



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

District Professional Development Quarterly Newsletter (Vol 2.)

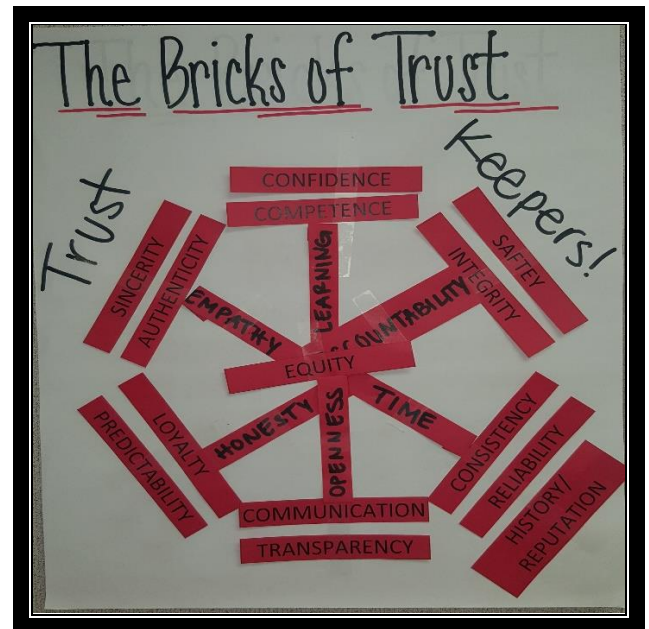
To say that we have hit the ground running this year, is an understatement! Our team has been planning and developing, facilitating, coordinating, and building relationships districtwide. We've kicked off February with Roundtable Session 5 where we discussed the *Building Blocks for Connection*. Anaid Northcraft, facilitated an activity within the session that had participants networking within the room, and guided a discussion on the benefits of knowing who and where to go to for help and support as a new employee. The month continued to move forward with an outside vendor; Rise@Work, who facilitated our Human Resources Advisory Committee (HRAC) through three days of Diversity, Equity and Inclusion work. Each member was charged with doing their own work by pushing through tough questions and activities that prompted us to explore who we are at our core and how our belief systems impact how we show up in our professional space.

Overall, the experience allowed us to see each other's vulnerability and authenticity which is the viewpoint from which we plan to build and carry out our districtwide EEO plan and other DEI related initiatives.

We ended the month of February with a customized workshop developed for Grossmont's LTRC (Learning and Technology Resource Center) and CAPS (Campus and Parking Services) on Stretching for Success: Change Management. Both workshops yielded new perspectives on the strengths, challenges, opportunities for growth, and the concerns that they have in each department. Additionally, they focused on finding ways to overcome barriers that are outside of their control; hence stretching for success.

In March, Nashona Andrade Seals facilitated Roundtable Session 6 whose topic was, The Foundation of Trust.

Participants were broken up into three groups of four, and were tasked with identifying the necessary characteristics for building, sustaining, and repairing trust. Each team was very creative in building what was titled *The Bricks of Trust* which offered really great post-activity dialogue and perspective.



The month continued with information sessions presenting our Classified Professionals PD Program, to Executive Leadership teams on both campuses, as well as to Grossmont, Cuyamaca, and District Services Managers and Supervisors. The sessions resulted in excitement for our Classified Professionals and offered our department things to consider in ensuring that Classified Professionals who plan to participate have the necessary support.

Later in March, our largest New Employee First Year Experience Orientation hosted sixteen new GCCCD family members in a session that was full of great questions and energy. A big thanks goes out to Chancellors Cabinet, Classified and Academic Senates, CSEA, AFT, and AA reps for making each month fruitful for our new employees.

We culminated the Month of March with our Classified Professionals Day, hosted on the Cuyamaca College Campus. There were over two hundred attendees who all arrived in good spirits, on a warm and sunny San Diego day. The day started with Zulu Music and movement delivered by Nomsa Burkhardt and the JgenCy Project, delivering a message of, "I am because we are" harnessing our collective spirit of humanity towards common goals; (UBUNTUNESS).

The day continued with breakout sessions that were interactive and highlighted several academic programs offered within GCCCD. A huge thank you goes out to the Facilities Team who accommodated all of our last minute needs and requests with great energy and high quality customer service. We'd also like to thank the faculty members who offered their time and expertise as they enthusiastically shared information about their programs. Last we'd like to send a "go team" to the Classified Professionals Day Committee (Ari Ahmadian, Alyssa Brown, Ryan Cline, Della Elliott, Cindy Emerson, Veronica Nieves, Anaid Northcraft, and Nashona Andrade Seals).

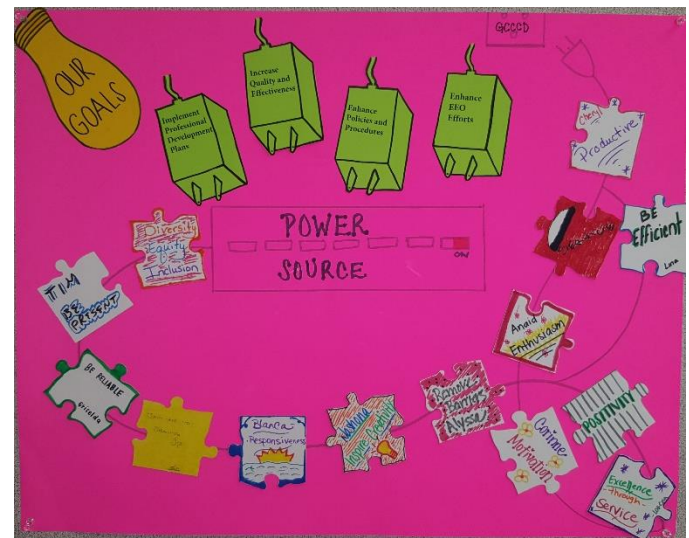
On April 1st we launched our highly anticipated Classified Professionals PD Program which is a yearlong, 16.5 hour employee-driven program. Participants will develop an individualized professional development plan within the structure of four core areas (Essential Skills, Leadership Skills, Engagement Skills, and Workforce Skills).



Upon completion, participants will be honored in a districtwide celebration to include a badge in Workday and a certificate of completion.

Last, our team facilitated creative PD workshops during our District Services Strategic Planning Retreat. Nashona introduced participants to the concept of rumination (The mental process of thinking over and over about something, which happened either in the past or could happen in the future, and attaching negative emotion to it). Participants were made aware of its impact on our health, and were introduced to tools on how to disrupt our negative feedback loop by creating a new and healthy mental playlist.

Anaid kept us on the creativity continuum, by identifying how we collectively contribute to the movement of pushing the strategic plan forward. Participants crafted creative posters that displayed their commitments to their department's goals which you can find posted throughout various departments in District Services.



The afternoon ended with a serious game of team Ro Sham Beau (Rock, Paper, and Scissor), facilitated by Alyssa Brown, reminding us to all cheer each other on toward meeting our goals and reaching departmental victory.

Stay tuned for the launch of the Manager Supervisor PD Program, expected to be revealed in May!

Human Resources, District Services PD Team
 Alyssa Brown
 Nashona Andrade Seals
 Anaid Northcraft

<https://www.gccd.edu/professional-dev/default.html>