

Faculty Position Request Form Year 2011~2012

For Academic Affairs Advisory Group Recommendation	Date(s) Considered:	
	(To be completed by The Vice President of Academic Affairs)	
	<input type="checkbox"/> Recommended to Approve (Indicate Ranking) ➡	
<input type="checkbox"/> Not Recommended to Approve ⤴		
Explanation:		

Directions: Complete a separate request for each position. Forms must be signed by the originating Division Chair/Director and the appropriate supervising administrator. Use additional sheets as needed.

A. General Information

Position Title:	Child Development Instructor Full-Time tenure
Department:	Child Development
Division:	Social Science

Check all that apply:	
<input type="checkbox"/>	New Position
<input checked="" type="checkbox"/>	Full Time (100%)
<input checked="" type="checkbox"/>	Replacement: Identical Position
<input type="checkbox"/>	Replacement: Modified Position
Identify faculty being replaced: Caroline Carney	
<input type="checkbox"/>	Consolidation of Existing Adjunct Positions

Review/Approval		Date
Department Chair:	Caroline Carney	10/13/10
Division Chair or Supervising Administrator	Tom Logan	10/17/10
Dean, Academic Affairs or Student Services		
<p style="color: red;">All conflicts/disagreements should be discussed prior to submission of this form. In the event the division chair or dean does not support the position, provide reasons:</p>		

B. Description of the Position/Assignment

1. Describe all aspects of the position, including non-teaching assignments.

1. Teach 15 units of child development classes offered by the department.
2. Serve on committees as required by contract.
3. Develop and teach new courses.
4. Recruit, mentor and evaluate six to ten adjunct faculty a year (some child development adjunct only teach one class in their curricular specialty).
5. Participate in local and state meetings and groups related to early care and education field (i.e. Monterey County Child Care Planning Council, Monterey First5, California Department of Education Child Development Training Consortium and Mentor Program)
6. Monitor and administer Child Development Training Consortium yearly \$10,000 grant, ACT Against Violence Grant and Mentor Program Grant.
7. Schedule Education 1 class and coordinate with Co-op section that is co-requisite for EDUC 1; recruit,

mentor and evaluate instructor.

8. Meet with and advise child development students (primarily child care providers) and general community members about Child Development Program, Child Development Permit and State Child Care Licensing requirements.
9. Liaison with Child Development Center for scheduling of student observers and student teachers.
10. Convene CTE Child Development Advisory Group.
11. Work with MPC Counselors to update them on changes to the major and licensing and Child Development Permit requirements.

2. Aspects of college's mission being addressed by position:

- Transfer to four-year colleges
- Basic skills instruction
- Vocational instruction
- Student support services

3. Is this position categorically funded? Yes No

C. Rationale for the Position

1. Description of need. Please include information on the effects on your division, the college, and the community of filling the position versus not filling it.

Child Care is a complex field that is currently undergoing several fundamental changes in the content of college classes (California Preschool Foundations and Frameworks, Desired Results [assessment tool], English Language Learners, etc.). The instructor must not only be current in content and anticipate changes, but also be able to mentor a team of adjunct instructors so they are offering appropriate curriculum and teaching with academic rigor. Because of the nature of the early care and education field, there is a need to modify and update classes and offerings to meet new requirements from the state.

The child development instructor also oversees the offering of EDUC 1 and the co-requisite CO-OP course which is a field placement in a public K-12 classroom. It is articulated with CSUMB's Education Department and fulfills not only a lower division required class, but also satisfies the requirement for applicants to any California State University Education program for the applicant to have spend some time in a public school classroom.

The Child Development instructor is also expected to provide leadership and expertise to the local Child Care Planning Council, First 5, Child Care Resource and Referral, Family Child Care Network, etc. Additionally, the instructor is often the first point of contact for community members interested in working in or opening their own child care program.

Between Summer 2003 and Spring 2010 we had 2,353 unduplicated headcount by semester. This means if students were taking more than one class a semester they were only counted once that semester. For most semesters since Fall 2005 we have had over 300 students. Each semester several of these students need the college child development instructor to review their Child Development Permit application and sign off so they can submit it to California Credentialing at the State Department of Education.

Beyond the discipline specific needs, the Social Sciences Division has only one fulltime child development instructor. If that position is not filled, the Division Chair would have to schedule classes, hire and evaluate instructors, and do curriculum updates. There is no other fulltime faculty member on campus who would be able to perform these duties with the level of knowledge of

someone who is trained and has experience in this field. Thus, not filling the position would create more work for the Division Chair and might affect the quality of the program in negative way (not because of lack of trying on the Chair's part but because of lack of expertise in the discipline).

The effect on the early care and education community and the broader community would be large. Without a fulltime faculty member as a community resource in the past several years, not as many child care providers would have attended college. Research is very clear that educational level of the child care provider contributes significantly to higher quality care for children (The reader may think this is a stretch, but the current child development instructor was instrumental in the design and implementation of the CARES program [a stipend program for child care providers who take at least 3 college units a year] as one example.)

As with all the replacement positions, the longer we wait to replace, the longer the existing fulltime faculty are going to have to serve on multiple committees and do extra work, particularly the division chairs.

2. If this position is new or modified, is it addressed in MPC planning documents, such as the college's Educational Master Plan, the Division's most recent Program Review or Program Review Update, and/or the Department's Action Plan?

Yes (Please cite below.)

No (Please explain below.)

The position is not modified and it is a replacement.

3. Is this position required by external licensure, accreditation, or legal mandates? If so, please explain.
No.

4. If this is a CTE position, please provide LMI (Labor Market Information). Is this position recommended by a CTE (Calif. Technical Education) advisory group? If so, please explain.

LMI for child care worker for Monterey County from 2006 – 2016:

Estimated Employment: 730

Projected Employment: 820

Numerical Change: 90 Percentage change + 12.3%

Additional Openings

due to net replacements: 210 Percentage replacement + 29%

Statistics from 2009 California Child Care Portfolio for Monterey County: 123 Centers 515 Family Child Care Home Providers

Statistics from 2009 Monterey County Family Child Care Home Providers:

63% have high school diploma or lower educational level

58% have a goal of AA/AS Degree and 23% a BA

Statistics from 2008 Monterey County Child Care Centers:

63% attend Hartnell

21% attend Cabrillo

Turnover rates (within 5 years):

26% Assistant Teachers

17% Teachers

16% Teacher-Director

23% Directors

These figures illustrate the continuing need for college education of teachers. By offering five CHDV classes at the Marina Education Center the past few years, we have boosted our enrollments.

CTE Advisory Group recommendation: Fall 2009 the Child Development Advisory Group was told of the current Child Development instructor's retirement plans. The members were unanimous in their strong recommendation that the position be filled with a fulltime Child Development instructor.

5. Program size (To be completed in conjunction with Institutional Research Office):

a. Enrollment history (FTES Credit and Noncredit)

	FTES (Credit)	FTES (Noncredit)
2007-2008	58.72	0
2008-2009	72.34	0
2009-2010	69.42	0

b. FTE

	Full-time	Adjunct
2007-2008	1.51	2.98
2008-2009	2.93	3.74
2009-2010	1.40	2.35

6. Program plans for this and future years

- 1. The department would like to offer more online courses and expand our specialization class offerings (6 unit requirement for Child Development Permit Master Teacher level).**
- 2. The department plans to schedule additional classes in nontraditional lengths and at alternative times to meet the educational and scheduling needs of students (like Friday night Saturday morning courses and weekend college).**
- 3. Offer more online courses and sections.**
- 4. Work with ESL Department to have some linked classes to assist growing number of English Language Learners in our classes.**
- 5. Work with Basic Skills instructors and English instructors to have some common assignments.**
- 6. Develop with English Department a Children's Literature class.**
- 7. Continue to develop new state Preschool Foundations and Frameworks into appropriate courses.**

7. First two years' assignment for this position

a. Teaching responsibilities:

Fall	2011	Spring	2012	Fall	2012	Spring	2013
CHDV 1	3 units	CHDV 1	3 units	CHDV 1	3 units	CHDV 1	3 units
CHDV 52	5 units (3 lecture, 2 lab)	CHDV 55	3 units	CHDV 52	5 units (3 lecture, 2 lab)	CHDV 55	3 units
CHDV 56	3 units	CHDV 82	3 units	CHDV 56	3 units	CHDV 82	3 units
CHDV 51	3 units	CHDV 51	3 units	CHDV 51	3 units	CHDV 51	3 units
CHDV 61	1.5 units (3 unit class half taught by other instructor)	CHDV 2	3 units	CHDV 61	1.5 units (3 unit class half taught by other instructor)	CHDV 2	3 units

- b. Other duties and/or programmatic responsibilities (i.e. program/curriculum development, program coordination, facilities oversight, outreach, etc.):

Curriculum development and other required faculty duties like serving on hiring committees, etc. Meeting with local child care programs and agencies. Facilitating CTE Advisory Group, etc. See the list under B.1.

Please note that currently CHDV has two courses that can be offered online. One more course has been submitted to curriculum committee. So the new instructor may choose to teach one or two online courses at some point in the next two years.

8. Office/location to be assigned:

SS 204 E

9. Other related resources needed:

Computer.

10. Other considerations:

Currently there may be an opportunity for a four year grant with a local agency to fund a Child Development Counselor. This counselor would need a fulltime instructor to work with.