



In collaboration with the SMCCCD Initiative in Diversity, Equity, Antiracism, and Leadership (IDEAL) and the advisory group (EEOC subcommittee of District Antiracism Council), we are accepting applications for curriculum developers.

Initiative in Diversity, Equity, Antiracism and Leadership (IDEAL) Program

The **Initiative in Diversity, Equity, Antiracism and Leadership (IDEAL) Program** is a comprehensive, certificated Professional Development (PD) program. The IDEAL Program will cover a wide-range of topics related to equity and justice. These distinct topics and foci are held together by a critical, intersectional analytical framework. This framework is designed to aid IDEAL participants in better understanding the root causes of the institutionalized inequities embedded within our policies, practices, procedures, and pedagogies. IDEAL is districtwide precisely because while we are, admittedly, three distinct campuses, we do share the same overarching goal- **to respectfully serve our students and be supportive colleagues**. The pursuit of justice is the connective tissue that binds us with each other and with the mission of the district. And, despite our beautiful differences, the fact remains that our colleges and our district share a desire to become more equity-advancing and better versed in employing an antiracist lens to our individual and collective work.

IDEAL is designed to educate and inform district faculty, staff and administrators so that they are encouraged in their intercultural competence and are able to build the awareness, knowledge and skills necessary to create more inclusive campus and district spaces inside and outside of the classroom.

There are three levels of course work that participants should complete. These courses are stackable and will allow for increased cultural growth, knowledge, and the development of an antiracist growth mindset.

The IDEAL Program complements our current unconscious bias training and better prepares us to serve in our district capacities such as screening committees, participatory government roles and etc.

Job Functions & Responsibilities

A. The deliverables include the development of the curriculum guide (scope and sequence: what has to be covered, when it will be covered, core educational tenets/philosophy) for Foundational Level, Specialty Level 2 and Practioner Level 3 courses in the IDEAL framework, that contains a narrative of scope and sequence for each course/session, lesson plan template, and assessment models (faculty/trainer retrospective).

- B. Prepare a Canvas shell to house the curriculum guides, lesson plan templates, and assessment models to share with another faculty.
- C. Collaboratively create high-quality, interactive, engaging, instructional, and curricular materials for Foundational Level 1, Specialty Level 2 and Practioner Level 3 courses in the IDEAL framework.
- D. Design benchmarks and learning outcomes for content-specific Foundational courses and implement appropriate instructional strategies to achieve and assess the selected outcomes.
- E. Collaboratively evaluate and select textbooks, curriculum resources, software, educational programs, and other teaching materials.
- F. Provide coaching and guidance to facilitators in the delivery of designed curriculum.
- G. Attend curriculum/facilitator/instructional/evaluation development meetings.

Compensation

Curriculum Developers will be paid at the Non-Instructional Hourly Faculty special rate; hourly pay range: \$51.59 - \$80.69. If a full-time faculty member, pay will be based on the Regular Faculty Salary Overload special rate; hourly pay range: \$45.15 - \$70.65. It is estimated that 50-60 hours of curriculum development work will be required for each course level.

Deadline to Apply:

October 29, 2021

Submit your resume and cover letter:

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