



Compton College Classified Professionals Professional Development Needs Assessment- Spring 2024

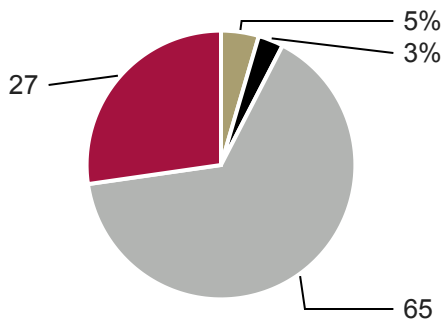
Distribution: N = 147 | n = 66 | Response rate = 45%

Quantitative Summary

- This survey had an outstanding **response rate of 45%**, meaning that the responses are representative of and generalizable to all classified professionals.

Gender

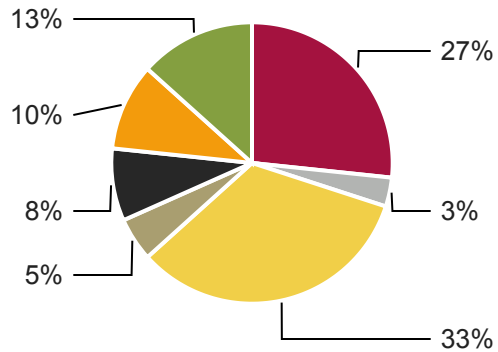
66 Responses



- Prefer not to share
- Non-binary
- Woman
- Man

Race/Ethnicity

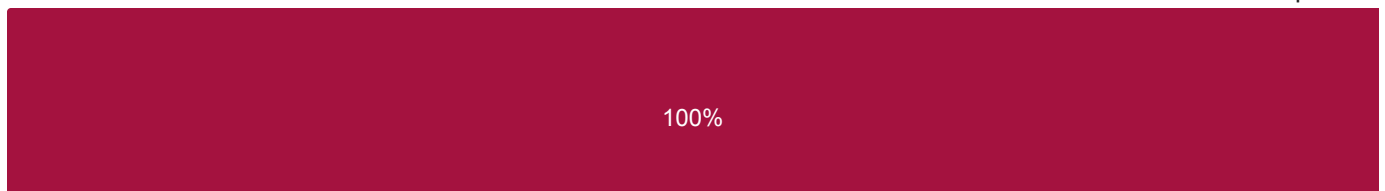
60 Responses



- Black/African American
- Asian
- Latinx
- Two or more ethnicities
- White
- Not listed
- Do not wish to answer

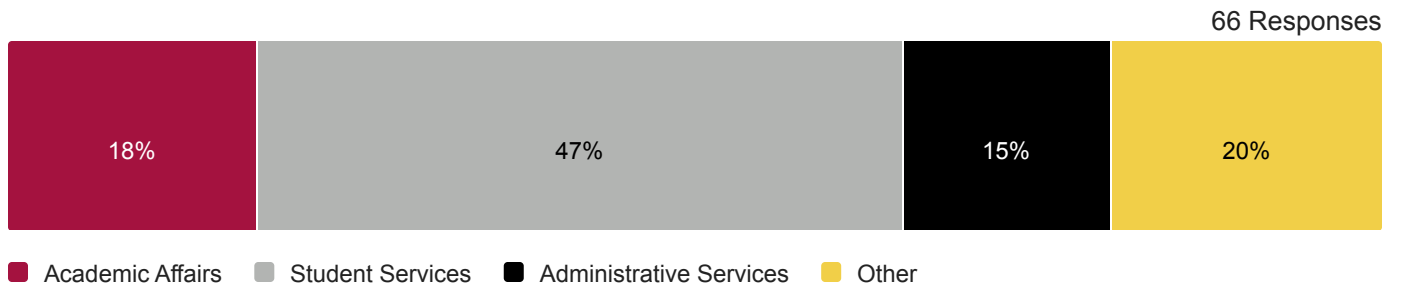
Employee group:

66 Responses

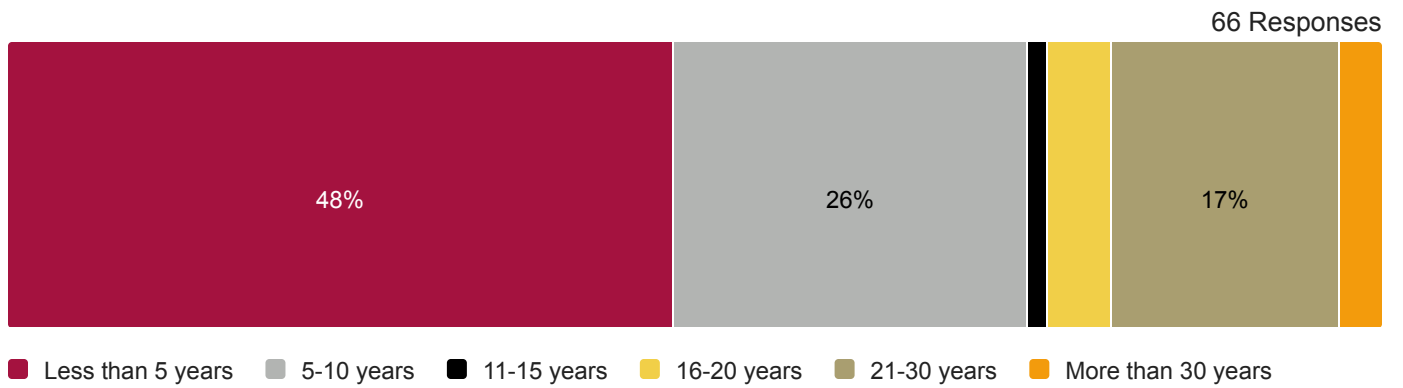


- Classified Professional [66]
- Manager/Supervisor

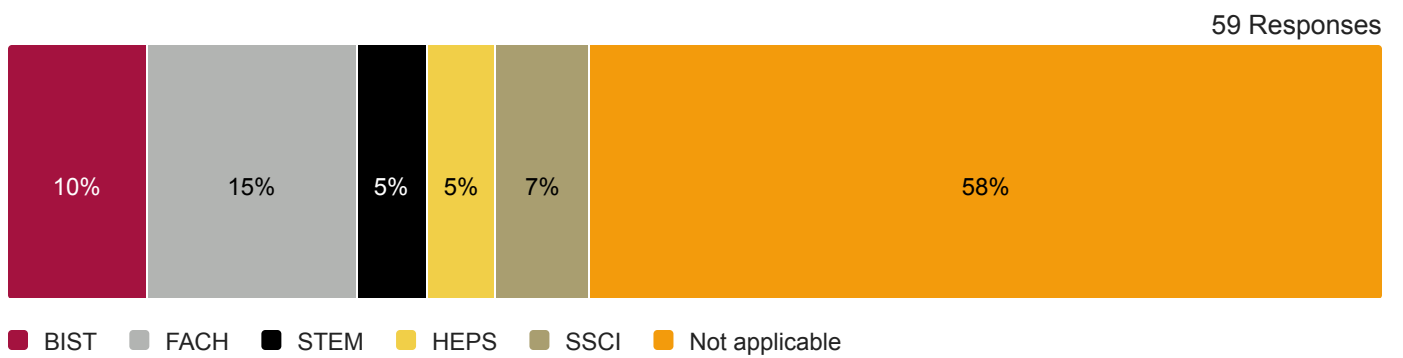
What is your area?



How long have you worked at Compton College?

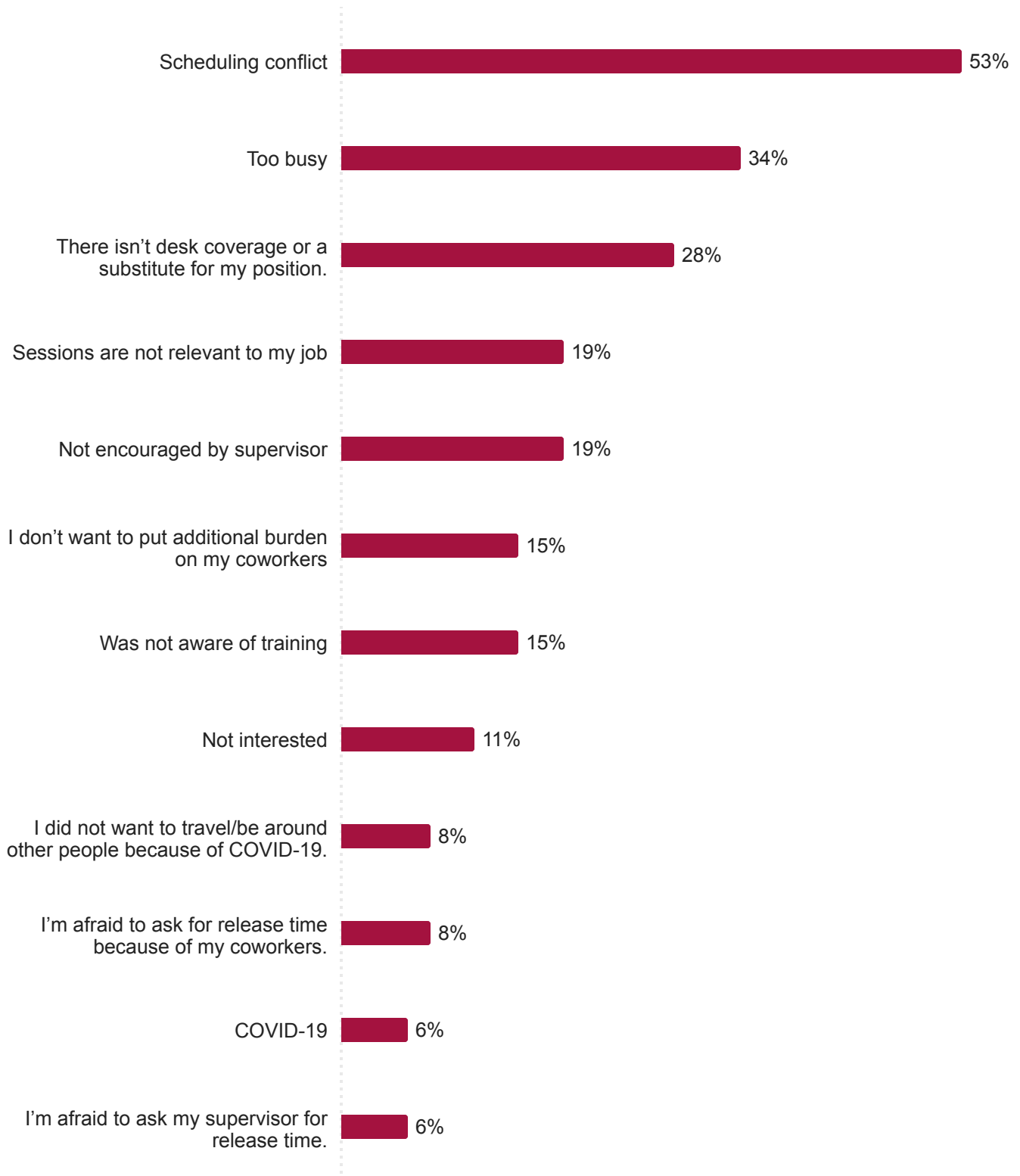


What is your Guided Pathway Division?



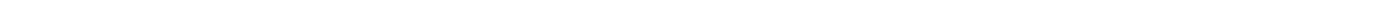
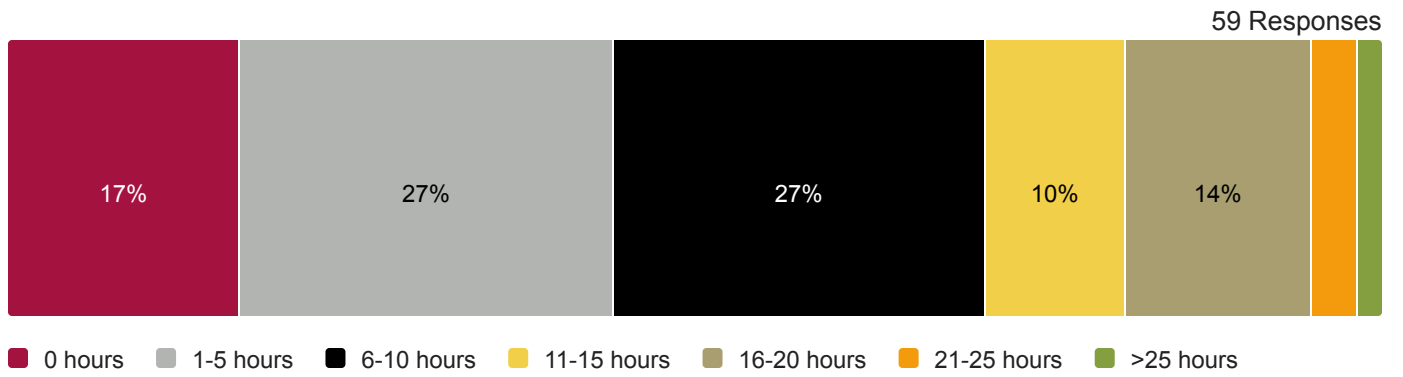
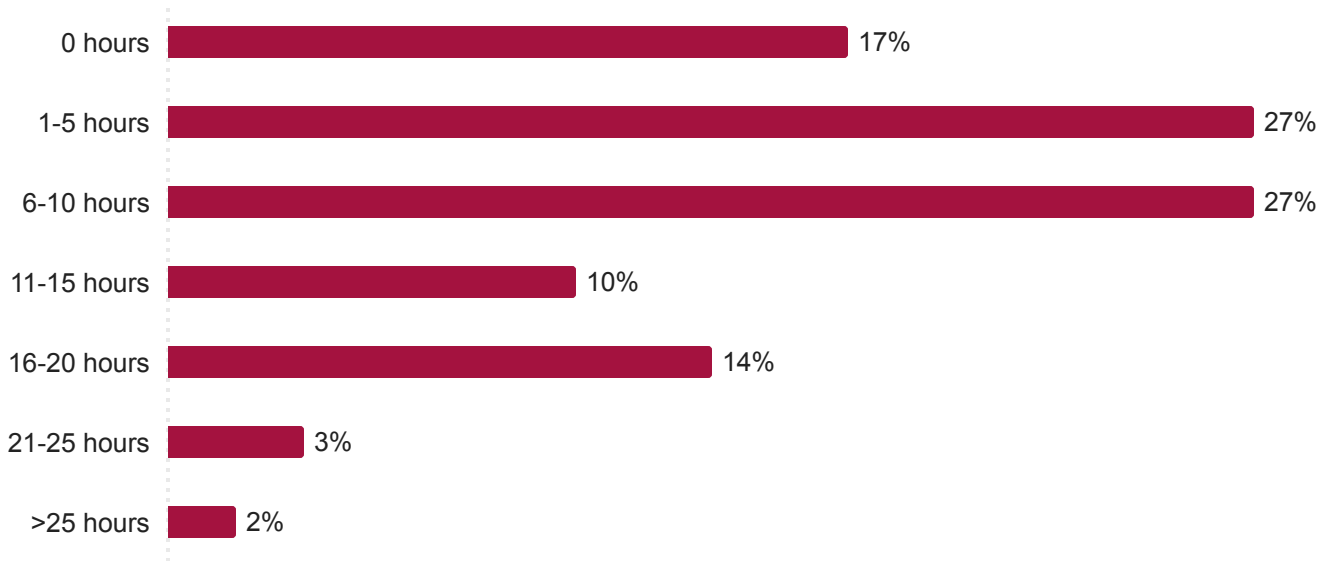
In 2023-2024, what kept you from participating in professional development activities?

53 Responses



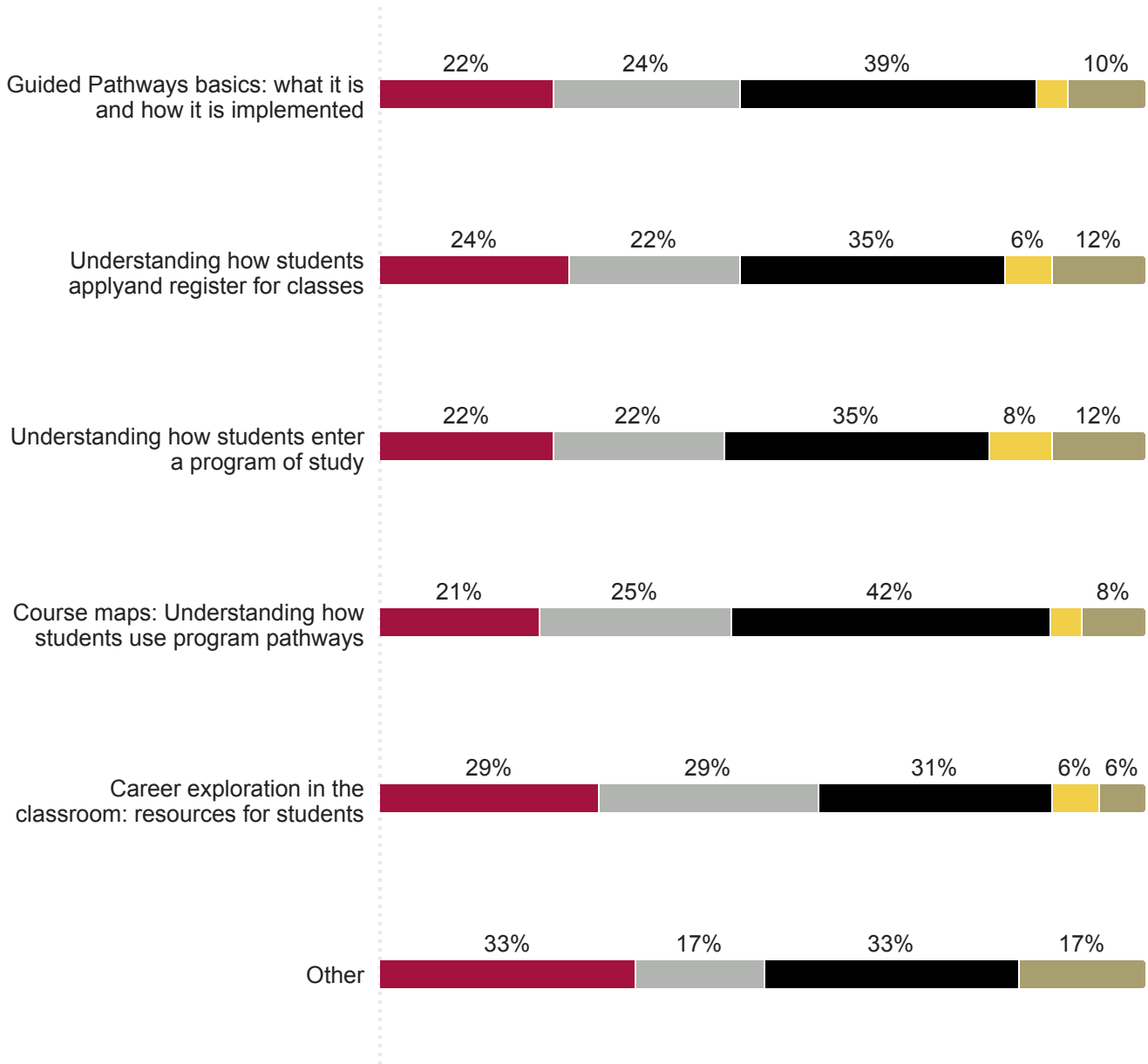
How many professional development hours did you attend in the last academic year?

59 Responses



Please rate your level of interest in the professional development topics to implement **Guided Pathways**:

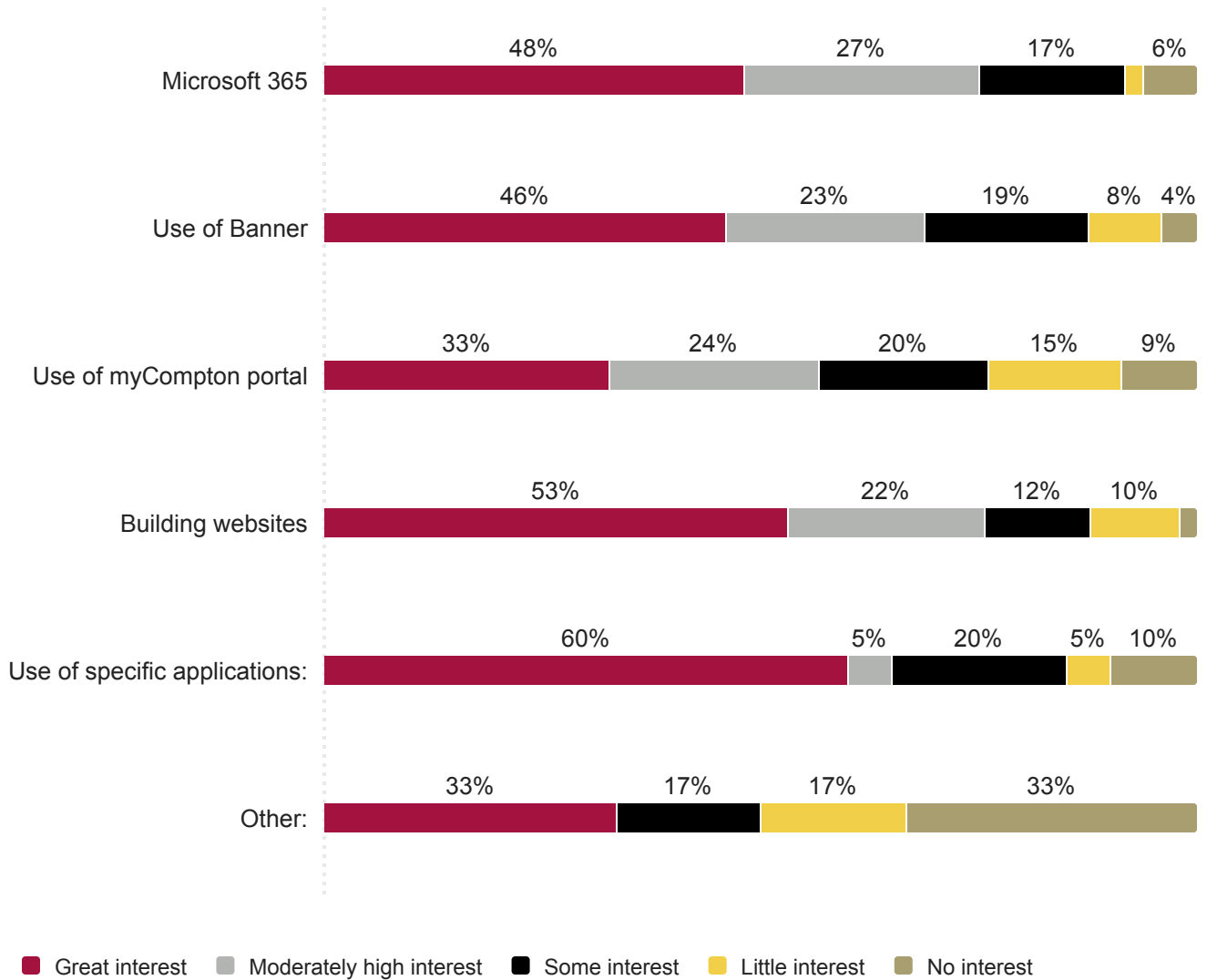
49 Responses



Great Interest Moderately high interest Some interest Little interest No interest

Rate your level of interest in the professional development topics to improve your **general use of technology**:

50 Responses



3 Responses

Other: - Text

Different platforms/apps to make tasks easier/faster/improved

Excel but beyond the basics

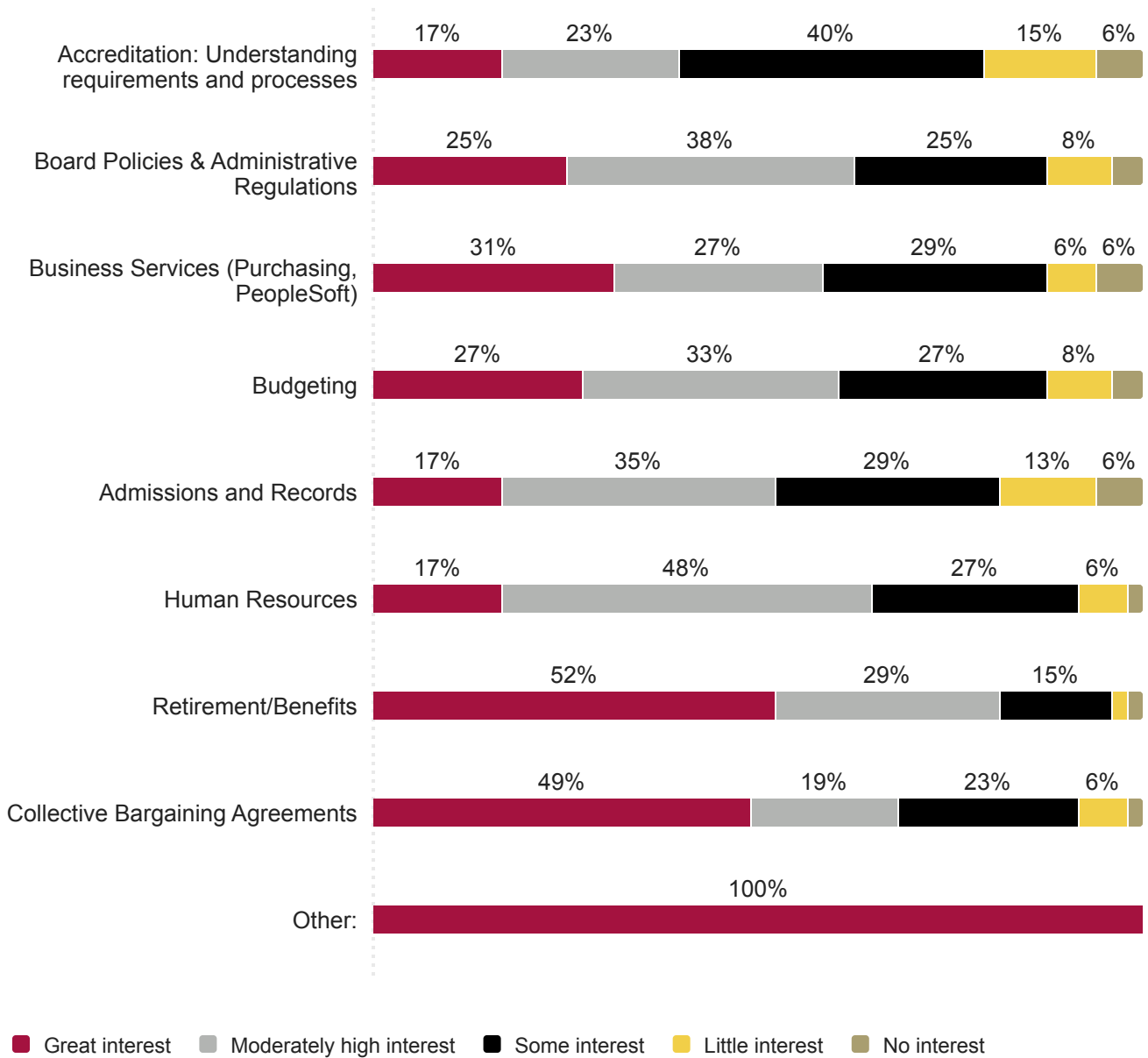
Outlook

General use of technology "Specific Applications" word cloud:

qualtric
sign
aid
advise
computer
spreadsheet
reach
track
creative
sharepoint
suite
cloud

Rate your level of interest in the PD topics to increase your understanding of **Compton College policies or procedures**:

48 Responses



2 Responses

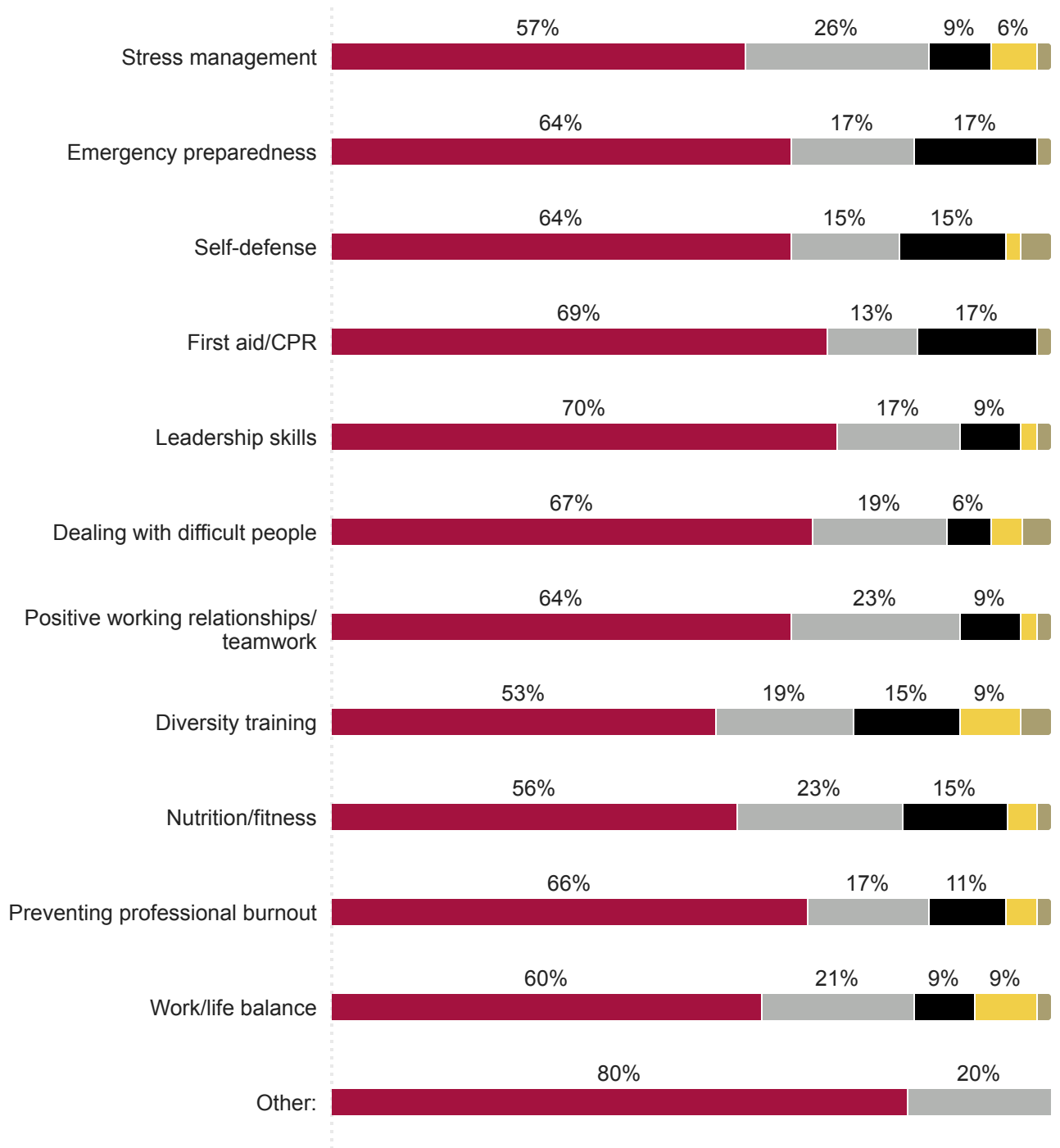
Other: - Text

RETIREMENT

BEST System Training

Rate your level of interest in the professional development topics related to improving your health and wellness:

48 Responses



■ Great interest
 ■ Moderately high interest
 ■ Some interest
 ■ Little interest
 ■ No interest

Other: - Text

How to handle difficult managers

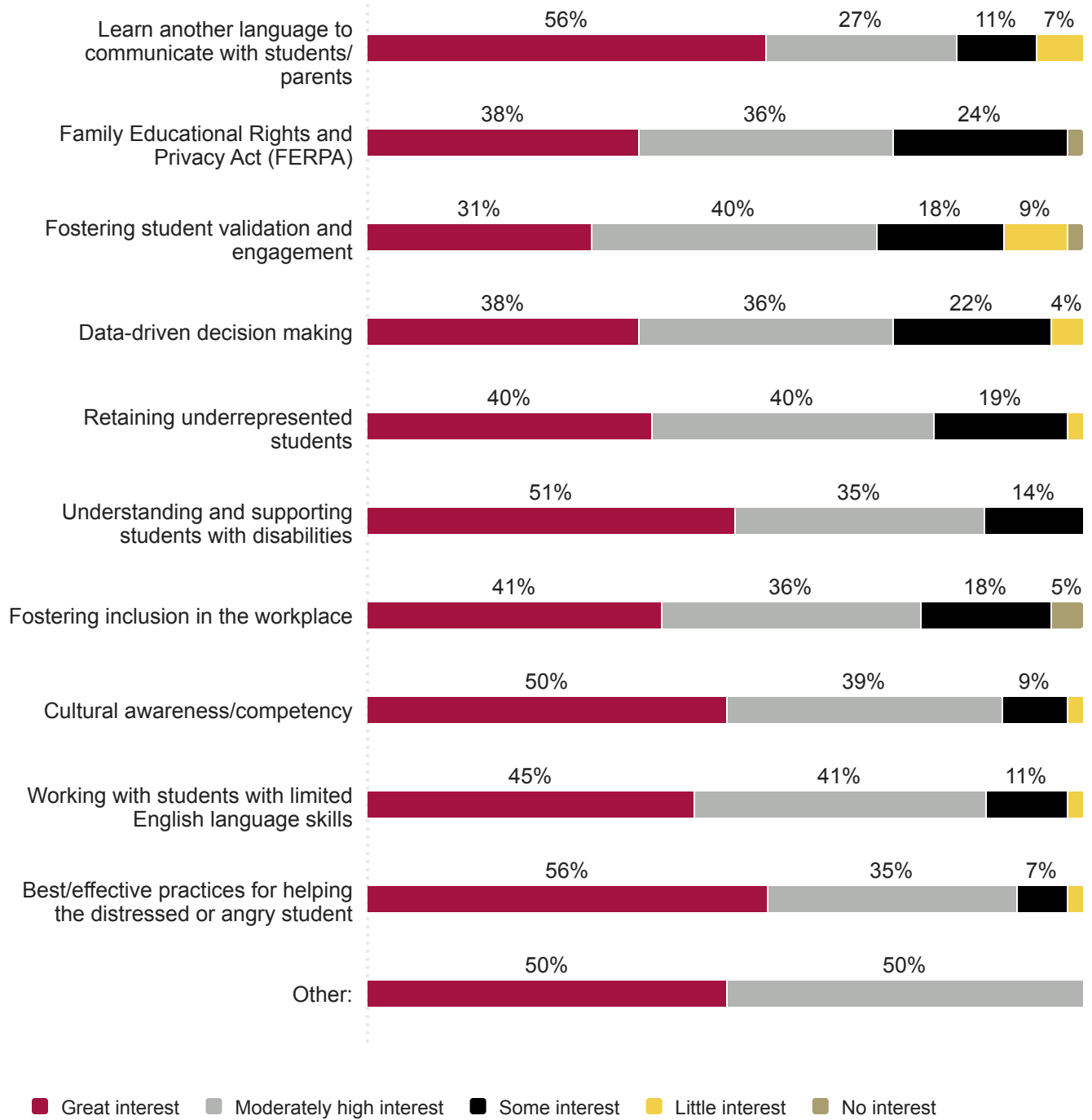
INstitutional socioeconomic improvement, quality of life

ROTATION OF OTHER DEPARTMENTS TO LEARN THEIR DEPARTMENT

Setting boundaries

Rate your level of interest in the PD topics to **enhance your work?**

45 Responses

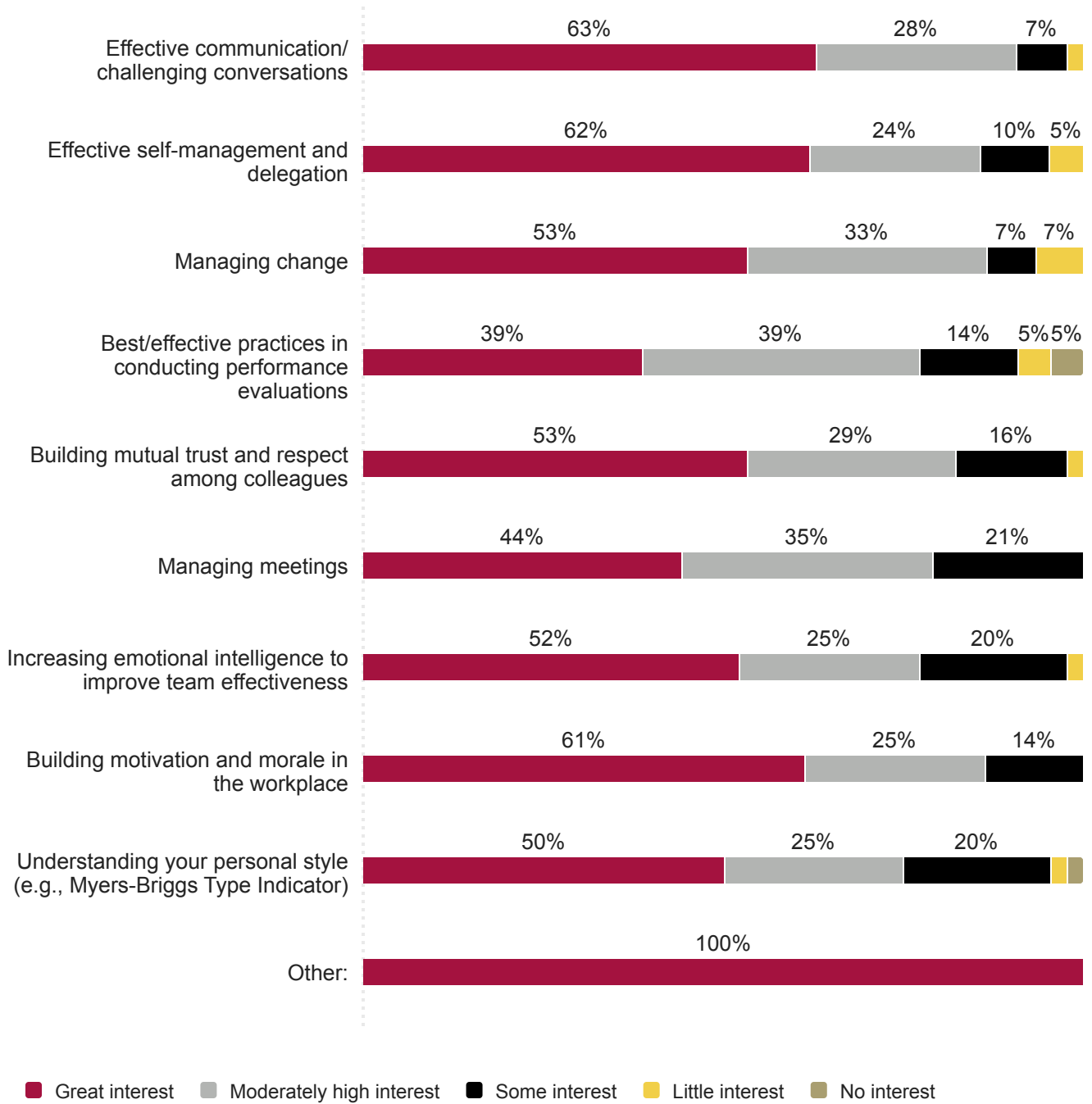


Other: - Text

CUSTOMER SERVICE ON HOW TO ASSIST AN ANGRY STUDENT

Rate your level of interest in topics to enhance your leadership skills:

45 Responses

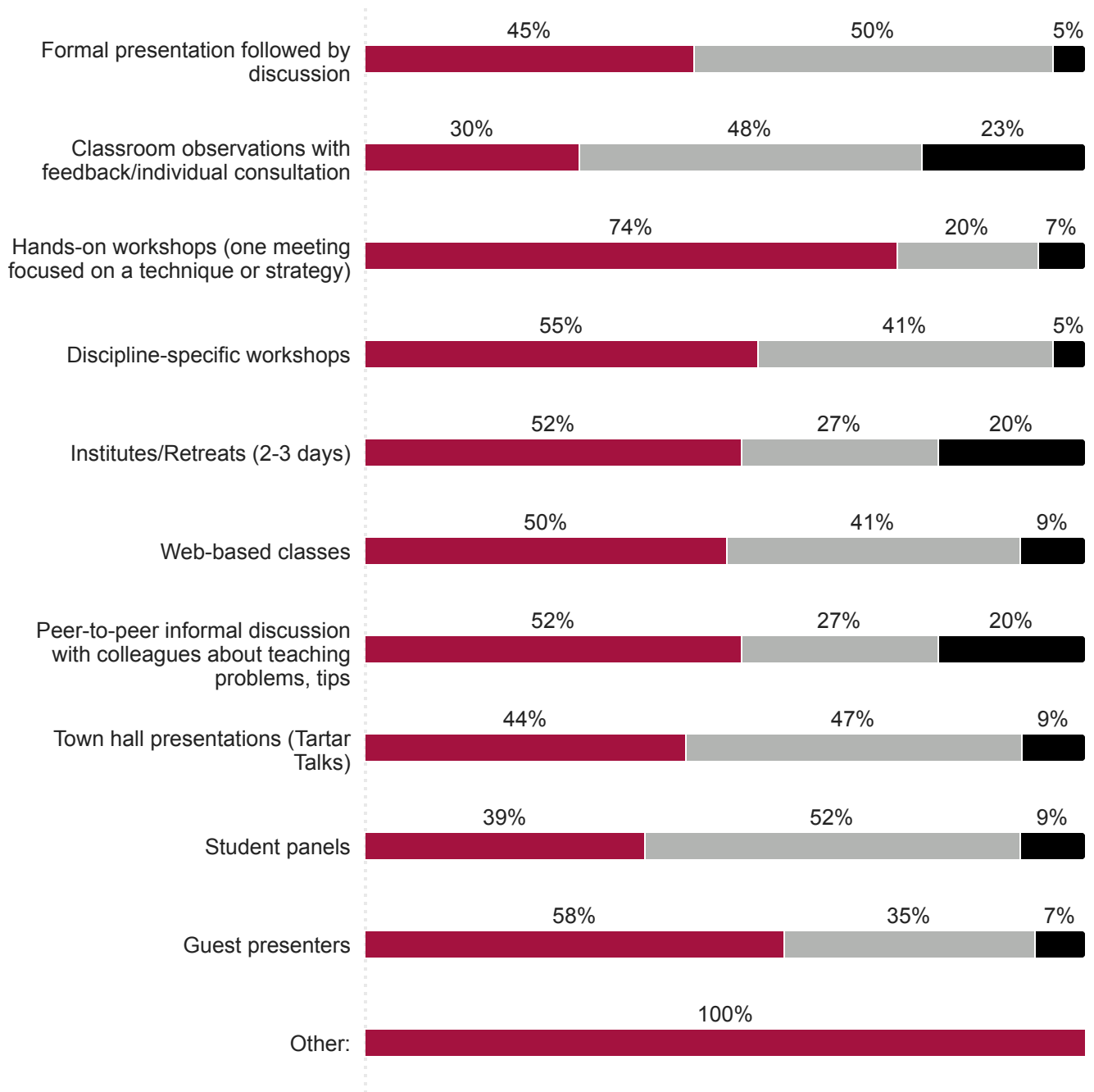


Other: - Text

WHAT MANAGEMENT STYLE WORKS BEST FOR ME AND TO BE ABLE TO GET THE WORK PERFORMANCE OUT OF ME.

In which of the following would you be most likely to participate?

46 Responses



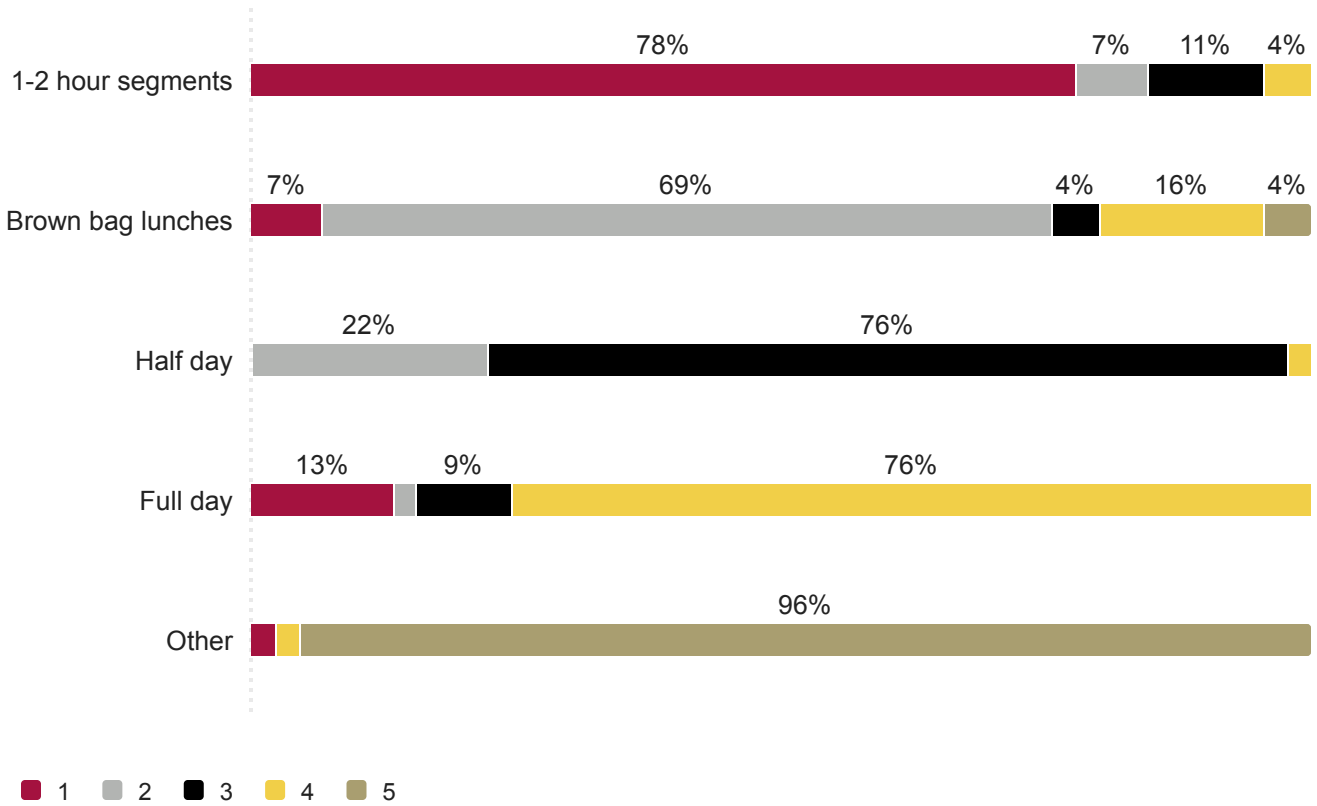
Other: - Text

Improved collaboration among committees

REVERSAL OF ROLES WITH MANAGEMENT TO SEE WHAT WORKS AND WHAT DOESN'T IN THE WORKPLACE.

Rank the types of trainings you prefer:

45 Responses



Other - Text

Offsite Location

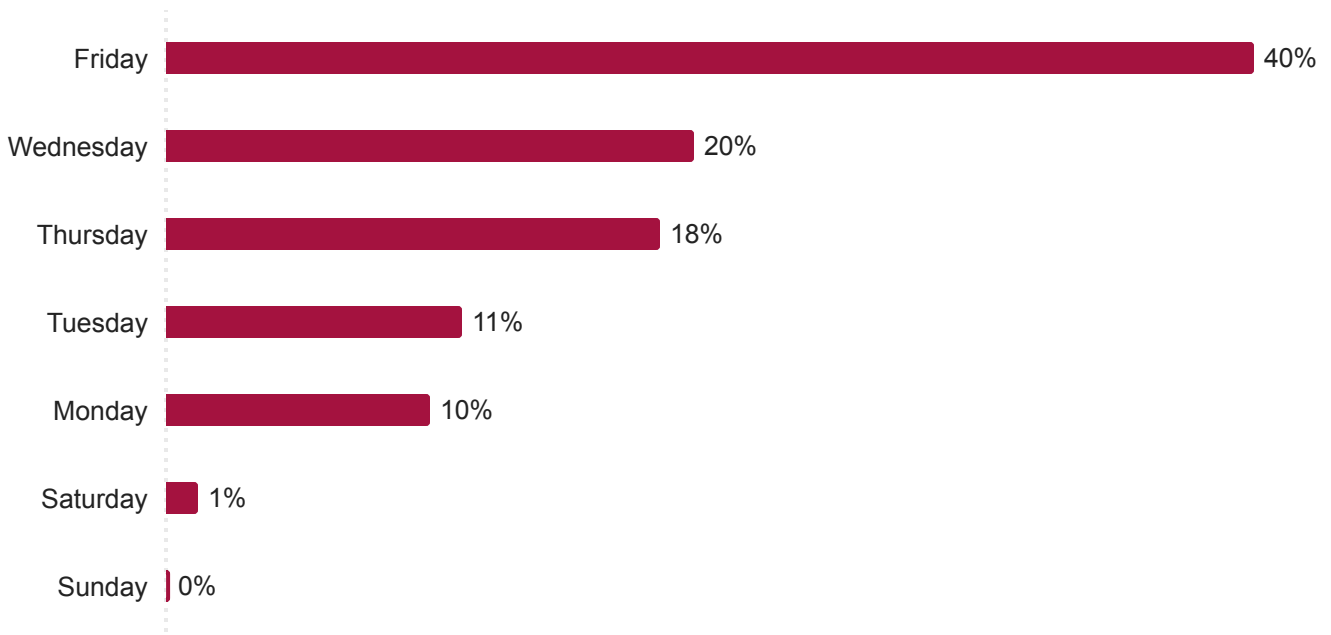
All employees being allowed telecommuting (home) for virtual training to complete mandated trainings from Keenan, etc

ONCE A MONTH TRAINING OF AREA

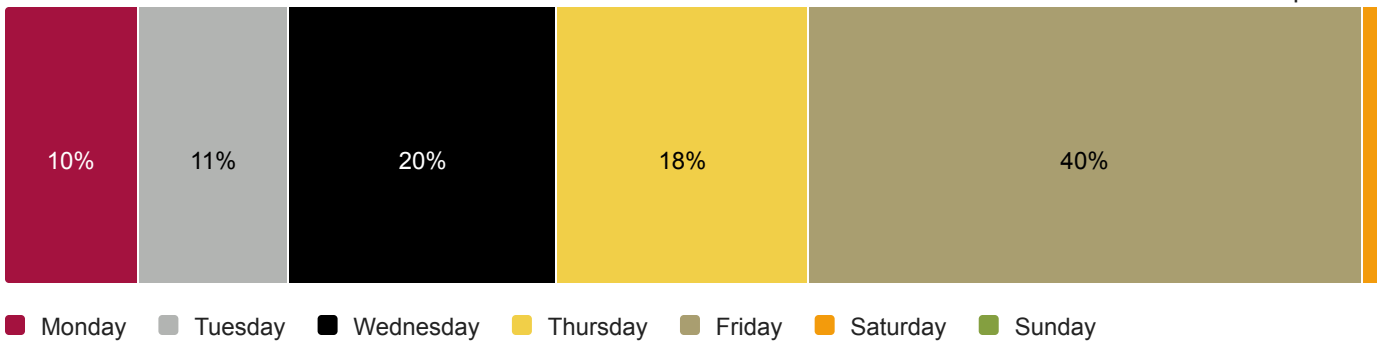
Depends on the type of training. Sometimes only a brown bag lunch is all is needed, other times, a full day.

What days do you prefer for trainings:

46 Responses



46 Responses



What do you need to enhance your career?

28 Responses

What do you need to enhance your career?

Knowledge of opportunities when available and mentors willing to guide and share.

I am relatively new to this position so maybe I am getting ahead of myself and I just need more time but I don't feel like I am gaining any new skills as time passes. It's also possible that I am not looking thoroughly into the professional development opportunities that have been offered.

Handling difficult managers

Additional training on platforms (Canvas, etc)

More time learning computer skills.

N/A

Understand technical skills better, learning how to improve my response to students.

Learn from people with experience. Experience is the best teacher.

I continuously use resources that I feel enhance my knowledge and so that also enhances my career. I would like more BANNER training as it relates to scheduling an contracts.

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I feel that I need resources, support, and having the space to explore various areas to ask professionals within the field proper questions.

A lot. Hands on learning style to achieve many degrees is not well implemented here naturally or supported well in some categories of classifications.

As a classified professional interested in going into management, I am very interested in learning about conflict management, handling difficult conversations, the importance of effective communication, and other topics related to management.

Access to resources to learn a new language, or pathways for Classified employees (access to career certifications and ways to use enhanced skills on campus)

being heard not dismissed

Freedom and flexibility

I think a support system such as colleagues that will support me along the way.

More support in communicating and get connected with other areas in campus.

Technology training

MORE OPPORTUNITIES TO ROTATE TO OTHER DEPARTMENTS AND LEARN THEIR SOMETHING NEW.

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

26 Responses

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

Transparency, communication team building opportunities.

I want to be able to take on a better opportunity down the road within the college or externally because I was able to gain the skills through professional development that I can directly apply to my work. I understand that professional development isn't school or training and just because I do professional development a job is guaranteed, however, the overall consensus I seem to understand during our classified professional development days is that some people feel stuck. I like to think of myself as a life time learner and I do not want to feel stuck. I am eager to learn and gain as many skills as I possibly can.

Building boundaries and knowing how to say no without fear of retaliation from my boss

More technology tools and resources to stay organized

More computer skills.

N/A

Improving my use of excel, understanding rules and regulations for spending money and making purchases at Compton College.

Cross training. Learn what other offices are working on to help our overall goal, which I believe is help students succeed.

I have the support needed.

chemical cleaning education ...what solution works the best for stain removals and such

Proper training, systems and screens that actually work effectively to keep up with the demand in the office.

Higher learning of course

Being able to learn more about the ins and outs of the student process at Compton College, as well as the opportunity to develop more relationships across campus.

Training for Adobe sign, PeopleSoft, leadership trainings for career enhancement.

continuing education in my field

Flexibility with work schedule

I think having time to attend a stress management or leadership workshop would be beneficial in feeling acclimated in my role.

More frequent workshops related to student services.

More communication with other departments.

TRAINING IN ANOTHER DEPARTMENT.

More Microsoft Excel training. Also, a guidelines/protocol training on everyday documents such as time sheets, travel request, mileage forms, etc. Sometimes it feels like change in management changes the protocol.

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

24 Responses

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

I work with high school students as opposed to the adult population that Compton College serves so professional development opportunities don't always apply to me. I try to take all the information I can from the opportunities given regardless and I try to see how I am able to apply what I learn to my students. On another note, it feels like we're always learning about self-care and mental health which is very important but I'd like to have opportunities for growth in other areas, like leadership, administration and management among other subjects. My main example is FLEX day, I really connected with Timothy Klein's presentation and I wish I could have been there for the whole thing instead of half of it. It was incredibly insightful as to how I can use my story to help me connect with my students especially when they may feel that they cannot relate or solely consider me an authority figure they can't come to for help. We have more in common than we think and I was grateful for the reminder that our individual stories can be powerful.

Please offer required training to managers, there is too much retaliation going on. They think they can do as they please with our job duties and responsibilities and they have no boundaries. They expect too much from us and don't appreciate our hard work. They impose too much on us and it is very stressful.

Continue the professional development trainings, they are valuable.

Keeping having class like you're doing.

N/A

I think it helps to offer PDs through the year, that are short term ones, but also having full or half day PDs should be offered when students aren't on campus such as Spring Break or between semesters.

Every department matters and recognizing other departments besides are own department will make our employees feel self worth. It takes a village to help our students.

No additional comments.

none yet

Making more professional developments mandatory.

Change it up sometimes. Support classified beyond talk to obtain a new trade, degree, certificate. Somehow be innovative. Be different like some inisttutions already do ahead of us. Go beyond the curve. Make it the most highly skilled campus ever in a community college system. Many employees have experience that can go beyond an expensive and time consuming degree and not all qualify for financial aid unless its a lengthy loan, an additional bill.

It is extremely helpful for student services to close at noon on Fridays, as there needs to be someone in the office during operating hours. Therefore, Friday offerings would be great!

The activities currently scheduled seem great, however, many newly hired employees are placed on provisional status, so the hours on campus are limited. PD opportunities and activities should be offered before 2pm...many of us leave by 1pm.

Or, offerings are two hours long and I cannot get coverage for the full duration.

Lunch & Learns would be nice...30-45 minutes long.

allow employees to select professional development activities that align with their goals

I often can't make it to Friday trainings that I would normally go to if it was on a different day of the week.

I cannot think of a suggestion for this time.

N/A

GET MANAGEMENT ON BOARD TO ALLOW EMPLOYEES TO LEARN SOMETHING NEW INSTEAD OF SAYING NO AND NOT ALLOWING THE STAFF TO GO DUE TO LIMITED STAFF COVERAGE. WHAT DO WE DO WHEN THEY GO ON THEIR RETREATS WITH THEIR PEERS? WE CARRY ON. REQUIRE A RETREAT FOR ALL DEPARTMENTS TO LEARN SOMETHING NEW FOR A DAY TO REJUVINATE THEMSELVES OFF CAMPUS. HOW CAN WE GROW IF YOU'RE NOT GIVEN THE OPPORTUNITY?

Training updates on internal stuff from the college, such as forms, travel, etc.

Please Pilar, stop overworking yourself. <3 You are always double- and triple-booked and I worry about your stress levels. Also, it makes your work less efficient. Some PD offerings are advertised well in advance, but most of them I don't know about until the day before, so I am already booked up. Please, please, please work with Obi the web admin to get a living PD calendar on the website and into email inboxes on a regular basis. I say this out of care for you as a person and because I want the trainings that you arrange to be well-attended and successful. Also, PD day sessions that teach Excel or Banner skills instead of meditation or dancing, please.