

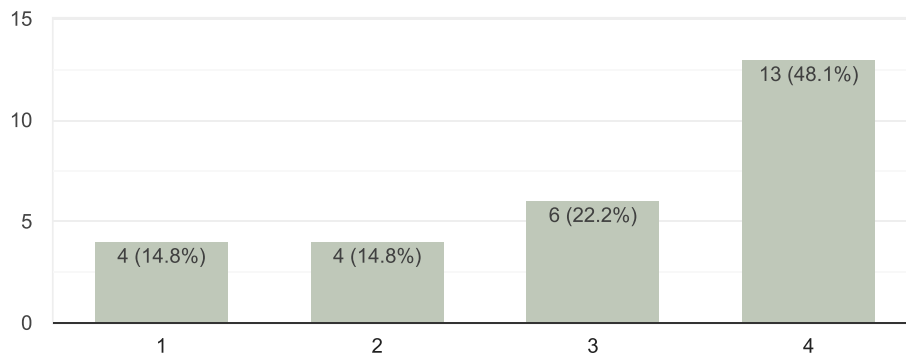


Third Annual Classified Staff Development Day

27 responses

College Redesign/Guided Pathways (College Redesign Staff Co-Leads and guest speaker Ana Labato)

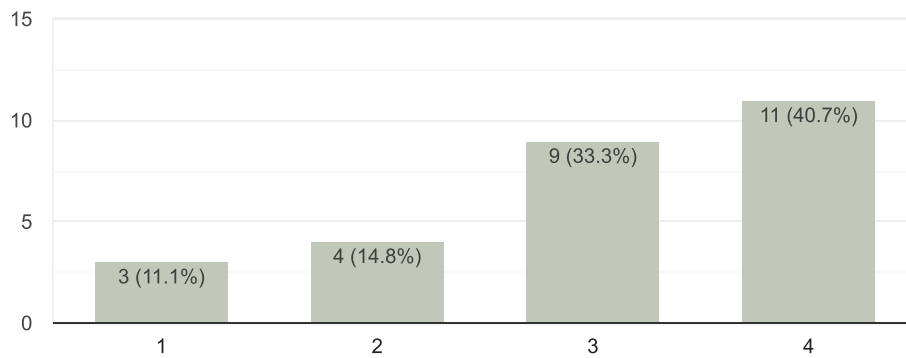
27 responses



I am not satisfied with this session.

I am satisfied with this session.

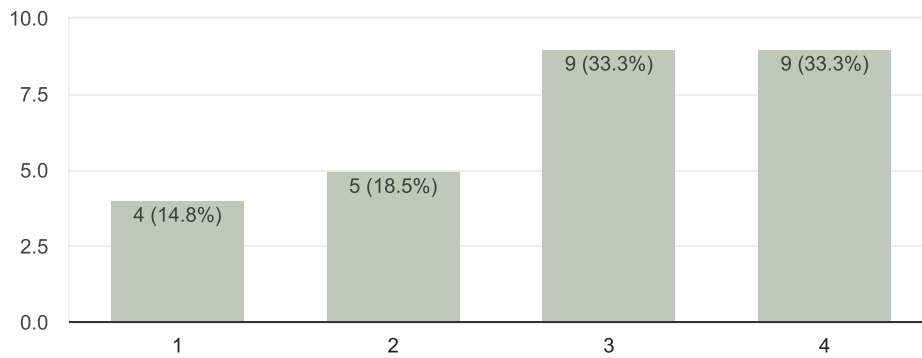
27 responses



Time in the workshop was not sufficient to allow learning.

Time in the workshop was sufficient to allow learning.

27 responses



Session content and strategies will not be useful in my work.

Session content and strategies will be useful in my work.

Additional comments.

7 responses

This was addressed somewhat during the session, but coffee and water would be nice to have during the four hours we are there. Or, let people know if none will be available so they can bring their own beverages.

I think the crowd would have been more engaged if the it was in a smaller group. I would prefer to have breakout sessions like we did in the previous year.

Session was too long. The audience was not interested in the topic.

This could've been more interactive. It wasn't very engaging and a lot of people were on their phones, you lost the audience about 30 minutes into the presentation.

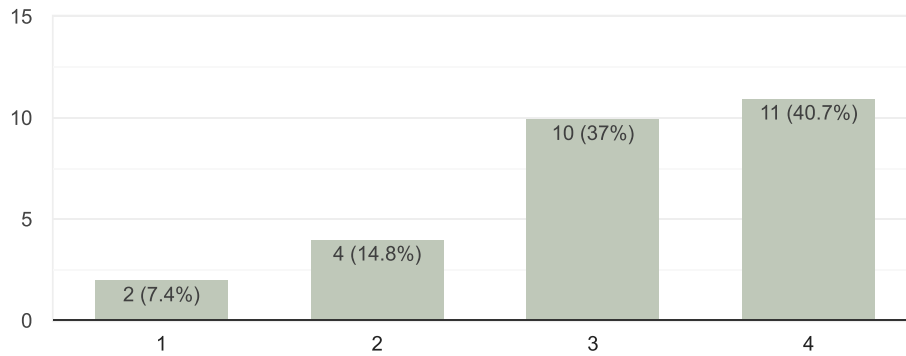
Commendations to the committee's efforts to pull these mandatory development sessions together, especially with all that free time that all of us have. However, I think too much is trying to be put into a meeting. Half a day is a long time period that can be either too long or not enough time depending on the agenda. With the right agenda, a half day meeting can provide meaningful development. Since we are a diverse group with different areas of focus in our positions, finding mutual topics relevant to our positions is key, which was attempted in this meeting. While the information in the Guided Pathways/College Re-design is key, there was already one other mandatory meeting in this fiscal year and some even had another making this the third meeting on this topic. What would have been more pertinent is to select five or six specific positions represented by CSEA, L-39, and Confidential, and identify by demonstration, power point etc. how specifically the jobs are impacted by this program. Suggestions for future topics can include - Safety; what to do with active shooter on campus? Have Safety program conduct videos, acting out actual scenarios; what should staff do in earthquake - does everyone know that since we are public employees and an emergency was called in Salinas that we are required by law to stay on site as disaster service workers? Q&A on this would easily be a half hour at most. How about learning about PDC - and not just a brief 15 minutes - but put up a map of the library show where the room is, go through the web pages, how to sign up, how to request training. Or even find out what forms and processes are universal to our departments - train people on the proper procedure. I heard in the meeting that students response has been that they will hear a different response depending on who they talk to and what department they ask. Only way to combat this kind of response is to have consistent training for everyone.

I am disappointed that the bar standard has been lowered to accommodate the masses. Education has been the pinnacle of responsibility and effort. Just handing diplomas for the business is just plan wrong. Ultimately we are short changing our students for life.

This speaker was excellent. I wished she could have spoken to us longer.

Wellness Programs and EAP Services (Neddie Sarmiento & Neil Hertsch from MCSIG)

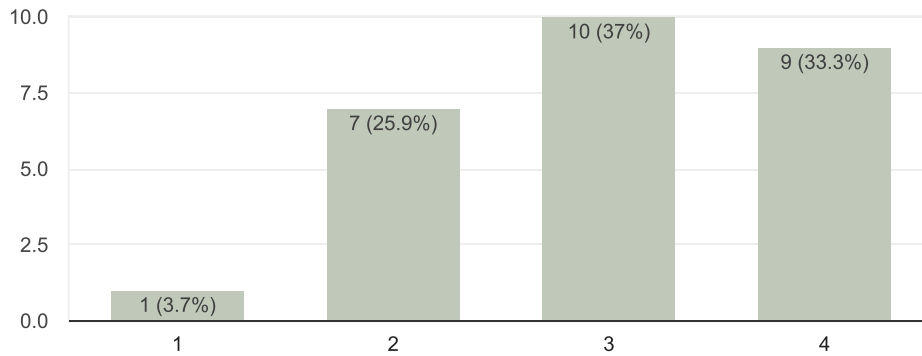
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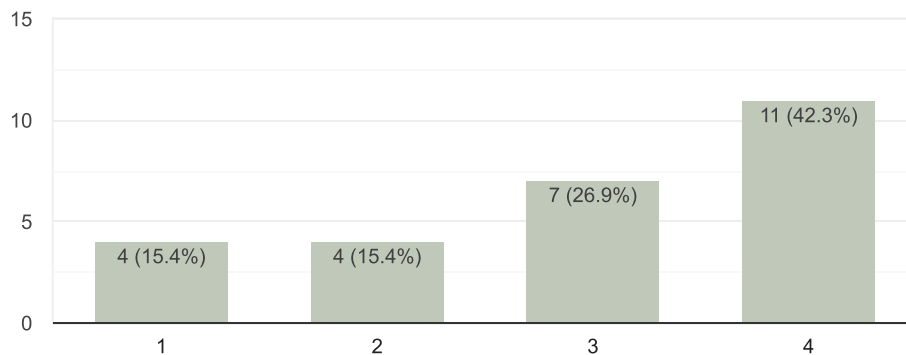
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7 responses

I think this presentation has been recycled twice now. We need the district and McSIG to provide another presentation or platform on health and well being. The district needs to expand their topics when dealing with health and well being. We could have broken up into groups and had presentations on nutrition, mental health, and stress management and have employees choose. The committee should be given the resources and time to plan this event.

It was the same content that was given to us last year.

Neil. Always great to see a face to a name.

I think for this type of information the time allotted was good. The hand out was especially beneficial for this brief of an overview.

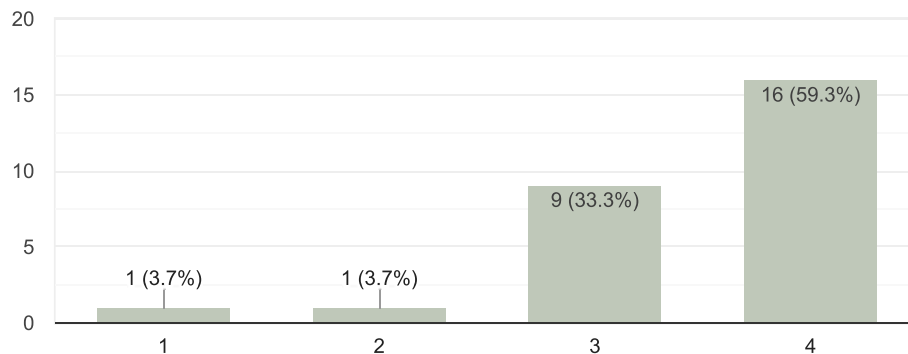
Presentation was great, but we have had them present for a staff development day before. Although I enjoyed it it would be nice to bring in something else.

It's frustrating to have to hear about benefits that I am not eligible for as a part-time employee. I am not the only part-time employee in my division and the other employees also seemed annoyed. The session did seem rather rushed as opposed to last year's session.

The presentation on additional benefits (2nd part) seemed rushed. Too much time spent on the Neil's presentation when it seemed that the second part contained more helpful information.

Phishing and Ransomware: How to Spot It and Keep Yourself Safe (Dave Phillips)

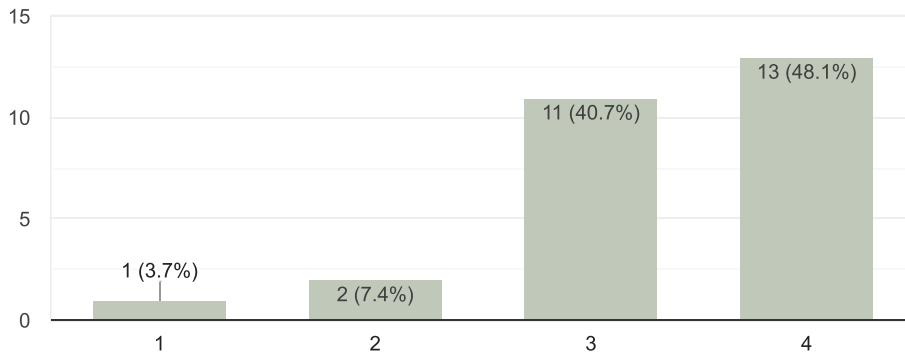
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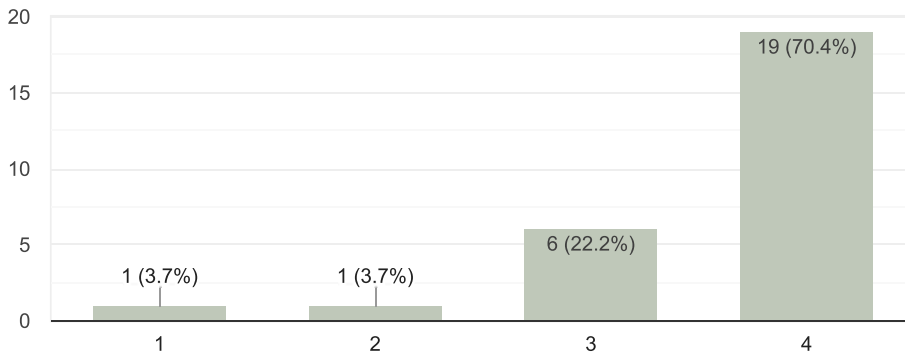
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Additional comments.

6 responses

Dave is great and funny. The workshop was very informative.

very informative and an interesting topic

This was very interesting. I'm glad Dave was able to point out some of this for us.

Again, would be nice if this was posted to website, or a hand out of it was provided for reference when at your desk and trying to remember what to look for.

It was great. Dave is always very informational and know how to captivate his audience.

Great information

What were the best aspects of the professional development day? What specific information was of greatest value to you?

20 responses

Updates to MCSIG and information on web safety.

All of it; enjoyed that the speaker was coming from a classified staff perspective

IT

Learning about the meta majors and how this will ultimately help our students graduate earlier. Also, getting an update on all the new projects.

MCSIG gave out good information.

health and wellness

phishing emails

The best part of the professional day was viewing the classified staff from hartnell and the guest speaker display leadership, and ask us to find purpose, and appreciate ourselves.

Dave Phillips session

All, but learned more from the Phishing and Ransomware Presentation

Dave's presentation. It made the most sense for a "development day". I was able to apply his presentation to my daily work. It helped improve my job performance by keeping up with technology. Phishing and ransomware, I didn't know what those were. Interesting yet scary topics that he reviewed!

MCSIG and Phishing

The presentations are always great.

For me I feel that I already knew the work so was not relevant to my development

Guest speaker Ana Labato provided great points that can be used in our campus

The president's report

The best part was having the Ana speak about her work on the college redesign committee. I am glad to hear that staff will be allowed time to participate in committees as I have volunteered some of my own personal time to work on committees.

none in specific.

mcsig info

I enjoyed Dr. Lewallen's impromptu talk on facilities and our guest speaker the most.

What specific information was of least value to you?

16 responses

Guided pathways, just because this has been addressed before. It would have been of more value if this was my first time learning it. However, I understand that not all are informed and that keeping everyone updated is necessary.

all of it was valuable

guided pathways/metamajors--already heard it

Mostly everything.

guided pathways

everything else

Learning that the committee was not given enough time and resources to plan was heartbreaking. the sub-committee members did a great job under the circumstances. Learning that they were given such little time to plan was inconceivable; Janeen is given release time to organize. Seeing the ladies shine despite the lack of direction from the district was inspiring.

All was great information, there was gaps between presenters that were a little too long.

The whole guided pathways presentation. I wasn't sure how to connect the presentation to "professional development". The presentation didn't help me learn or develop knowledge and/or skills in my line of work. Oh and it was way TOO long.

Guided Pathways/College Re-Design (3 time was too much - both presenters)

MCSIG, only because we have seen it many times before.

i think all the information provided was value

safety

Information on benefits

all information is valuable, but for development day, not the college/budget updates.

Some of the items Neil from MCSIG discussed.

How would you improve the professional development day? What can be done differently?

20 responses

Coffee and water

Alternate between presentation style and interactive activities (not just drawings) during the event

have shorter presentations in smaller groups, not stuck in the hard chairs all afternoon

Having a more hands on approach that will benefit all classified employees. For example, some individuals thrive in a lecture environment, while others excel in a hands-on environment. Also, making sure that all participants are being engaged. Some felt lost on the topics and how it applied to their job.

Smaller group based workshop, professional development, and academic based critical learning.

more notice

give more time for presenters to prepare for it

Staff professional day needs to be treated like a faculty professional day. We also enjoy water and coffee like the faculty. We also get tired with long trainings.

We also prefer light meals as suppose to heavy mexican food. We also like to know about current topics in higher ed.

We also do not like seeing recycled presentations; MCSIG.

The professional development committee needs to restructure the staff professional committee and not treat it like a second class training. We do not need to have the union president ask for water for us. We do not need to have the President and Lucy go to the cafeteria for beverages. A change needs to be on how the district sees staff professional day.

more interactive sessions, sessions that captivate the targeted audience.

Maybe have a 2 hour professional development day instead of 4 hours, or a split into two days.

Be more engaging and interactive (learning through interaction with others). We needed some time to work together as colleagues (best practices sessions, improve job performance session, communication skills sessions etc). Not necessarily "hang out" and "play" but have some purpose as to why we have "development days".

We were missing the "fun" (finding the humor; its good to laugh). Make us "realize" the purpose. Trigger/tingle our brains to have our own "ah-ha" moments. Self-reflect. Reassure and help remind us the importance of our roles/duties for the students and college. We tend to forget to celebrate with each other.

see answer to first question

The committee did a good job in planning the sessions and making sure things ran smoothly. I would maybe me make it a full day with different breakout sessions that are related to our jobs or areas that my interest us. The guest speaker was great. I would make it similar to what the faculty get, or maybe even combine it with Convocation or Student Success Conference.

I would encourage development that will provide growth , such as safe zone grabbing, FERP, dealing with difficult solution, and others

Having a couple of administrators present would be nice

keep up with current issues

I felt that it was not as well organized as last year's session. The timing on the event seemed off as the one speaker finished before the time and then the benefits portion seemed rather rushed. Also, the food/beverages were not sufficient.

not sure, but seemed that needed more hands on, or motivation. :)

more time for mcsig

For the classified group, have more classified speakers from other institutions. The speaker for this event was wonderful.

For future sessions, what topics would be most helpful? What type of other professional development would you like to see? What would you like to learn more about?

16 responses

leadership development skills breakout groups based on topics of interest to help prepare staff for promotional opportunities...building and keeping a better workforce... maybe time to consider and work on our own professional development plans... team building activities that go beyond understanding personality differences...

personal safety, relaxations techniques for the office, fire extinguisher use

I would like to have CalPERS do a presentation. For example, help employees navigate the website and how to prepare for retirement. Also, showcase new programs that are being done on campus and how those programs are helping our students succeed. Workshop on Google docs, sheets, calendar. How to navigate PAWS. Update on Colleague. Consideration of hosting the next Professional development at either King City or Alisal campus.

Title IX, Safe Zone, Diversity and inclusion, procedure and policies for staff, staff right, social justice based workshops, actual equity projects at Hartnell.

how we can advance as employees at Hartnell

With sufficient planning, I would love to be treated like faculty and have break out sessions. I want to have a break out session on themes listed on MCSIG life coach page.

I would also like to know about the community we serve, housing , homelessness and immigration so we can better serve our students.

I would also like to know how to improve in a job interview and how to network.
I would also like a presentation on self discovery and self-help.

Please do not box in all classified into wanting one sort of training. We do not want only technical trainings. We all have different degrees and interests. The district does a disservice by not finding outside speakers to elevate the event.

More on other topics like Safety situations (train on how to respond to types of situations, such as active shooter, medical emergency, bomb threat), also have some type of entertainment could be musicians, dancers, singers)

Goal setting/reevaluating goals. Giving and receiving effective feedback. Getting an overall perspective of what goes into each department's daily practices (eye opener). Confidence. Active listening/ enhance listening skills. Improve body language/facial expressions. Conflict resolution/ build/improve relationships at work. Manage stress effectively. Be mindful, work on growth mindset (attitude defines who you are as a person. You must constantly work on your attitude and strive to make it conducive for growth. A positive mental attitude can move mountains for you). Self improvement. Priority setting. Emotional intelligence. Spur creativity. Nurture diversity.

On job safety from exercises that can be done at the desk, active shooter situations how to act in your offices, policies or procedures that are universal to this group, detailed how to and what not to do's.

Professional Development Opportunities available at the campus, county, and regional levels!! There is not enough info on upcoming opportunities and annual conferences, often we find out about things a few days before the conference. It would be helpful to have more resources for this and also more info on structured trainings within Hartnell processes.

Guided pathways, AB 705 are all topics that should be covered.

Keep classified staff aware of new developments, communication is the key.

retirement

Campus safety would be a good topic for the PD sessions.

Consumer Service etiquette, this is a topic that needs to be reminded of.

One topic could be how to communicate more effectively. It would be nice to have each VP discuss what is new or of note within their divisions. As far as other professional development, I would like to suggest that when there are classified openings that remain unfilled, before seeking applications from outside Hartnell, that interested employees who are not on probation and are in good standing, be allowed to train and grow into a higher position that they may be very interested in but lack training or experience.

Additional comments are welcome. Thank you!

11 responses

Thank you all for your hard work :-)

Utilize activities to engage different learning styles as opposed to all presentations. Presentations are easier to plan but less engaging... besides we sit all day at work, it would be nice to be able to move around some for the PD Day. Maybe you could break people into teams and have a series of activities for each team to complete and the first team to complete them could get a prize... Could be some sort of scavenger hunt type of activity that gets people walking around campus doing activities or collecting things that relate to a learning topic... be creative.

Thank you for putting a well thought presentation.

It is unbelievable to learn that the committee met one time to organize this event. Janeen meets for a year to organize the faculty training. I give the subcommittee so much credit for pulling off the impossible. Clearly the lack of planning and allocation of resources was displayed. I hope that the professional development committee reconsiders how the staff professional committee is organized, who is the chair, resources and elevate the importance of it by allocating time for this event.

Better food and snacks. More interesting topics.

Thank you to all the team members who participated in putting all of this together.

Send out a survey as to "who" would like to participate on the committee. How do you get selected? Who do you contact if you are interested in participating next year.

Again, putting these together are difficult, and your volunteerism and effort is appreciated.

Better planning for food, snacks and refreshments. I brought my own due to food allergies, but I heard so many people complain about lack of water and coffee.

It is hard it is to please a crowd, thank you all for the work put on this event.

Some of our presenters had difficulties with their Power Point presentations. When questions arise we are usually referred to free online courses and/or to trouble shoot a specific problem with Laura. For those that would like to be more proficient, there are classes available here in Salinas (ACT on Abbott Street) that provide affordable, in-depth training in 1 and/or 2 day classes. Attending these classes would allow interested employees to become proficient far beyond the basics. I only refer to employees seeking additional training, not for all employees to receive the training.

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