

Culturally Responsive Pedagogy & Practices Faculty Professional Development Certification Program

District Directed, Grant Funded

AY 2024-25

Applications are now being solicited from full-time and part-time faculty members to participate in the Culturally Responsive Pedagogy and Practices Professional Development Cohort for AY 2024-25. Twelve faculty members will be selected to receive up to 30 hours in the fall and 10 hours in the spring paid at the stipend rate to participate in the cohort. The intent is to assemble an interdisciplinary team of faculty.

In Fall 2023, the Culturally Responsive Pedagogies & Practices (CRPP) Faculty Team engaged in dialogue and professional learning to develop a certification program in Culturally Responsive Pedagogies and Practices. In Spring 2024, the team conducted a pilot to help the team further develop and refine the program. This cohort will be a continuation of the previous work.

Learning Outcomes

Faculty who successfully complete the program will learn to:

- Create classroom activities and policies that foster a caring, safe, inclusive, trusting, accessible classroom learning community.
- Acknowledge and honor student culture and perspectives.
- Incorporate critical thinking and conversation about issues of diversity, equity, accessibility and inclusiveness into the classroom.
- Design curriculum based on culturally responsive principles.
- Implement pedagogical best practices that incorporate concepts of Universal Design for Learning (UDL) and Culturally Relevant Teaching and Learning (CRTL).

Fall 2024 Scope of Work:

To achieve the learning outcomes noted above, cohort members will participate in the following meetings and activities to build knowledge, engage in inquiry and dialogue, and integrate culturally responsive pedagogical theory into practice.

A. In-person meetings with cohort and facilitators (15 hours).

Topics will include CRT and the Brain; Diversity, Equity, and Inclusion (DEI); Universal Design for Learning (UDL); Anti-Racism; and classroom practices.

Meeting Schedule:

1. **Flex Week** - 3-hour meeting (day/time TBD)
2. Week 2, Wednesday, August 28, 3:30-5:30 p.m.
3. Week 4, Wednesday, September 11, 3:30-5:30 p.m.
4. Week 7, Wednesday, October 2, 3:30-5:30 p.m.

5. Week 10, Wednesday, October 23, 3:30-5:30 p.m.
6. Week 13, Wednesday, November 13, 3:30-5:30 p.m.
7. Week 16, Wednesday, December 4, 3:30-5:30 p.m.

B. Readings, Canvas, Prep work, pair/small group gatherings between meetings (15 hours)

Spring 2025 Scope of Work:

During Spring 2025, cohort members will implement culturally responsive pedagogical practices and materials developed during fall, reflect on impact, revise as needed, and share lessons learned with cohort members.

A. In-person meeting with Cohort and facilitators (7 hours) and prep time (3 hours).

Meeting Schedule:

1. Flex Week - Cohort Showcase - Plans for the semester – Show us what you’ve got! (day/time TBD – 3 hours)
2. Week 8, Wednesday, March 12, 3:30-5:30 p.m.
3. Week 15, Wednesday, May 7, 3:30-5:30 p.m.

Deliverables

Cohort members will take away knowledge and practices to continue integrating into their teaching and learning.

- Deliverable 1: Revised classroom practices, policies and curriculum that center cultural responsiveness (lesson plans) and artifacts (syllabus, assignments, rubrics, etc.) that participants can then use in their teaching moving forward.
- Deliverable 2: Active participation in Canvas activities and discussions, including session evaluations.
- Deliverable 3: Participation in a Spring Flex Week showcase of teaching practices and materials.
- Deliverable 4: An end-of-program, written reflection that includes comments about the program, materials, application, and personal development.

Eligibility Requirements:

1. Applicants must have full-time faculty status or part-time status with assignment in Fall 2024 at College of Marin
2. Ability to work collaboratively with other faculty from disciplines across the institution.
3. A commitment to the stated goals of culturally responsive pedagogy and practices and enhancing faculty professional development.

Compensation:

Up to 40 Hours paid at hourly stipend rate.

Application Procedure:

1. Please send a letter of application (500 words or less) to Sarah Anderegg (sanderegg@marin.edu) describing your qualifications for membership on this team and the COM programs in which you have been involved.
2. Applications must be received by May 14, 2024.

Criteria Used to Evaluate Applications (8.4.5):

UDWC shall evaluate applications using some or all of the following criteria with points awarded using the scale indicated:

1. Mandatory criteria that every application must meet to be approved:
 - a. The proposed cost and probable availability of personnel, equipment, supplies and/or operational support will be available.
 - b. The project activities will not adversely affect the discipline or department budget, facilities or schedule.
 - c. The applicant has adequate experience and/or training to carry out the proposed project.
 - d. The applicant has notified the department chair of the application.
 - e. Compensation is commensurate with the scope of work. If not, UDWC may approve lower units/hours than requested. This criterion does not apply to externally-funded activities (Category II) where the District is not providing funding.
 - f. The unit member is not receiving compensation or funds from other sources for the same work/project. This criterion does not apply to externally-funded activities (Category II) where the District is not providing funding.
2. The problem or need addressed has been adequately thought out and described (0-10 points).
3. The problem or need addressed is in support of one or more of the college's goals and objectives (0-7 points).
4. The project activities are likely to contribute to instructional effectiveness (0-10 points).
5. The project activities are likely to increase student learning and/or retention (0-10 points).
6. The project activities are likely to encourage the adoption of instructional, learning or technical innovation(s) at the discipline, department and/or instructional levels (0-7 points).

Application Recommendations (8.4.6):

The UDWC shall make one of the following recommendations based on majority decision for applications for overload, reassigned time, reduced load, or stipend:

- a. Approve – UDWC will forward recommendations for approval to the Superintendent/President.
- b. Request revision of application – UDWC may recommend the applicant revise their application. UDWC will inform the applicant of its reasoning for the request.
- c. Deny – UDWC may deny applications. If UDWC does not, by majority decision, approve or decide to request revision of an application, the application shall be denied. Upon the request of a unit member whose application is not approved, UDWC will provide an explanation.