

**Tentative Agreement**  
by and between the  
Glendale College Guild, Local 2276  
and the  
Glendale Community College District

The Glendale College Guild, Local 2276 (Guild) and the Glendale Community College District (District), hereby agree to the following Tentative Agreement:

**P.L.A.Y. (Professional Learning And You)**

Review your most recent evaluation and identify an area (or areas) that you would like to work on during the academic year.

Your goal does not have to be a shortcoming or identified "problem."

- Talk to colleagues, students, and consult with your leadership as appropriate
- Consider what you would like to learn more about:
- List aspirations for enabling greater student success.
- Think of ways to become more engaged on campus
- What are some areas to increase your knowledge of how things work at GCC.

As you consider your goal(s), remember that you are still mandated by the State to fulfill FLEX time for the academic year. This means you will need to keep track of what you do, and how long it takes you to do it.

Once you have determined what you would like to work on, write a short statement which will:

1) Identify one or more of the following area (or areas) that you would like to focus on. To help in this, the faculty and the College have created some focus areas:

- Building Belonging (cultivate an environment of belonging)
  - Data, Feedback, and Assessment (notice areas of need and respond with intention)
  - Growing Your Potential (recognize your strengths and identify how to grow)
  - Engaging Students (create space for students in their unique learning processes)
  - Technology and Innovation (innovate and try new things)

2) Describe how the area(s) identified will help students or the college.

3) Describe concrete ways you plan to implement this professional learning throughout this academic year.

Example:

1. How can I develop better writing assignments to help students in my history class?
2. I want to find out and develop new assignments and try them with students to see what is needed. I think this will lead to more clarity for students about the course learning outcomes and I hope I will see a positive shift in student work, engagement, and evidence of learning.
3. I will research approaches to assessment and incorporate some approaches into my course. I intend to attend sessions offered on the Vision Resource Center, as well as the Faculty Development website that can help me develop better assessments for my class. To accomplish this, as well as find published materials about assessment in academic journals.

DATE: 5/16/2025

*Roger Bowerman*

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Roger Bowerman, Chief Negotiator  
Glendale College Guild



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Brittany Grice, Chief Negotiator  
Glendale Community College District