

# DRAFT

## Equity Minded Teaching and Learning Practices Community of Practice

The Equity Minded Teaching and Learning Practices Community of Practice is open to all Hartnell College faculty and staff. Invitations will be sent to faculty and staff who participated in the Equity Academy @ Skyline College, Escala Institute, Salinas Valley Promise mentors and Student Success Committee. However, the Community of Practice will be open to all Hartnell college faculty, staff and administrators.

The suggested goals for the CoP is based on feedback from Lasana Hotep, Dean of Student Equity at Skyline College and Convocation Keynote Speaker. However, the Community of Practice will have an opportunity to discuss and revise the goals, as needed.

1. Develop a Community of Practice among the campus community, specifically for individuals who have engaged in immersive training or professional development around equity minded teaching and learning practices. *(The opportunity will be open to all Hartnell faculty, staff and administrators).*
2. Provide consistent and organized opportunities for individuals to share, reflect, discuss and create new knowledge
3. Be strategic and intentional
  - a. Consider additional training opportunities and immersive experiences for those individuals who have participated in previous professional development

Create a collaborative structure with a focus on teaching and learning

Provide opportunities for participants to make instructional decisions based on student work and other data that identifies learning gaps

Understand that there is increased pressure on accountability. There needs to be a place for participants to work with each other to discuss, reflect and plan

Create and sustain the conditions and culture needed to build capacity in the individual and organization

Focus on reflection, collaboration and discussion; not how to teach or support student learning, or promote teaching and learning fads to that of facilitating the process by which participants can discover knowledge about themselves and their practices

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