

Inspire and Engage Through Inclusive Education

To effectively engage community college students in the learning process, future instructors must be inclusive, inter-culturally competent, and able to integrate diversity, equity, and pluralism into their curricular content and teaching style.

This program aims to connect equity minded faculty at NOCCCD to mentor **Classified professionals** who aspire to become community college faculty. The internship program is one academic semester.

This FREE professional development internship program is offered to all permanent **Classified professionals**. This is a voluntary unpaid internship that will offer workshops on becoming an inter-culturally competent and equity-minded community college instructor. The goal of this program is to generate foundational experience and expertise for classified professionals to gain the necessary skillset.

If interested in participating in this program as either a Mentor or Intern, please contact Dr. Flavio Medina-Martin at fmedina@nocccd.edu.

Eligibility Criteria For Classified FIT Interns & Mentors:

CLASSIFIED FIT INTERNS:

- Demonstrated interest in learning how to infuse your class content and teaching style with diversity, inclusion, multiculturalism, equity and /or social justice.
- Intern candidates should have completed no less than **75% of their advanced academic education or training**, on the way to their program completion (graduate degrees for academic fields, terminal credentials for vocational fields).
- **No prior community college teaching experience.**

MENTORS:

- **Tenured faculty preferred.**
- Have demonstrated effective teaching skills with diverse student populations; and either training or experience infusing diversity, inclusion, multiculturalism, equity and/or social justice into course content and teaching modalities.

Mentor-Intern Duties and Responsibilities:

Attend a mandatory orientation for both interns and mentors at the beginning of the semester.

CLASSIFIED FIT INTERNS:

- Attend and observe the mentor's classroom for at least one hour per week.
- Teach a minimum number of lessons/class sessions (under the supervision of the mentor, pursuant to the agreement between the mentor and intern).
- Attend mentor-intern meetings once a week, with a minimum of 2 hours per month.
- Attend intern cohort group session meetings.
- Keep record of activities, including a journal of reflection during the program to be submitted and reviewed by the committee.
- Attend four training seminars (1-4 hours)
- Attend a completion ceremony/graduation at the end of the semester.
- This program gives interns an opportunity to apply for teaching positions at other non-NOCCCD Districts



MENTORS:

- Attend mandatory orientation.
- Ensure interns complete classroom observations.
- Provide the intern with the opportunity to teach.
- Attend mentor-intern meetings once a week with a minimum of 2 hours per month.
- Guide the intern through the process of acquiring skills to teach effectively in a multicultural and ethnically diverse community college classroom.
- Attend one mandatory training session.
- Encourage the presence of the intern at departmental and division meetings.
- Conduct midterm review and assessment.
- Attend a completion/graduation ceremony at the end of the semester.
- Estimated commitment of 25-45 hours per semester, beyond time spent in classroom.

Application and Other Materials

To be considered as a Classified FIT intern or mentor please submit the following:

Interns: Please apply within our HR portals, at [NOCCCD Applicant Portal | Home](#)

Mentors: Please submit the following:

1) Letter of interest addressing eligibility criteria for the position and 2) Resume or CV

to Dr. Flavio Medina-Martin –

fmedina@nocccd.edu.

District Office of Diversity, Culture, and Inclusion

Flavio Medina-Martin, Ed.D., District Director,
Diversity, Culture, and Inclusion

fmedina@nocccd.edu.

Diversity and Inclusion Faculty Fellows:

-Annette Letcher, Ed.D. Professor of English,
Cypress College aletcher@cypresscollege.edu

-Candace Lynch, Professor of English as a Second
Language (ESL), NOCE CLynch@noce.edu

-Marcia Foster, Professor, Physical Education,
Fullerton College - MFoster@fullcoll.edu

Supporting Faculty Fellow:

Virgil Adams, Professor of Human Services,
Cypress College, vadams@cypresscollege.edu

North Orange County Community College District

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North Orange Continuing Education



Future Instructor Training (FIT) Program

**CLASSIFIED FIT Internship
Opportunity**



NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT
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NORTH ORANGE CONTINUING EDUCATION

District Office of Diversity, Culture, and Inclusion