

NECC 2020 Strategic Plan Update: Fall 2018

GOAL PROFESSIONAL GROWTH



Context

The vision of this goal team is to increase opportunities for faculty and staff that encourage professional growth, foster experimentation, and advance curriculum innovation.

Accomplishments

- Curricular Innovation
 - The college received **NEASC approval** to offer 6 Early Childhood Education CBE courses and an English Composition II CBE course as part of a new Early Childhood Director Certificate.
 - Academic Innovations and the Early Childhood Education departments completed the implementation of the FY18 **Competency-Based Pathways in Early Education Performance Incentive Fund** grant which supported a community college consortium to build the capacity of Early Childhood Education faculty to deliver competency-based education that aligns with professional early education competencies and standards.
 - Academic Innovations and the Early Childhood Education departments were awarded an FY19 **Competency-Based Pathways in Early Education Performance Incentive Fund** grant that will continue the collaborative work in this area that has been implemented over the past two years.
 - Faculty teaching competency-based education courses participated in a workshop on using **rubrics** to provide students with quality feedback.
 - Academic Prep Faculty Trish Schade and Clare Thompson offered a Collegial Conversation on **Embedding Career Exploration in your Classroom** on May 2, 2018.
- Supporting Adjunct Faculty
 - Adjunct Faculty Fellows Lizzie Linn Casanave, Kathleen Bartolini and Sheila Muller have created a suite of **online resources** for adjunct faculty that include the NECC Adjunct Connector Facebook page, an Adjunct **Toolkit** and a Blackboard community.
 - The **Adjunct Faculty Symposium, Dinner & Resource Fair** was held on August 29, 2018. The symposium included discussions of belonging and successful classroom cultures as well as workshops on *How to Give Feedback on Assignments to Help Your Students Feel Included, Understood and Appreciated* by Professor Elle Yarborough and *Design Techniques for the Classroom: How to Create Course Materials that are Interesting, Accessible and Attention-Grabbing* by Accessible Media Specialist Lance Hidy.
 - The Professional Growth Goal Team is in the process of identifying measurable outcomes **data**.
- Change Leadership
 - Ten faculty and staff completed the **2017-2018 NECC Leadership Academy** with presentations on May 16, 2018.
 - Five faculty and staff participated in the **New England Leadership Development Institute (NELDI)** at Cape Cod Community College. Stephanie Wares and Jenny Fielding completed the Advanced Leadership Academy. Mike Hearn, Vengerflutta Smith and Lizzie Linn Casanave completed the Foundation Academy, also at Cape Cod Community College.
 - Nine faculty and staff were selected to participate in the **2018-2019 NECC Leadership Academy**, which began with a retreat at Lawrence Heritage State Park on September 21, 2018.

- International Student Administrator and SEVIS Coordinator Izabela Iem was selected to participate in the *Mill Cities Leadership Institute*.
- Promoting Culturally Conscious Pedagogy and Student Services
 - On May 15, the Center for Professional Development hosted a Teaching & Learning Symposium on *Introducing LGBTQ+ History and Academic Content*. The workshop was facilitated by History UnErased (HUE) and addressed inquiry-based instruction, LGBTQ+ myths and misconceptions, complexities of LGBTQ+ language and offered a plethora of resources, including primary sources.
 - On June 22, the Center for Professional Development coordinated a *Making a Difference in Our Students' Lives* workshop for Student Affairs staff. Facilitated by Jeff Perrotti, Director of the Massachusetts Safe Schools Program for LGBTQ Students and a diversity and gender equity consultant for the Department of Elementary and Secondary Education's Office of Career and Vocational Education, the workshop addressed LGBTQ language, use of pronouns in the LGBTQ community, supporting marginalized students and the intersectionality of students' identities. The workshop included a panel of students.
 - Melba Acevedo, Kim Burns, Lulu Garcia and Sharon McManus attended an *Introduction to Dialogue Across Differences* workshop at Essential Partners in Cambridge, MA. The workshop provided an introduction to Reflective Structured Dialogue (RSD). Grounded in family systems therapy, appreciative inquiry and social constructionism, RSD has been successfully employed to help individuals, groups, organizations and communities address deeply divisive issues.
 - Five faculty and staff were selected for the Fall 2018 *Faculty & Staff experience in the Dominican Republic*. The participants will include Sheila Corsaro, Doris Buckley, Douglas Leaffer, Patricia Portanova and Karen Hruska.
 - The Accessible Media Team offered *Inclusion by Design: A Learning Space for Allies* which provided the opportunity for faculty and staff to learn how to incorporate accessibility standards and universal design principles in digital content.
 - Director of Counseling & Psychological Services Karen Hruska and Coordinator of Veterans & Military Services Sean Goldman offered a *Today's Student Veterans Lunch and Learn* in August.
 - Thirty-four staff and faculty participated in a *Mental Health First Aid Training* and became certified Mental Health First Aiders. This national curriculum is aimed at teaching how to identify, understand and respond to signs of mental illness and substance abuse disorders.
 - The *Leading for Change Diversity Consortium Campus Team* assigned summer reading that included *Closing the Opportunity Gap: Identity-Conscious Strategies for Retention and Student Success* by Vijay Pendakur (Ed.), *A Vision for Equity: Results from AAC&U's Project Committing to Equity and Inclusive Excellence: Campus-Based Strategies for Student Success*, and *AAC&U's Committing to Equity and Inclusive Excellence: A Campus Guide for Self-Study and Planning*.

Actions

- The first competency-based education course in *Early Childhood Education* will be offered by Associate Professor Jody Carson in Fall 2018.
- The Leading for Change Campus Team will participate in the consortium's *Racial Equity and Justice Institute* this academic year.
- Four faculty and staff will participate in an exchange program in the *Netherlands* in October. They include Alisa Povenmire, Lauren Erwin, Emily Gonzalez and Irene Chalek.
- *One Geographic Region* will offer programming focused on the Caribbean and the Islands.
- Faculty members Kathleen Bartolini, Amy Callahan and Scott Lancaster will lead a faculty-focused *Persistence Project* initiative aimed at incorporating evidence-based classroom practices to improve course completion and retention.