

Date of Hearing: April 22, 2014

ASSEMBLY COMMITTEE ON HIGHER EDUCATION
Das Williams, Chair
AB 2558 (Williams) – As Introduced: February 21, 2014

SUBJECT: Community colleges: faculty and staff development.

SUMMARY: Establishes the Community College Professional Development Program (CCPDP); and, clarifies that all employees, classified staff and administrators, as well as faculty, are eligible to receive professional development opportunities from participating community college districts. Specifically, this bill:

- 1) Replaces the Community College Faculty and Staff Development Fund with the CCPDP.
- 2) Authorizes the use of state funds for professional development activities if it becomes available through the state budget; and, specifies that funding shall be disbursed in accordance with rules and regulations adopted by the Board of Governors (BOG) of the California Community Colleges (CCC).
- 3) Specifies that the CCC BOG shall annually allocate funds, when appropriated for the CCPDP, only to a community college district whose chief executive officer has followed specified requirements.
- 4) Specifies that community college districts that receive funding to provide professional development must include the employee's time used participating in the CCPDP in the employee's contractually obligated hours.
- 5) Clarifies that both faculty and staff are eligible to participate in CCPDP.
- 6) Makes technical and clarifying changes to existing law.

EXISTING LAW:

- 1) Establishes the Community College Faculty and Staff Development Fund, housed in the State Treasury and administered by the CCC BOG, in order to provide state general funds to CCCs for supporting locally developed and implemented faculty and staff development programs (Education Code § 87150).
- 2) Authorizes the CCC BOG to annually allocate funds appropriated for development to each community college district whose chief executive officer has submitted to the Chancellor an affidavit which includes: a) A statement that each campus within the district has an advisory committee, composed of administrators, faculty, and staff representatives, which has assisted in the assessment of the faculty and staff development needs and in the design of the plan to meet those needs; b) A campus human development resources plan has been completed for the current and subsequent fiscal years; and, c) A report of the actual expenditures for faculty and staff development for the preceding year (EC § 87151).

- 3) Specifies that the allocation to each district, from funds appropriated by the Legislature, shall be an amount no greater than 2% of its fiscal year revenues, as defined, for the prior fiscal year (EC § 87152).

FISCAL EFFECT: Unknown. This measure is keyed non-fiscal by the Legislative Counsel.

COMMENTS: Background. Pursuant to Senate Bill 1143 (Liu, Chapter 409, Statutes of 2010), the CCC BOG launched the Student Success Task Force (SSTF) in 2011; 20 individuals comprised of community college chief executive officers, faculty, students, researchers, staff, and external stake holders, spent a year researching, studying and debating the best methods to improve student outcomes at the community colleges.

According to the SSTF report, which was unanimously adopted by the CCC BOG in January 2012, their goal was to identify best practices for promoting student success and to develop statewide strategies to take these approaches to scale while ensuring that educational opportunities for historically underrepresented students would not just be maintained, but ameliorated. The SSTF efforts resulted in 22 specific recommendations and the report, per the requirements of the legislation, was presented to the Legislature at a joint informational hearing of the Assembly Higher Education Committee and the Senate Education Committee in February 2012.

Included among the recommendations was a call to re-energize professional development opportunities and resources for all community college employees. The CCC Chancellor's Office (CCCCO) convened a 30 member system-wide Professional Development Committee (PDC) and tasked them with issuing a report specifying the steps needed in order to accomplish the SSTF goal of re-energized professional development.

Professional development report. Released in September 2013, the "Report on the California Community Colleges Student Success Initiative Professional Development Committee Recommendations," provided recommendations to the CCCCCO on how to improve professional development. The report found that the current professional development climate focuses on faculty while providing limited opportunities for classified and administrative staff who also contribute to the success of students. The PDC, via the report, recommended that the CCPDP be established in order to support the implementation of local professional development program activities and resources.

Purpose of this bill. According to the author, support for CCC faculty and staff professional development has been mixed. The Community College Faculty and Staff Development Fund was created in 1988, but budget shortfalls shifted money away from the fund after 2002. As such, few resources for professional development opportunities have existed in recent years. The author states, "What little support there has been for professional development on campuses has been focused primarily on faculty and not all campus employees, such as classified and administrative staff, who also strive to ensure a positive environment for students."

According to the CCCCCO, sponsors of the measure, students do not thrive in a vacuum. They need effective and well-trained personnel to help them with activities such as developing an education plan, navigating the assessment process, arranging their financial aid, and utilizing online resources. Because the CCC has such a diverse student body, it is essential that all campus personnel be trained and ready to serve a wide range of student needs. The CCCCCO

states, "Improved professional development activities for community college employees will result in an invigorated, efficient, and highly skilled campus workforce that will be better prepared to help our students become successful in reaching their educational goals."

REGISTERED SUPPORT / OPPOSITION:

Support

Association of California Community College Administrators
California Community Colleges Chancellor's Office (sponsor)
California Community Colleges Classified Senate
California Community College Council for Staff and Organizational Development
Community College League of California
Cañada College Classified Senate
Citrus College
De Anza College Classified Senate
Faculty Association of California Community Colleges
Fresno City College Campus Wide Professional Development Coordinating Committee
Los Angeles Community College District
Los Rios Community College District
Professional Development Advisory Committee and the Local Planning Group at Los Medanos College
San Bernardino Community College District
Santa Rosa Junior College
Sonoma County Junior College District
South Orange County Community College District
Yosemite Community College District
Nine individuals

Opposition

None on file.

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