

District-Directed Call
Culturally Responsive Pedagogy & Practices Faculty Professional Development Certification
Program
Faculty Cohort

Spring 2026

Assignment:

Applications are now open to full-time and part-time faculty members to participate in the Culturally Responsive Pedagogy and Practices Professional Development Cohort for Spring 2026. Up to 15 members will be selected to participate, and preference will be given to full-time faculty and departments not previously represented in the CRPP community. Additionally, if space is available, prior CRPP cohort members may participate in the Spring 2026 cohort.

Each cohort member will be paid up to 30 hours, paid at the stipend rate. The term of the assignment is Spring 2026.

Submission Deadline:

Applications must be received by **October 30**. Late applications will not be considered.

Description and Scope of Work:

Learning Outcomes

Faculty who successfully complete the program will learn to:

- Create classroom activities and policies that foster a caring, safe, inclusive, trusting, accessible classroom learning community.
- Acknowledge and honor student culture and perspectives.
- Incorporate critical thinking and conversation about issues of diversity, equity, accessibility and inclusiveness into the classroom.
- Design curriculum based on culturally responsive principles.
- Implement pedagogical best practices that incorporate concepts of Universal Design for Learning (UDL) and Culturally Relevant Teaching and Learning (CRTL).

Spring 2026 Scope of Work:

To achieve the learning outcomes noted above, cohort members will participate in the following meetings and activities to build knowledge, engage in inquiry and dialogue, and integrate culturally responsive pedagogical theory into practice.

A. In-person meetings with cohort and facilitators (15 hours).

Topics will include CRT and the Brain; Diversity, Equity, and Inclusion (DEI); Universal Design for Learning (UDL); Anti-Racism; and classroom practices.

Meeting Schedule:

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1. Session 1: Flex Week Spring 2026, 2 hour meeting (day/time TBD). **In-person.**
2. Session 2: Thursday, January 29th, 6 – 8 p.m. Zoom meeting.
3. Session 3: Thursday, February 12th, 6 – 8 p.m. Zoom meeting.
4. Session 4: Thursday, February 26th, 6 – 8 p.m. Zoom meeting.
5. Session 5: Thursday, March 12th, 6 – 8 p.m. Zoom meeting.
6. Session 6: Thursday, March 26th, 6 – 8 p.m. Zoom meeting.
7. Session 7: Thursday, April 23rd, 5 – 8 p.m. **In person.**

B. Readings, Canvas, Prep work, pair/small group gatherings between meetings (15 hours)

Deliverables

Cohort members will take away knowledge and practices to continue integrating into their teaching and learning.

- Deliverable 1: Revised classroom practices, policies and curriculum that center cultural responsiveness (lesson plans) and artifacts (syllabus, assignments, rubrics, etc.) that participants can then use in their teaching moving forward.
- Deliverable 2: Active participation in Canvas activities and discussions, including session evaluations.
- Deliverable 4: An end-of-program, written reflection that includes comments about the program, materials, application, and personal development.

Eligibility Requirements:

To be considered for the available position applicants must:

- Be a full-time **or part-time** faculty member at College of Marin, with an instructional assignment in Spring 2026
- Have received a satisfactory evaluation in their most recent evaluation cycle (CBA section 8.14.4.1)
- Have sufficient experience and/or training to serve in the role
- Have availability to take on additional units for the term of the assignment, or identify (in the application materials) a clear plan to request a change in assignment without negatively impacting the department/program

Application Process:

Please send a letter of application to Lauren Servais, lservais@marin.edu that addresses the following:

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- Discusses your interest and motivation for taking on this role, in 500 words or fewer
- Details your qualifications for the position and how they relate to the job duties and eligibility requirements outlined above
- Confirms that your most recent evaluation was satisfactory, and notes the semester date of your most recent evaluation
- Provides your current assignments and schedule for this semester and the semester/time period when the assignment will take place (to the extent known)
- If necessary, provides a clear plan of how you would request to change your assignment without negatively impacting your department/program and/or any other assignments in your schedule (See Below Under Assignment Adjustments for More Detail)

For more Information:

- Regarding assignment adjustment and scheduling availability requirements please contact your direct supervisor.
- Regarding the **Culturally Responsive Pedagogy & Practices Faculty Professional Development Certification Program Faculty Cohort position**, please contact Lauren Servais, lservais@marin.edu.

Administrative and Budget Details:

- Budget FOAP: 12458-20101-14990-XXXXXX
- Budget Manager: Dana Emerson, demerson@marin.edu
- Administrative Assistant: Sarah Anderegg, sanderegg@marin.edu
- Project Supervisor: Lauren Servais, lservais@marin.edu

Assignment Adjustments:

Faculty applying for this role must demonstrate their ability to take on additional units as per Section 8.5 of the Collective Bargaining Agreement (CBA). Requests to change your assignment must be discussed with your chair and supervisor **prior** to submitting your application.

Please note that approval of assignment changes is at the District's discretion. If the District does not approve of the proposed change in assignment, the application will be denied.

Terms of Acceptance:

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By accepting this role, the applicant(s) agree(s) to the following:

1. Project Deliverables
 - Continue to meet all eligibility criteria
 - Perform the responsibilities associated with the position
2. Deadline Compliance
 - Deliver/produce the final product or outcome as described
 - Meet the deadline by which the final product or outcome is to be delivered
3. Non-Completion and Repayment Policy
 - If the faculty member fails to produce the final outcome or product at the time specified or an agreed-upon extension (granted by the Assistant Superintendent/Vice President of Student Learning and Success) they must repay to the District all monies received. They will also be ineligible for any overload, reassigned time, or stipend until successful completion of repayment.