**Faculty Staffing Narrative 2015**

**Child Development & Teacher Education Department**

**Positions Requested:** Three faculty positions were requested in the 2015 PRPP. One was a replacement for a resignation that was received at the end of the spring semester 2014. In fall 2015, we were approved to hire a replacement and will have one new FT faculty beginning fall 2016. Therefore, this request is for one position for **replacement**, as we have another retirement in June 2016. This faculty position will serve the Child Development Department. This position is needed to teach core and unit bearing courses at the Santa Rosa and Petaluma campuses. The current full-time faculty to part-time faculty ratio is 1 to 5.

**1. Current Contract Faculty:** There are currently 4 full-time contract faculty in the Child Development Department. The percentage of reassigned time is an important consideration; the department did not have a chair position until fall 2014. An analysis (showing the status and teaching load % of full-time faculty) from spring 2014 to spring 2016 follows:

● end of spring 2014 semester, Eberly resigned

● fall 2014, Harmon & Moosman share the chair position (20% reassigned time each)

● fall 2015, Vallejo exercised an early retirement option, bringing her load to 80%

spring 2016, Harmon will be on 1 semester sabbatical; Vallejo will take (Harmon’s) 20% co-chair

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| --- | --- | --- | --- | --- | --- |
|  | Spring 2014 | Fall 2014 | Spring 2015 | Fall 2015 | Spring 2016 |
| Eberly | 100 | 0 | 0 | 0 | 0 |
| Harmon \* | 100 | 80 | 80 | 80 | 0 |
| Moosman | 100 | 80 | 80 | 80 | 80 |
| Vallejo \*\*\* | 100 | 100 | 100 | 80 | 80 |
| Hampton\*\* | 100 | 100 | 100 | 100 | 100 |
| **TOTALS** | 500 | 360 | 360 | 340 | 240 |

\* 1 of 4 is eligible for retirement

\*\* Hampton in tenure review process; 80% of her load is practicum

\*\*\* Vallejo has turned in her retirement paperwork, effective end of spring semester 2016

**2. Current Adjunct Faculty:** There are currently 20 adjunct faculty in the department. One teaches solely in Petaluma. Most adjuncts teach core courses, as well as specialization courses as electives to the discipline. Adjunct interviews have been held every year, and 7 adjuncts have been hired in the last three years. Many adjuncts work full time outside the department; only 3 of the 20 carry a load of 67.66%. Since 2013, 3 adjuncts have retired from SRJC employment. All new hires currently have a teaching assignment.

**3. Instructional Impact:** The new full time faculty member will be assigned to teach five 3 unit courses per semester. The average class size is 26 for all courses in this discipline. All classes enroll up to 33 students, and most have waiting lists. Child Development is an expanding field with the potential to enroll more students, if supported to grow. The resources that are available for contract faculty are numerous. The classrooms are all equipped with technology, and there is a faculty work room with materials and supplies. In addition, the Children’s Center is available for observation of children.

**4. District and Departmental Needs and Goals:** This position is a priority as the college district has a vision to be an inclusive, diverse and sustainable community that engages the whole person. The Child Development Department meets the vision and values by serving student parents, engaging students in learning and understanding the human development process, preparing students for a variety of careers with children, and building on partnerships on campus and in the community.

We have only offered 2 new classes in the last 7 years. We desperately need a new faculty position to offer more classes, as well as to grow enrollment and support required for non-instructional activities. SLO’s are completed at 100% for all required courses. We are current on all required faculty evaluations. If not funded, the quality of instruction may be compromised, and faculty evaluations as well as other non-instructional work will be jeopardized.

**5. Degrees, Certificates, Prerequisites, or General Education:** Faculty positions are needed to sustain and grow essential courses that help students obtain a certificate (Associate Teacher, Teacher, Children in the Justice System) and enable them to work once finished. The Child Development Certificate is the one of the most frequently issued in California. In the past three years, 443 Certificates have been awarded, and this is a small percentage of those that qualify including the Children in the Justice System, as 50% of child development units comprise this discipline. Many child development students apply for a state issued permit (rather than a Certificate) in order to obtain employment. In 2014, 82 students applied for a permit, and 108 Certificates were issued.

**6. CTE Positions**: The need for Child Development classes is predicted to grow significantly as new legislation for Transitional Kindgarden requires elementary school teachers assigned to kindergarten classes to acquire units in Early Childhood Education. CTEA funds were allocated to create incentives for elementary teachers in collaboration with the county office of education and Sonoma State University. Also, this position is needed to support other departments of the college that interface with Child Development, such as nursing, psychology, sociology and Administration of Justice.

**7. Position Mandates:** There are state standards that are recommended with the Curriculum Alignment Project. In the past few years, without sufficient faculty, SRJC has not fully kept up with new course alignments. Due to new legislation, there will be more demand for infant/toddler and kindergarten specializations. We will need to revise and increase the course offerings in infant/toddler development. There are safety and liability issues that must be considered as services are provided by the Children’s Center, and the interface with faculty providing supervision for student teachers working with young children is essential for the quality of instruction. We are 1 of 3 community colleges that offer classes in Spanish; this is a potential growth area - to serve the growing Spanish speaking population.

**8. District Impact:** The need for child care in Sonoma County is growing. Cradle to Career may sponsor a major initiative involving Board of Supervisors, SSU, SCOE, Foundations and SRJC to support increasing preschool services.  The new legislation for Transitional Kindergarten is mandating public schools to offer services to preschool age children, resulting in the need for child development programs to serve younger children (infants and toddlers). As the economy improves in our county, there is a direct correlation for the need for child care and therefore for more teachers of young children.  Child Development is a growing field and there is great potential to grow SRJC’s enrollment.