

Professional Development Needs Assessment

Spring 2023

**Managers**

*n=24 | Response rate=65%*

**What is your Guided Pathways Division?[[1]](#footnote-1) What is your ethnicity?**



**What is your area? What is your gender?**

****

**How long have you worked at Compton College?**



**What kept you from participating in professional development activities?**

****

**How many professional development hours did you attend in the last year?**

****

****

**Professional Development for Guided Pathways[[2]](#footnote-2)**

****

**Professional Development for General Use of Technology[[3]](#footnote-3)**

****

**Professional Development for Compton College Policies and Procedures**

****

****

**Professional Development for Health and Wellness **

****

**Professional Development to Enhance your Work**

****

****

**Professional Development for Leadership Skills**

****

**Preferred Professional Development Format **

**Preferred Format: Ranked 1 (first) to 5 (last)[[4]](#footnote-4)**

****

**Preferred Day for Training**

****



**What do you need to enhance your career?**

**Responses:**

* No resources and training
* Upper Management Support
* Financial support.
* Training on optimizing Outlook
* Learn more about department procedures, for example, requisitions, request for a room, etc.
* Leadership led direction to increase inter-departmental communication, connection, and discussion on improvements to internal interactions
* More time!
* Administrative assistance, budgeting workshops, performance evaluation workshops, building consensus, growing work development teams, implementing new strategic planning
* Financial support to attend PD outside of Compton College. For example, ACCCA 201 cost over 2k. I can't afford that. I attended NCCHC and that was over 5k. My VP paid for it and I want to say that ate up her budget. The Liderazgo Leadership Academy with HACU is over 10k. I want to attend these trainings, but they cost money, funds I do not have.
* Support with leadership and management techniques that are practical and coordination with my colleagues to support an inclusive culture.
* workshops

**What support or learning opportunity would help you do your job better?**

**Responses:**

* More outside training
* Upper Management Support
* Additional education.
* Training on the curriculum development process translated for non-faculty members.
* Training or email on Compton College systems used and their main point of contact
* More staff, more time, access to additional programs and funding.
* All of the above.
* I think what would be good is to have a manager's book club. I'm not volunteering for it but we should read books like Lencioni's book on the five dysfunctions of a team, etc. Books like this where we can review together, dissect, and analyze. Heck, maybe even invite the authors.
* I would appreciate an open dialogue to discuss real life issues and share resources.
* workshops

**Is there anything else we should know to help build a robust, useful professional development offering?**

**Responses:**

* Great job
* N/A (3)
* Professional development can be organized in a way that it does not impact one's duties and responsibilities. It should not be imposed but planned for a period, e.g. The fiscal year so it does not interfere with deadlines.
* Add Group Q&A in place of Breakout Rooms
* Less one-way meetings and greater collaboration among professionals.
* Executive leadership should highlight the PD trainings in our meetings and make them mandatory so we can attend.
* I see a great deal of effort and support by the District in this regard, but it would help to have champions for these efforts strategically across campus to build capacity.

**What is your Area “Other” responses**

* **Human Resources (3)**

**PD for GPD “Other” responses:**

* Technology, Curriculum, Resources

**PD for Technology “Specific Applications” responses:**

* Reporting Software
* Excel

**PD Format (types of trainings) “Other”** **responses:**

* Zoom
1. “Other” responses listed in Appendix A [↑](#footnote-ref-1)
2. “Other” responses listed in Appendix A [↑](#footnote-ref-2)
3. “Specific Applications” responses listed in Appendix A [↑](#footnote-ref-3)
4. “Other” responses listed in Appendix A [↑](#footnote-ref-4)