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Equity Minded Teaching and Learning Practices Community of Practice

Membership Structure

The Equity Minded Teaching and Learning Practices Community of Practice is open to all Hartnell College faculty and staff. Invitations will be sent to faculty and staff who participated in the Equity Academy @ Skyline College, Escala Institute, Salinas Valley Promise mentors and Student Success Committee. However, the Community of Practice will be open to all Hartnell college faculty, staff and administrators.

Goals of the Community of Practice

The suggested goals for the CoP is based on feedback from Lasana Hotep, Dean of Student Equity at Skyline College and Convocation Keynote Speaker. However, the Community of Practice will have an opportunity to discuss and revise the goals, as needed.

- 1. Develop a Community of Practice among the campus community, specifically for individuals who have engaged in immersive training or professional development around equity minded teaching and learning practices. (*The opportunity will be open to all Hartnell faculty, staff and administrators*).
- 2. Provide consistent and organized opportunities for individuals to share, reflect, discuss and create new knowledge
- 3. Be strategic and intentional
 - a. Consider additional training opportunities and immersive experiences for those individuals who have participated in previous professional development

Community of Practice Suggested Guidelines (adopted from Zepeda, S.J "Professional Development What Works", 2012)

- Create a collaborative structure with a focus on teaching and learning
- Provide opportunities for participants to make instructional decisions based on student work and other data that identifies learning gaps
- Understand that there is increased pressure on accountability. There needs to be a place for participants to work with each other to discuss, reflect and plan
- Create and sustain the conditions and culture needed to build capacity in the individual and organization
- Focus on reflection, collaboration and discussion; not how to teach or support student learning, or promote teaching and learning "fads" to that of facilitating the process by which participants can discover knowledge about themselves and their practices" (p. 83)

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Participant List

Escala Institute Participants

Alicia Edelen Dr. Ann Wright Elsa Brisson Leti Contreras Ulises Palmeno Perez, John Dr. Rayappan, Mary Rodriguez, Lesha Senorina Vazquez Joyce Conrad Jonathan Sandoval Mary Davis Dr. Yoshiko Matsushita-Arao Daniel Perez Dr. Mohammed Yahdi Jovita Dominguez Laura Fatuzzo Norma Cuevas Heather Rodriguez **Tammy Boates**

Equity Institute Participants Cynthia Ainsworth James Beck Jose Coria Dr. Liz Estrella Ana Gonzalez Dr. Guy Hanna Melvin Jimenez **Ulises Palmeno** Daniel Perez Jay Singh **Salinas Valley Promise Mentors** Dr. Lisa Fischler Lorenzo Covarrubias **Tony Anderson** Ashely Gabriel Nina Vazquez **Ernesto Rodriguez** Bronwyn Moreno Dr. Nereida Oliva Brooke Foley Rosa Vidales Heather Rodriguez Chynna Obana

Next Steps:

- Schedule an initial meeting among the participants of the Equity Academy, Escala Institute and Salinas Valley Promise mentor training (meeting will be open to all faculty, staff and administrators)
- Provide food and snacks
- Schedule 2 meetings for Fall 2019
 - O Meeting 1 Friday, October 11 2019 1:30pm 3pm
 - provide a framework for the group (community of practice framework), encourage group to determine charge and deliverables
 - O Meeting 2 Friday, December 6 2019 2:30pm 4pm
- Consider additional future professional development opportunities for this group and Hartnell faculty, staff and administrators
 - Equity 101 Online Course (7 week online course) In Progress
 - o Unconscious bias
 - Tentative Date: November 1, 2019
 - Future Topics
 - Microaggressions (TBD)