
	<p>Management needs to learn to communicate with their employees better, and be open to change. Communication goes both ways.</p>		<p>Okay, so this probably IS NOT the place but I wish we had a "SUGGESTION BOX" of sorts with the admin.or a means to communicate concerns. For example, I hear in our department meetings (for which we are NOT paid as Adjunct Faculty) administrators say things like "I really urge you to attend this board meeting or that meeting, etc. but they seem to forget we do not get paid for that stuff. We'd LOVE to be more involved (well I would anyway) but I want to tell them- or remind them - WE DON'T HAVE THE TIME (cuz we have other jobs in other districts) without sounding like a whiner or being pegged as a complainer. They need to know anonymously certain things from faculty.</p>

ProD request	Communication	Collaboration	Others
	Just as faculty are evaluated, we should in turn be able to evaluate all of our direct managers (not limited to the following items): *Effective communication *Timely communication, scheduling, responses, etc. *Schedules include respect of seniority lists *Support (time, technology, textbooks, etc.) *Leadership qualities *Organizational qualities *Ability to create, maintain, and support a functional and healthy team *etc.		
Diversity topics and how to be an inclusive ally for our students would be great!			

6. Professional and Personal Growth: Please rank the following four items from 1 to 4 in terms of importance to you by using the four-way arrows to the right of each line to move the following lines in order from 1 to 4. Please use 1 for the topic that is the most important to you and 4 for the topic that is the least important to you.

Question	SCALE								Total
	1		2		3		4		
Self-Care (work-life balance, growth mindset, mindfulness)	54%	31	21%	12	12%	7	12%	7	57
Leadership (Academic Senate, committee participation, team-building, mentorship)	26%	15	30%	17	30%	17	14%	8	57
NOCE and District Organizational Structure	11%	6	25%	14	26%	15	39%	22	57
Data Literacy (research tools, survey tools, data analysis)	9%	5	25%	14	32%	18	35%	20	57

Please include any additional information related to your professional and personal growth needs. These could be additional topics that you would like to see as professional development opportunities or elaboration related to any of the topics listed above.

Would like to learn more about the guidelines followed by the senate.

Overcoming trauma/change How to recover from burnout Engaging your team in fun amidst a lot of high priorities, change, and stress

This place needs a complete makeover and restructuring. We need listen to students and employees in order to remain competitive. There needs to be a better sense of urgency; NOCE came back on campus almost a year ago, and it seems that nothing has been done.

It would be great to have opportunities for all employees to better understand the NOCE structure and how decisions are made.

All of the "lifers" as part time, it would be of encouraging morale that internal personnel would be given first choice at openings.

Networking & Career (LinkedIn, Resume and Cover Letter support, social hour or mixer, elevator pitch)

You had a mentorship for full-time faculty while neglecting adjunct faculty. There should be a clearer and facilitated path to full-time tenured teaching positions and paths into management.

Pro D workshop for Senators to better understand Roberts Rules of Order, the true function of our Senate, and ways we can advocate for change as an institution if we work together.

1.Strategic Planning 2.Opportunities to practice and sharpen a number of skills, including the ability to articulate and defend positions, consider different points of view, and enlist and evaluate evidence. 3. Employee perks for motivation

7. Equity and Inclusion: Please select any of the topics listed below that you have an interest in.

#	Answer	%	Count
1	Courageous Conversations about Race	6%	21
2	Equity Minded Decision Making	12%	42
3	Cultural Sensitivity	12%	43
4	Diminishing the Achievement Gap	10%	35
5	Black Minds Matter/History of Discrimination in the US	5%	17
6	Principles of Inclusivity	11%	40
7	Minimizing Negative Impacts for Students	11%	38
8	Racial Equity Indicators	6%	21
9	Microaggressions	8%	28
10	The Trauma of Racial Oppression	6%	20
11	Other:	2%	7

12	Intersectionality of DEIA and disability	6%	23
13	Serving LGBTQIA+ students	7%	27
	Total	100%	362

Other:

Character Building

ALL lives matter, including Adjuncts

Services for students

Understanding the role and importance of accessibility

Promoting equity and diversity in the workplace. Defining and using the "platinum rule."

How to discuss stereotypes, discrimination, and inequality IN THE CLASSROOM in a way that opens their eyes to everyone's issues of the same negative experiences but without offending everyone.

Special needs assistance Emeritus program support for IT and communication Alzheimer's