

Professional Development Funding Request Evaluation Rubric

Updated Fall 2023

Applicants should be able to explain HOW their activity will give them a broader understanding or practical strategies in at least one of the five Strategic Plan Areas described below. If you'd like more details on these Areas, you're welcome to check out the Plan itself:

<https://employees.crc.losrios.edu/institutional-equity-and-research-and-planning/planning/college-strategic-plan-area-goals-and-strategies>

Your vote will indicate one of the following:

- **YES:** The application is complete and gives me a clear understanding of how the conference or activity will address at least one of the Strategic Plan Areas, as well as how the applicant will report back to the college.
- **MAYBE:** The application is complete, but I need more information to determine whether the conference or activity addresses one of the Strategic Plan Areas or else more information about how the applicant will report back to the college.
- **NO:** The application is incomplete, does not sufficiently indicate how the conference or activity will address one of the Strategic Plan Areas, or does not sufficiently address how the applicant will report back to the college.

If you vote Maybe or No, please briefly explain which details are missing from the application.

Area 1: Equity

Foster an equitable and anti-racist institutional environment across decision-making practices, employee development and support, and instructional practices.

Strategy 1: Use representative demographic data, disaggregated student outcomes data, and student experience feedback to inform and support decision-making throughout the institution.

Strategy 2: Continue integration of student services with instructional programs to reduce equity gaps.

Strategy 3: Recruit, hire, retain, and support employees reflective of the demographics of CRC students.

Strategy 4: Prioritize employee professional development to increase effective race-conscious and equity-minded practices

Area 2: Access and Success

Facilitate equitable access, success, and on-time completion through effective pathways and practices.

Strategy 1: Focus outreach and marketing on improving enrollment of underserved populations.

Strategy 2: Establish an equitable onboarding process by identifying and removing barriers and providing support for students to enter their educational path.

Strategy 3: Use program maps effectively to facilitate timely completion of students' educational goals.

Strategy 4: Use effective instructional and student services practices that remove barriers, retain students on their educational path, and improve equitable completion of educational goals.

Strategy 5: Facilitate on-time completion and maximize enrollment through student-centered course scheduling across modalities.

Area 3: Teaching and Learning

Cultivate an exemplary, accessible, and equitable learning experience among students and employees.

Strategy 1: Provide culturally relevant curriculum and instruction.

Strategy 2: Foster greater interdisciplinary collaboration and flexible, contextualized learning opportunities.

Strategy 3: Promote and sustain a culture of innovation, reflection, and collaboration among students and employees.

Strategy 4: Prioritize professional development for effective and innovative, equity-minded instructional practices.

Area 4: Workforce Development

Enhance equitable career and technical education opportunities to meet regional and industry needs.

Strategy 1: Enhance promotion of CTE programs to students, employers, and community partners.

Strategy 2: Scale CTE programs to meet current regional industry needs.

Strategy 3: Develop CTE programs to respond to emerging regional industry needs.

Strategy 4: Create intentional early college pathways for high school students that promote accelerated completion of CTE programs.

Strategy 5: Enhance embedded work-based learning and job access by building and maintaining industry partnerships.

Strategy 6: Ensure equitable entry into career tracks.

Area 5: Working and Learning Environment

Foster an equitable, effective, and fulfilling learning and working environment.

Strategy 1: Enhance the effectiveness of college processes and resource allocations to support institutional effectiveness, remove barriers, and create sustainable workload.

Strategy 2: Provide a safe and healthy environment.

Strategy 3: Provide easily accessible and relevant professional development for all employees.

Strategy 4: Provide innovative and sustainable technology and facilities that support flexible learning and engagement for our diverse campus community.

Strategy 5: Foster a campus culture that addresses systemic inequities and supports positive, respectful engagement among all constituencies.