

Norco College Annual Professional Development Budget in Support of Guided Pathways	
Item of Cost	Total Requested
Salary and benefits for a full-time Professional Development Coordinator to coordinate and implement all professional development activities at Norco College (for faculty, staff and administrators)	\$150,000
Salary and benefits for a full-time Administrative Assistant II to provide administrative support to the Professional Development Coordinator	\$100,000
Salary and benefits for a part-time Institutional Research staff member to serve as a Data Coach to pull course specific data and teach faculty how to analyze and use the data to improve the address of equity in the classroom	\$30,000
Funding for student workers to make cold calls and email students to request feedback, 160 hours @ \$11 per hour	\$1,760
Faculty Special Projects	
For faculty to be trained to pull, analyze and interpret data and to teach other faculty to do the same (5 faculty @ \$1,500 each)	\$7,500
For faculty to prepare a guide on how to use disaggregated data (2 faculty @ \$2,000 each)	\$4,000
For faculty in CUE group to serve as mentors to other faculty (5 faculty @ \$1,000 each)	\$5,000
For faculty in CUE group to present on equity to new faculty on one or more First Fridays (2 faculty @ \$250 each)	\$500
For faculty advisors to cover initial investment of time for set-up/training (10 faculty @ \$500 each)	\$5,000
Funding for Professional Development Coordinator to attend conferences/trainings	\$2,500
Funding for a Leading from the Middle/Completion Initiative/Guided Pathways Retreat	\$2,500
Funding for all faculty, staff and managers to have CORA Implicit Bias/Microaggression training	\$10,000
External presenter to address mapping of curriculum/courses/degrees to occupational opportunities	\$3,000
External keynote speaker to present at Fall Flex each year beginning in 2019	\$3,000
Speaker to address counselors, ed advisors, A&R staff members and others how social and socioeconomic factors may impact students' decisions on/consideration of potential majors	\$3,000
Printing costs for guide on how to use disaggregated data (in addition to digital version)	\$400
Software (if it exists) that would allow faculty to access their own course level data, but not the data of other faculty (it sounds like PowerBI might allow us to do this without any additional cost)	\$0
Funding for production of a 5-7 minute video on the importance of an equity lens	\$350
Speakers/trainers to present to faculty on best practices in Faculty Advising	\$3,000

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Food/refreshments for professional development workshops and meetings	\$2,500
Gift cards for students participating in "inspiring stories" videos and/or providing feedback regarding onboarding and overall college experience	\$1,500
Annual allocation for conference attendance for faculty	\$35,000
Annual allocation for conference attendance for staff	\$35,000
Annual allocation for conference attendance for managers	\$20,000
New faculty orientation	\$1,500
New faculty retreat	\$15,000
Total	\$442,010