



Compton College Mangers Professional Development Needs Assessment- Spring 2024

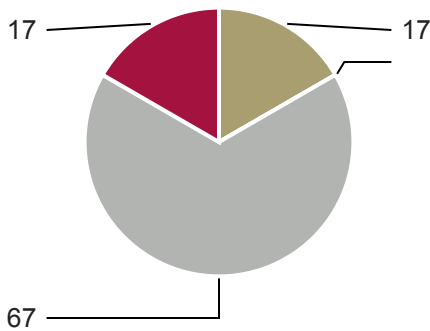
Distribution: N = 23 | n = 18 | Response rate = 78%

Quantitative Summary

- This survey had an outstanding **response rate of 78%**, meaning that the responses are representative of and generalizable to the whole set of campus managers and supervisors.

Gender

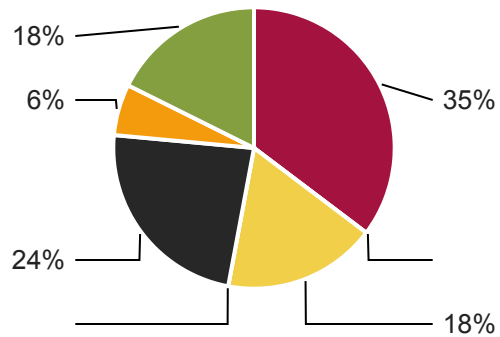
18 Responses



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

Race/Ethnicity

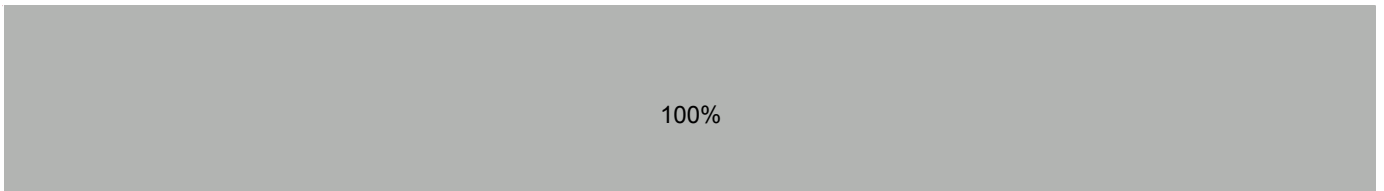
18 Responses



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

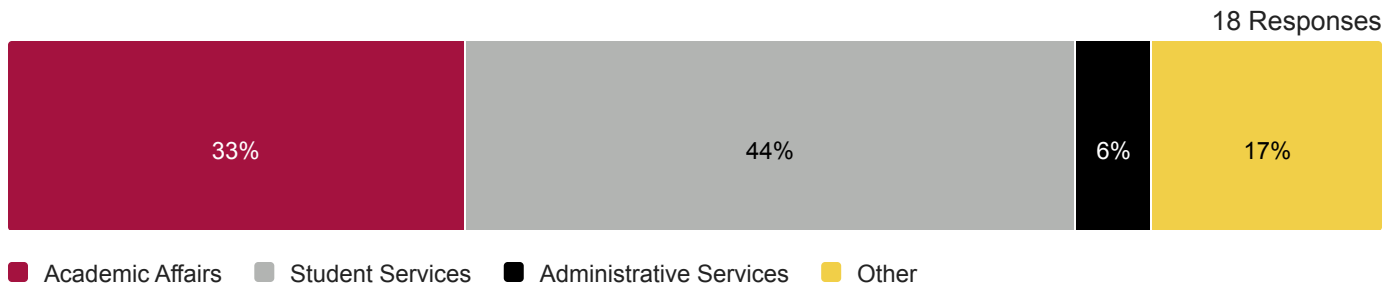
Employee group:

18 Responses

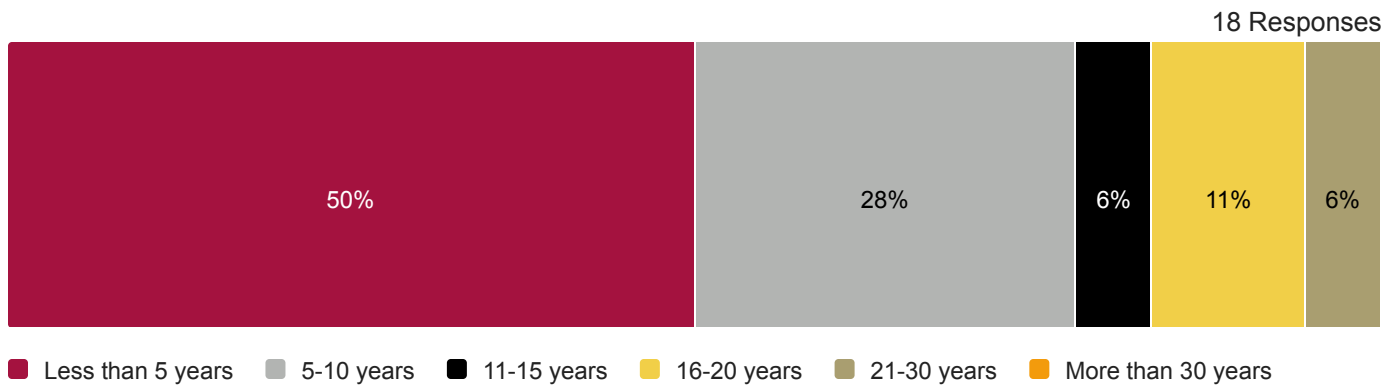


- Classified Professional
- Manager/Supervisor [18]

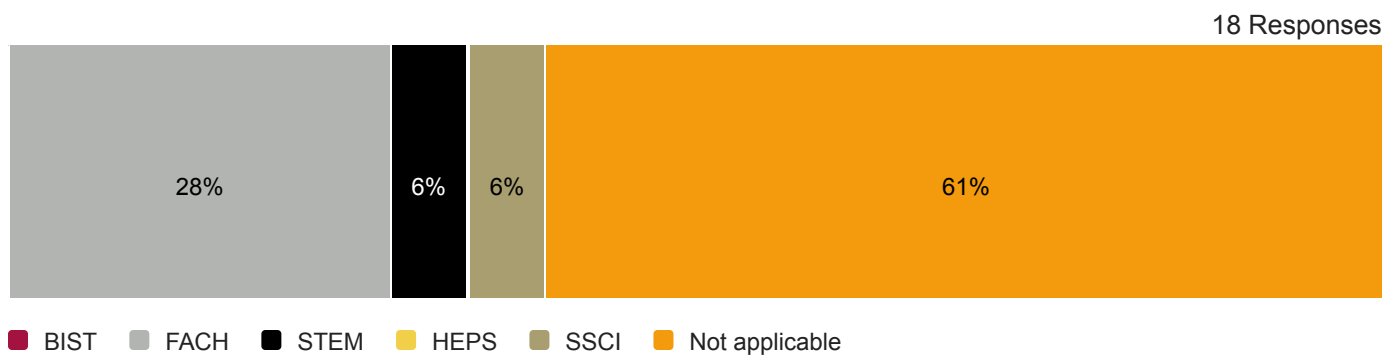
What is your area?



How long have you worked at Compton College?

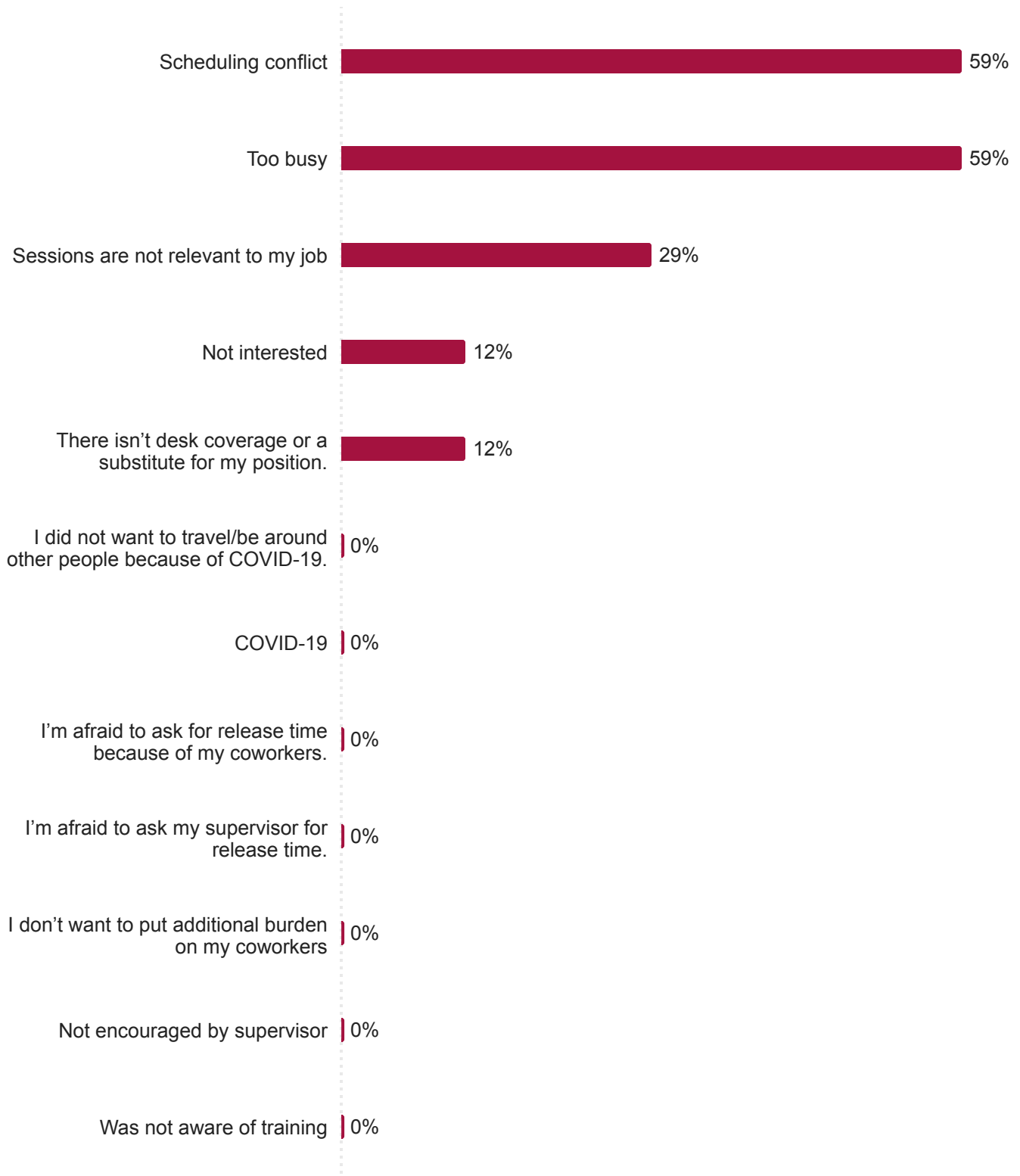


What is your Guided Pathway Division?



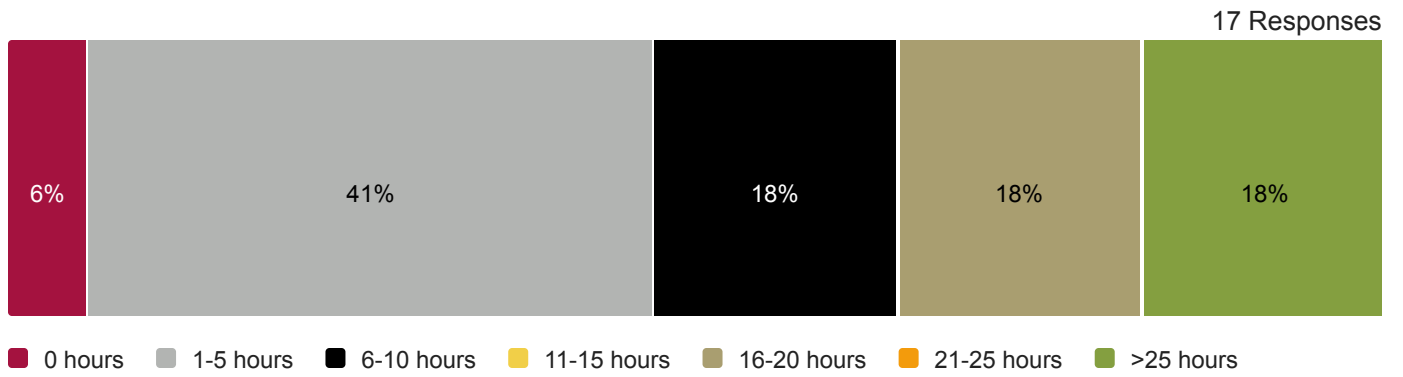
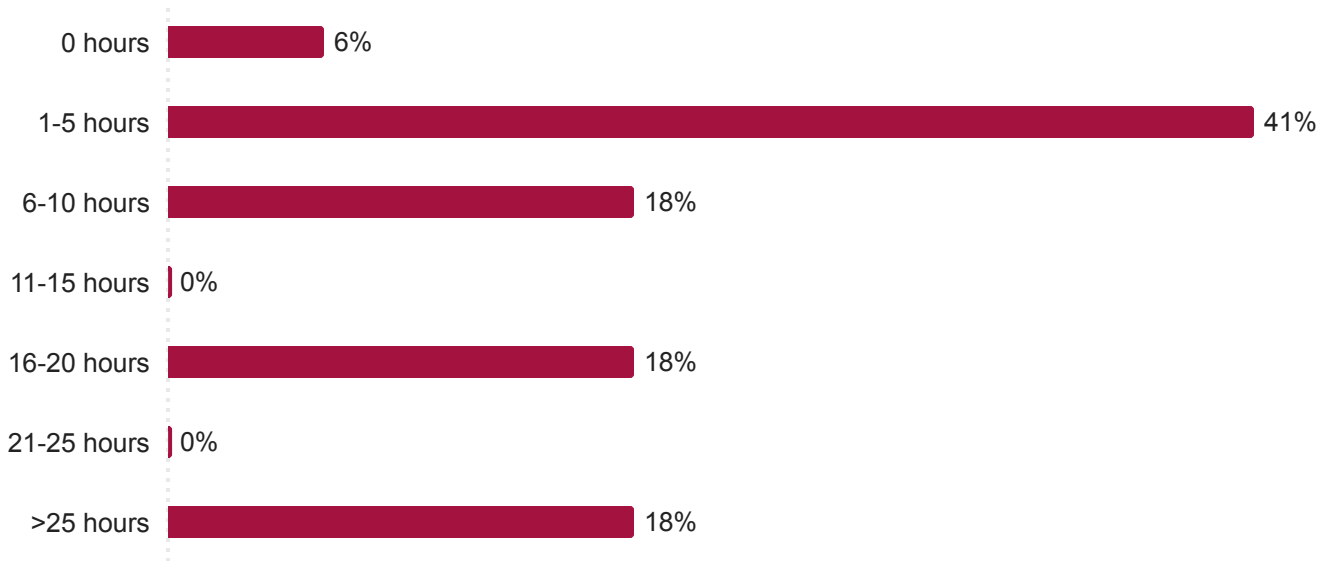
In 2023-2024, what kept you from participating in professional development activities?

17 Responses



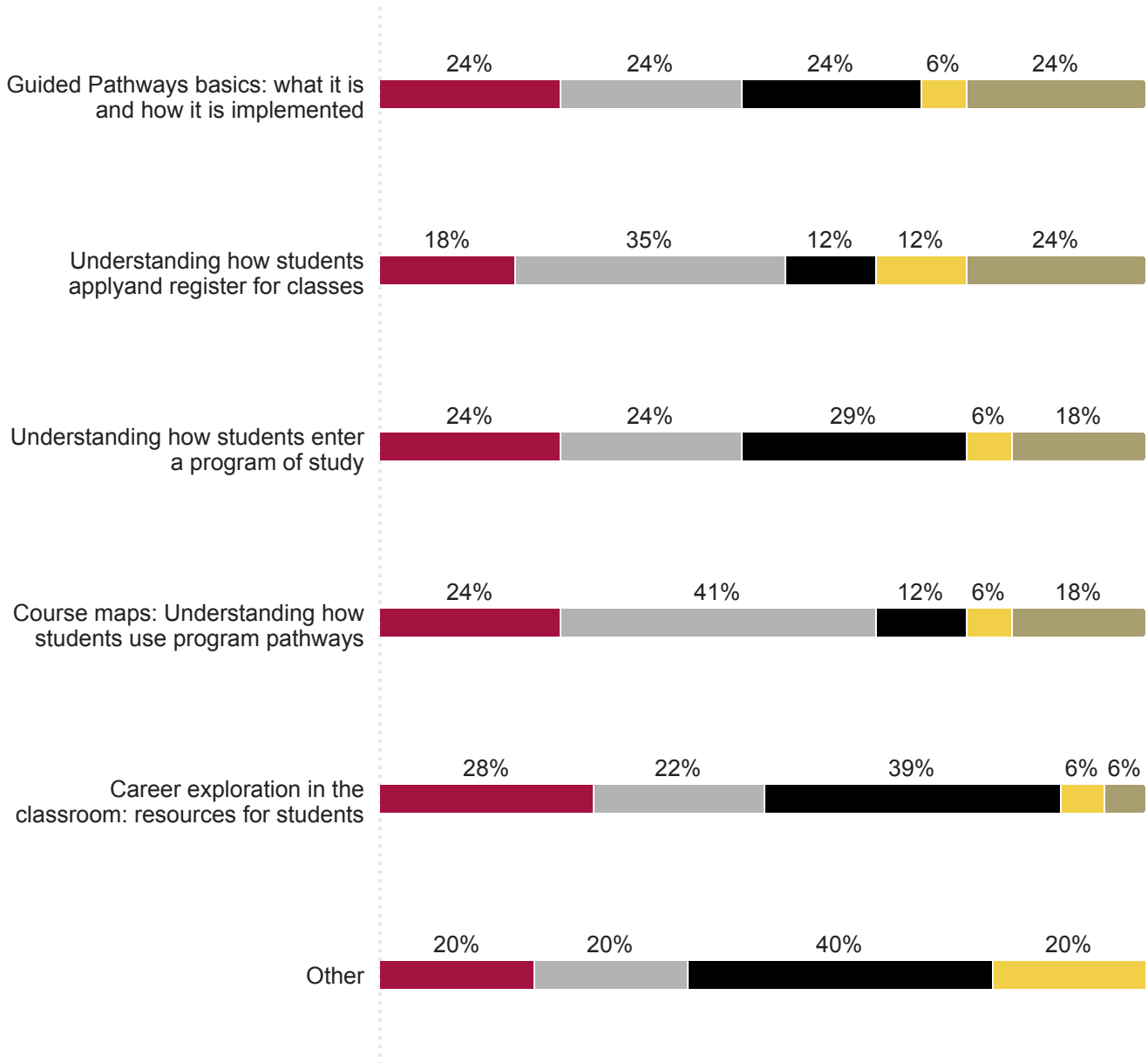
How many professional development hours did you attend in the last academic year?

17 Responses



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

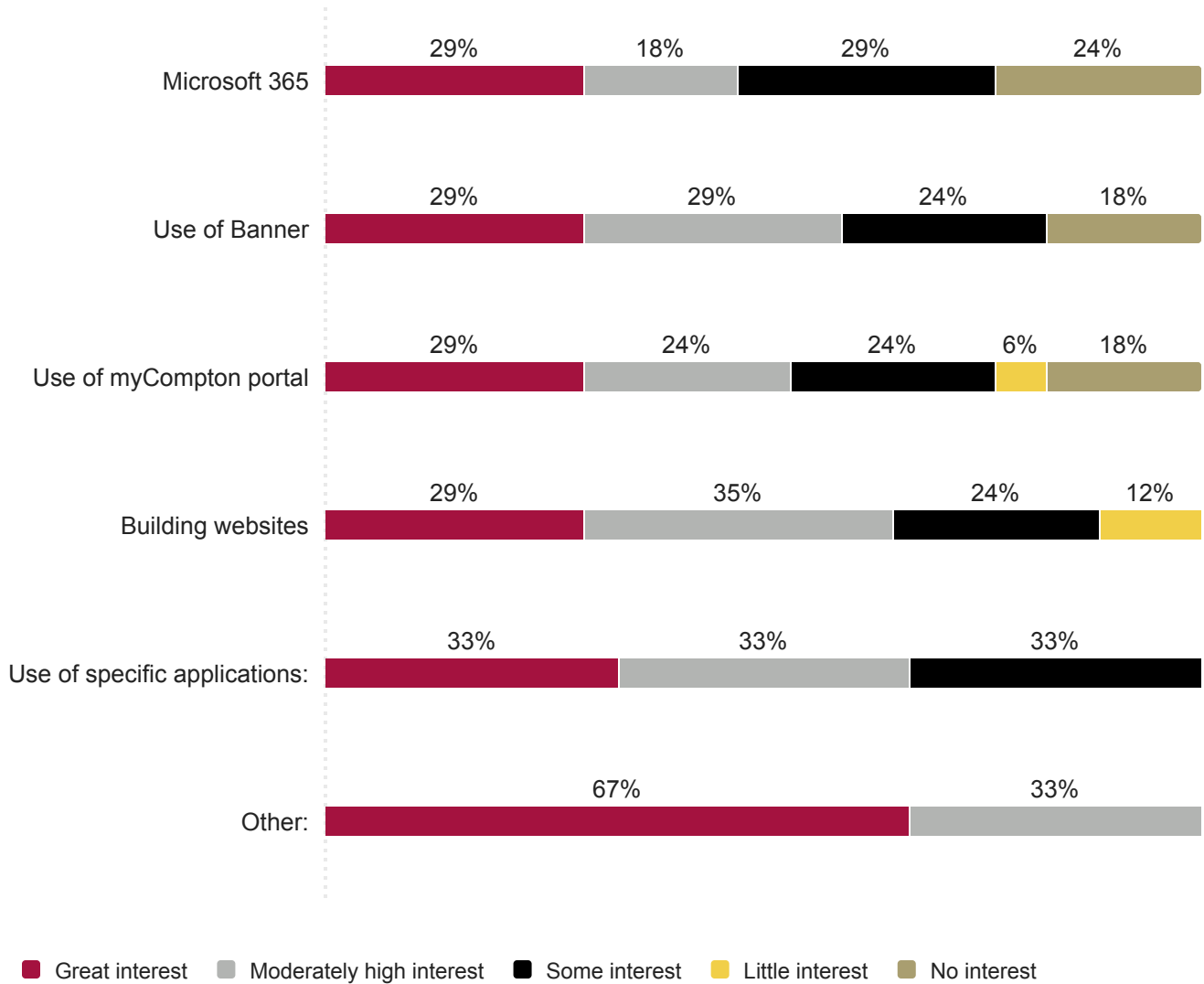
18 Responses



■ 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**:

17 Responses



2 Responses

Other: - Text

Accessibility

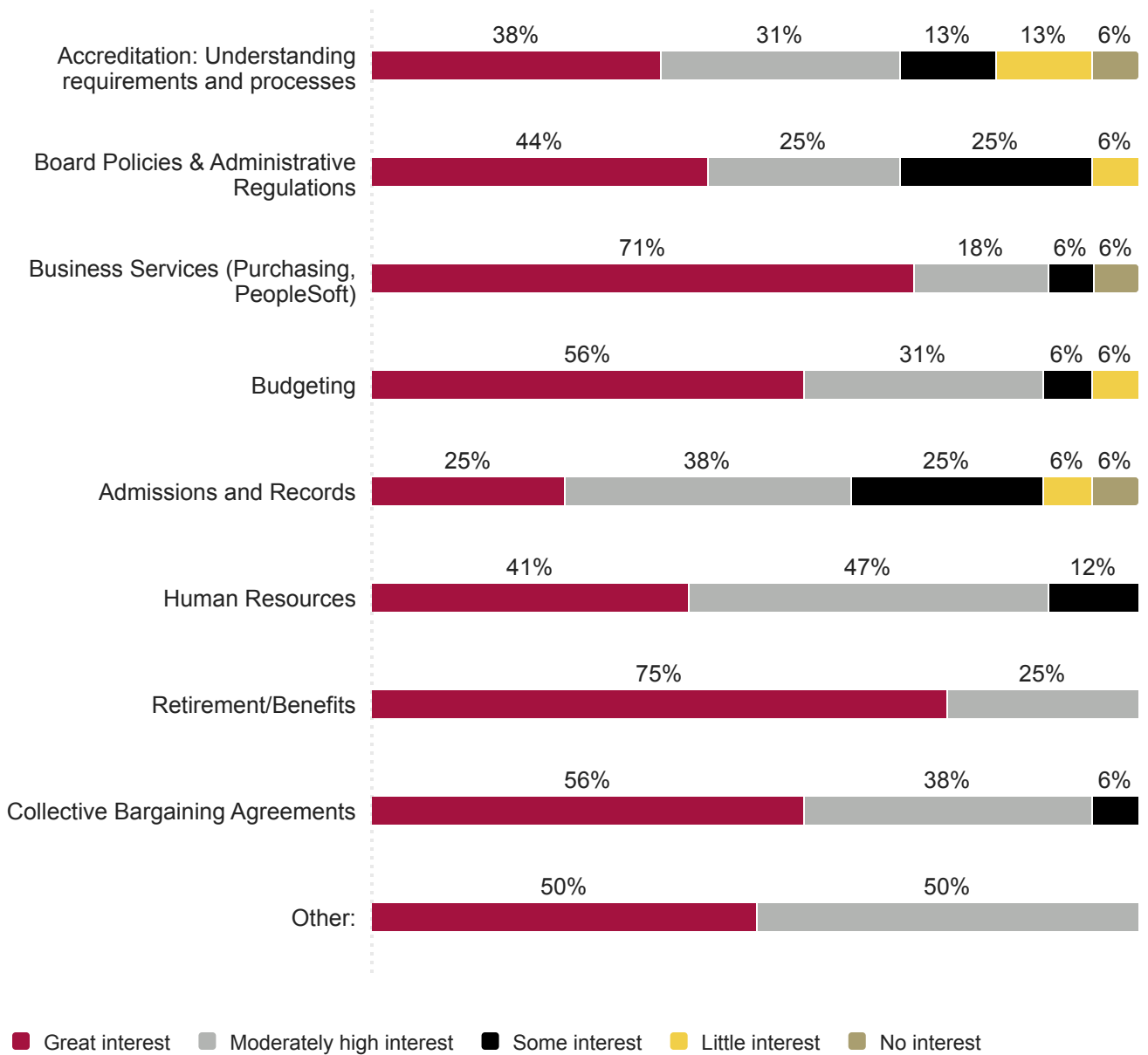
Qualtrics

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**:

17 Responses



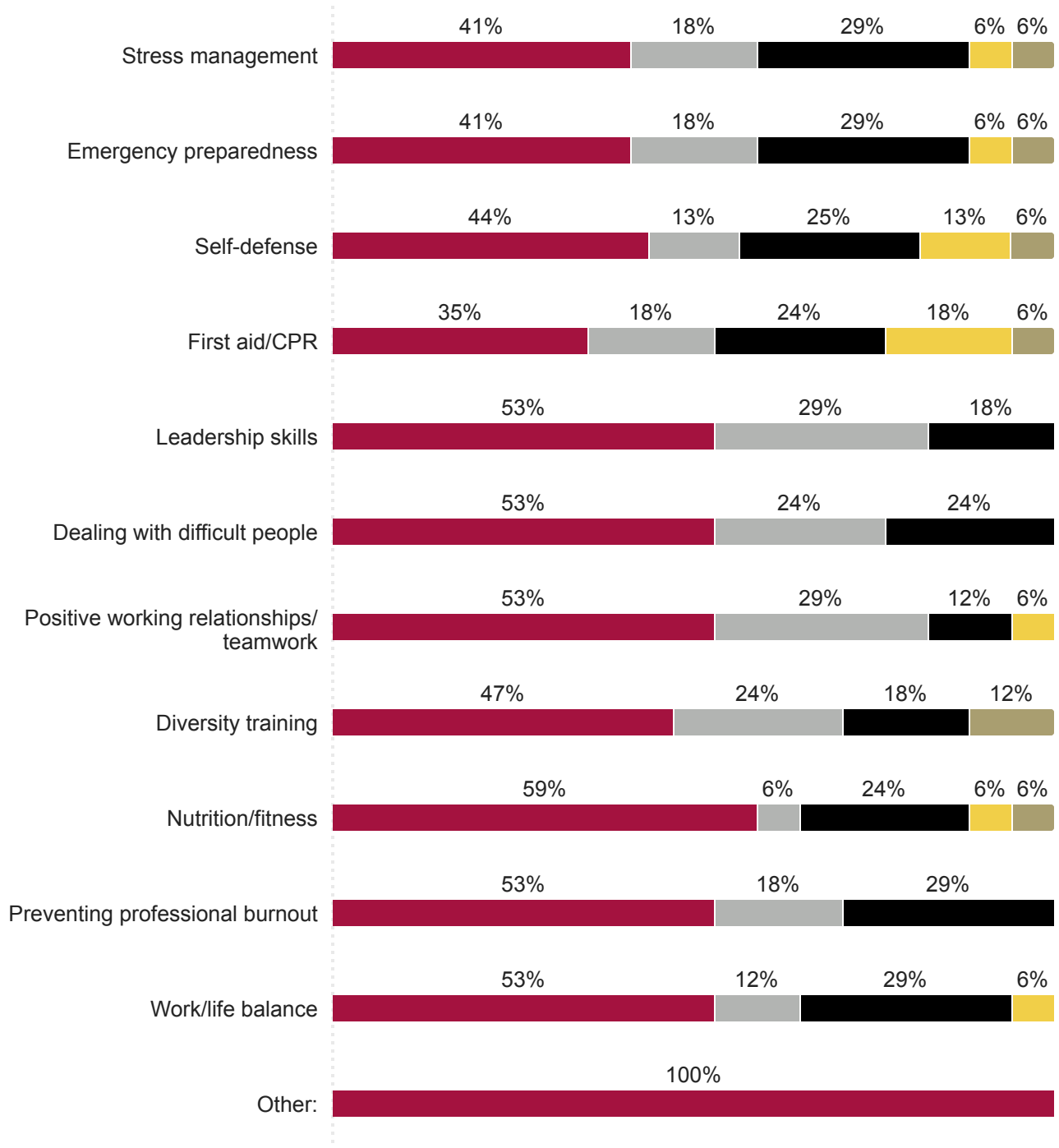
1 Responses

Other: - Text

Various Departments Business Procedures

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

17 Responses



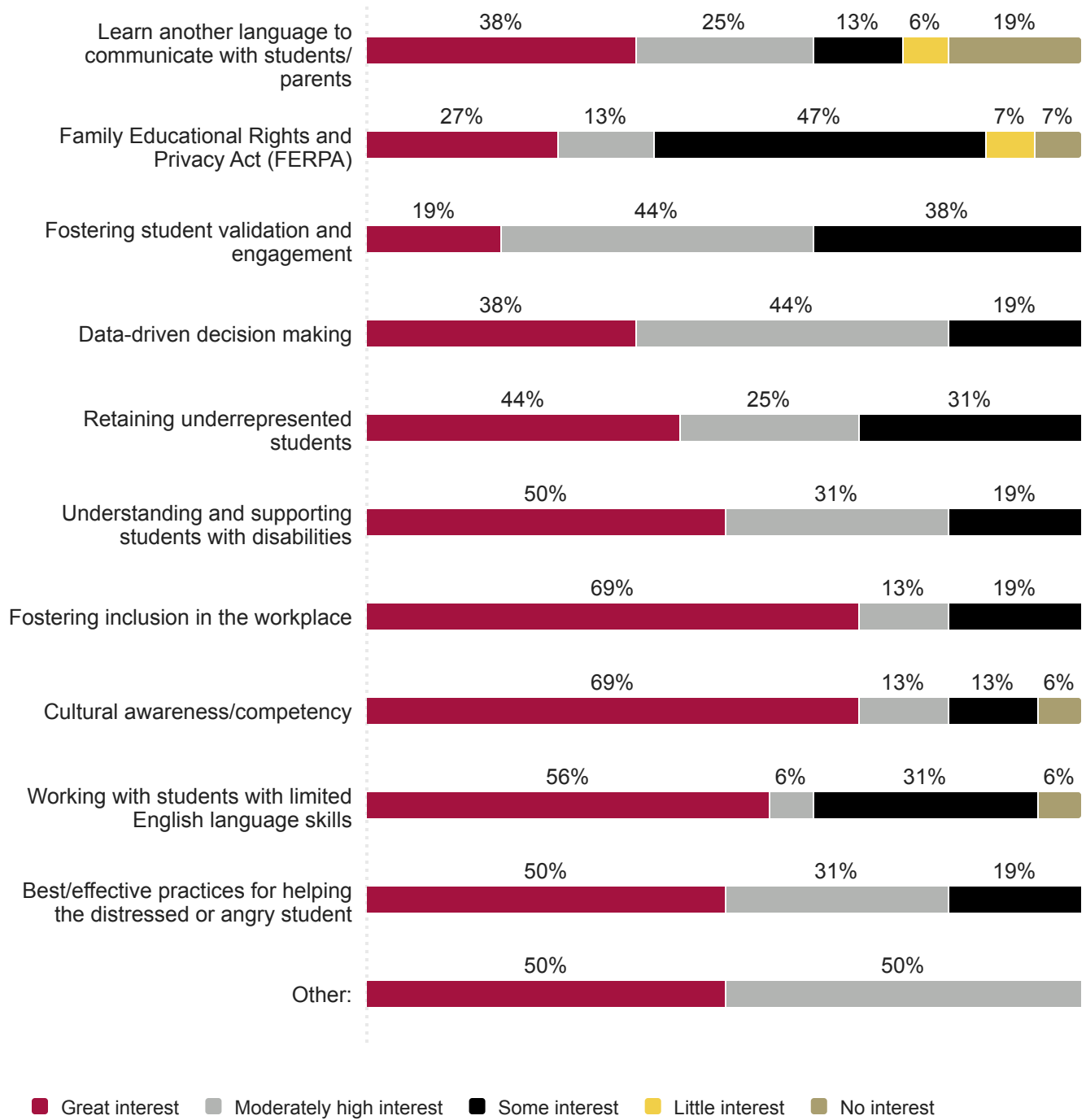
■ Great interest
 ■ Moderately high interest
 ■ Some interest
 ■ Little interest
 ■ No interest

Other: - Text

Maxient Reports

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

16 Responses

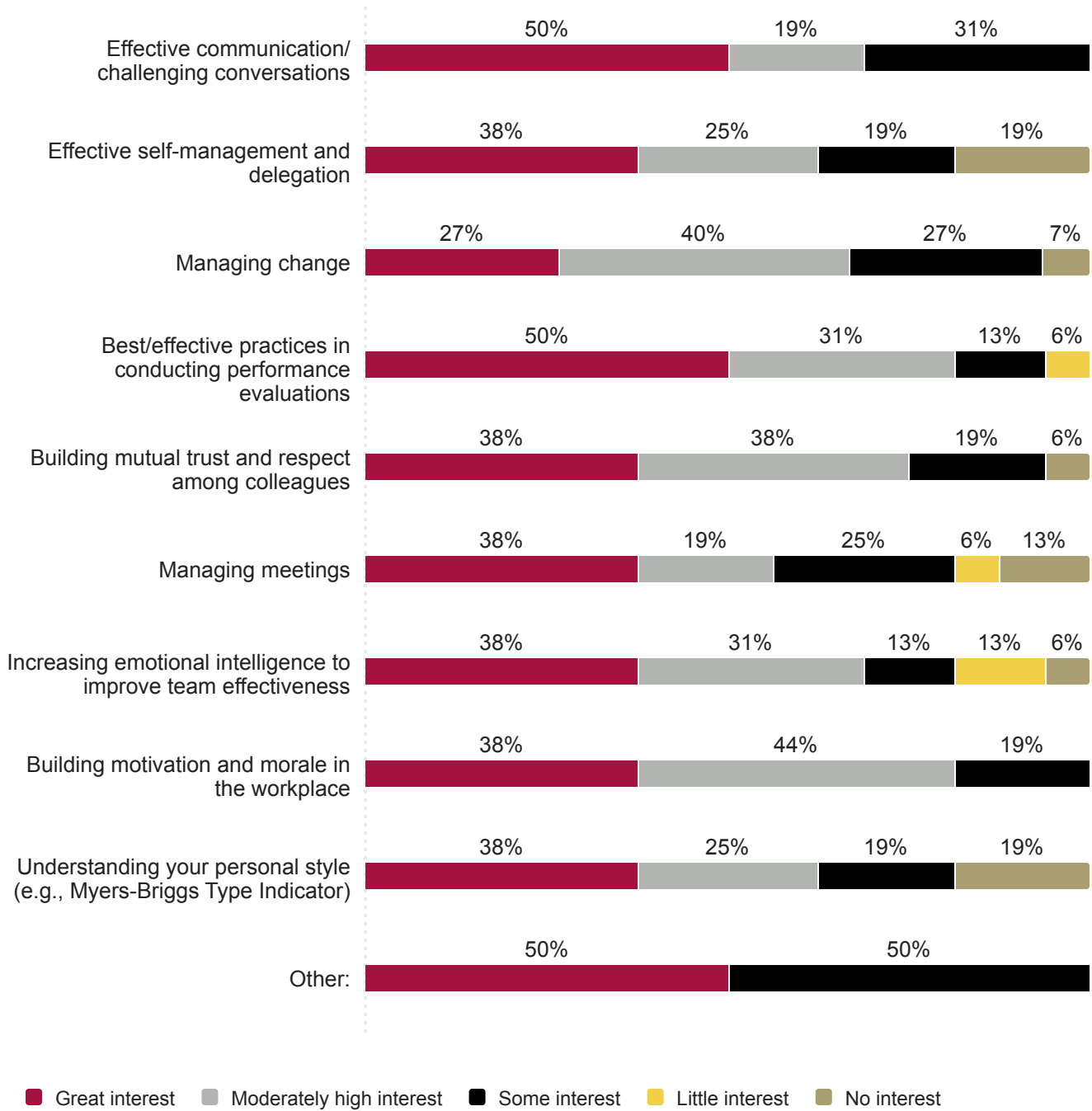


Other: - Text

cultural sensitivity

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

16 Responses

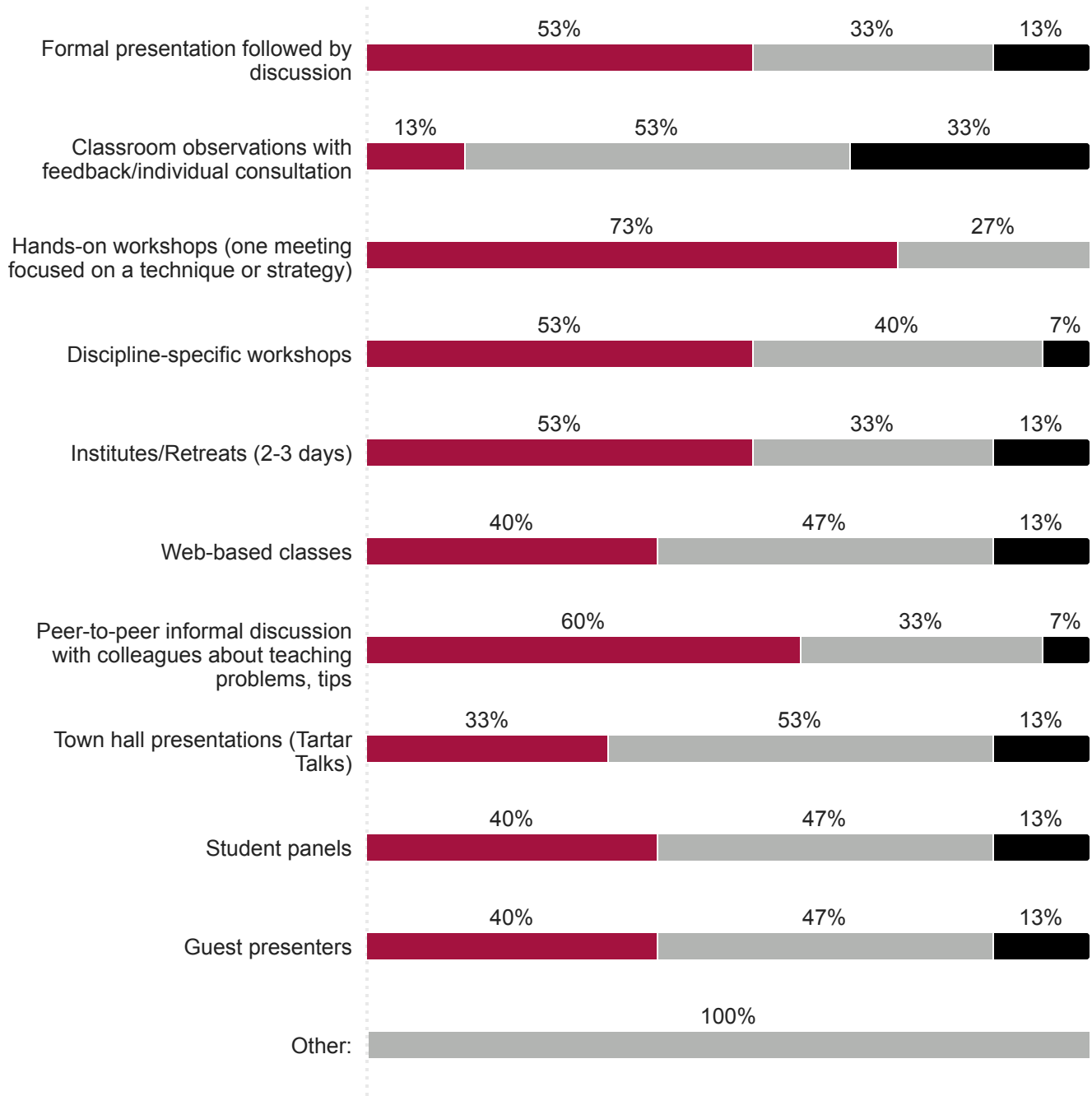


Other: - Text

breaking silos

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

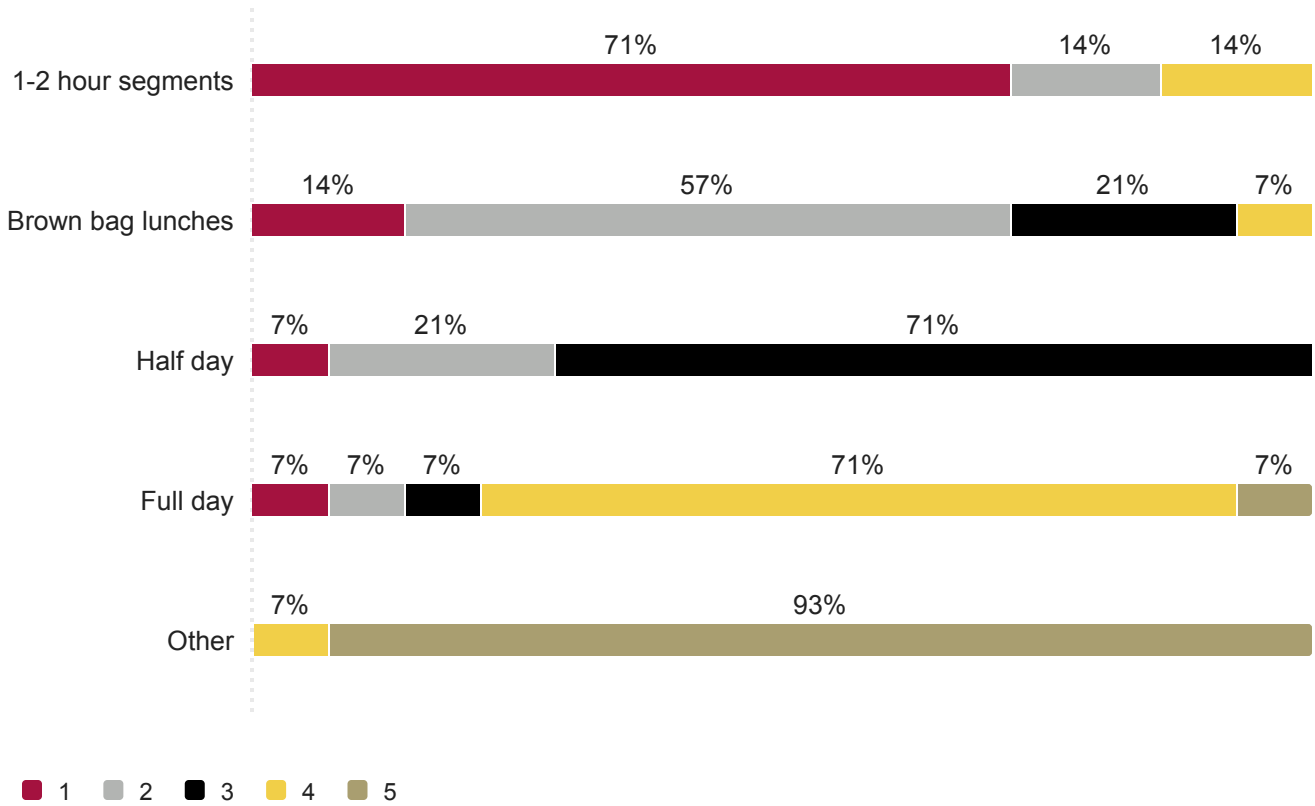
15 Responses



No data found - your filters may be too exclusive!

Rank the types of trainings you prefer:

14 Responses

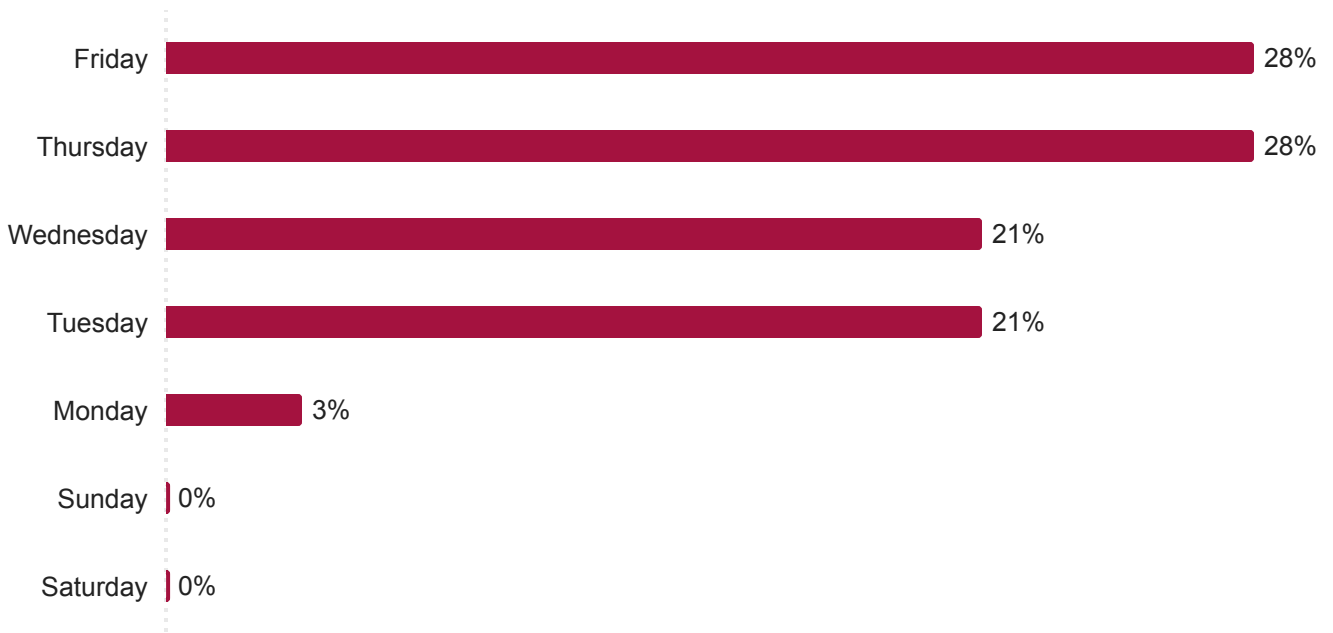


Other - Text

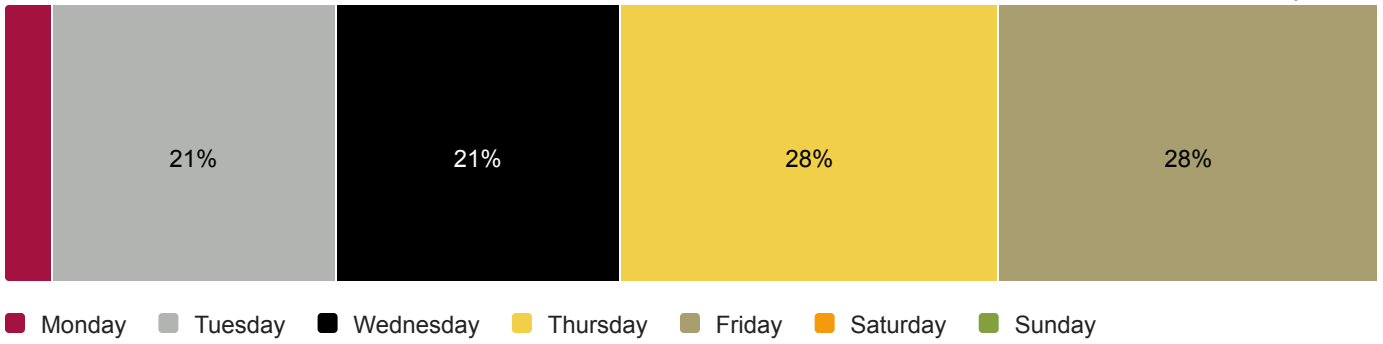
PD Director Lead (not outsourced)

What days do you prefer for trainings:

15 Responses



15 Responses



What do you need to enhance your career?

8 Responses

What do you need to enhance your career?

associations

A supportive environment, proactive mindset, and experienced leadership.

Release time built in to attend, PD Director Lead instead of constant outsourcing, related to campus culture and current events

Project Management, how to shuffle priorities

Time and money.

Awareness of campus and student's needs.

Training

More training in leadership and supervision

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

7 Responses

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

certified professional development

Small group meetings for same level employees.

Less focus on discouraging constructive discourse, sad that all cameras are black, comments are discouraged. Data is hard to get even when properly requested it's unorganized in its format and too much lead time needed.

Better understanding of Business Office processes

As I'm new to my position, my primary focus is on familiarizing myself with campus processes, forms, and databases.

What's on the table.

Understanding and keeping focus on student success and students first.

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

7 Responses

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

I think we need more interactive in-person PDs between faculty, staff and admin if we are ever going to move forward in a positive direction. Team building activities or something to get us knowing each other as people/human beings first and not just our roles.

Please utilize things we can put on our resume

Review years prior and see how ideas implemented before made things better, need revision, or created new paths.

No data driven approach to offerings, advertising of offerings are disjointed and confusing. Those that require pay and approval are not described as such so it seems to be endorsed by the college/covered when they are distributed indiscriminately campus wide creating more questions than benefit.. Reimbursement process is scattered and inconsistent. PD lead is disingenuous and condescending, have not heard good things, heard to steer clear of her and VPHR. Why not use a centralized location to advertise the different offering and to register such as PD website. Automated online trainings are disorganized and seem to be an afterthought and not well managed. Seems that even when improvements are requested nothing is done but position is promoted?

Yes, Time and money.

Truth is I am loving the Professional Development opportunities to date and looking forward to more opportunities, thank you for this survey.

Not at this time