

NECC 2020 Strategic Plan Update for Board of Trustees: February 2021

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.

The Center for Professional Development and the Center for Instructional Technology have provided critical business continuity services since the college pivoted to remote work in March 2020. In addition to providing technical training on platforms such as Zoom, Blackboard, and Kaltura Video, we have provided programming to support the social and emotional needs of employees during this time of collective trauma caused by the COVID-19 pandemic. Below is a summary of **fall 2020 activities**.

Curricular & Instructional Innovation

- In the fall, the Center for Instructional Technology continued to support faculty in the **pivot to online learning**. CIT supported 66 faculty in the development of 77 online courses for spring 2021. This included supporting 28 faculty who were enrolled in the 6-week iTeach course and 49 faculty receiving instructional coaching. This work was done after a busy summer supporting faculty to transition 200 courses to go online for the fall 2020 semester.
- The **Academic Innovations Think Tank** offered Principles for Teaching in Fall 2020, which included:
 - Keep it simple.
 - Focus on your course's student learning outcomes.
 - Connect your assignments to learning outcomes.
 - Clear is kind.
 - Be transparent in what you want students to do in your course.
 - Reduce as much ambiguity in your course expectations as you can.
 - Provide students with ongoing access to view their grades.
 - Sense of belonging matters.
 - Learn your students' names & what is important to them.
 - Build connections with your students. Facilitate connections between students.
 - Communication is key. Find multiple ways to reach out to students.
 - Equity is intentional.
 - Learn how systemic inequality impacts your students.
 - Be mindful of the challenges your students face outside the classroom.
 - Find out what your students need and be flexible in meeting their needs.
 - Self-care is important.
 - We are all doing the best we can.

- Workshops were held to support faculty to **teach effectively and equitably online**. Workshops included:
 - Teaching Academic Integrity in the Online Classroom
 - Improving Accessibility with Microsoft Office
 - Recording Video with Kaltura Personal Capture
 - Asynchronous Teaching: Don't Lose the Best Part of YOUR Course in the Transition Online!
 - Setting Up the Grade Center in Blackboard
 - Discussions in Blackboard
 - Assignments in Blackboard
 - English Language Learning Across the Curriculum
 - Teaching, Connecting, and Engaging with Zoom
 - Personalize and Customize your Blackboard Experience
 - How we spend our days: Managing Online Grading Workshop
- Workshops to support the **social and emotional needs of NECC faculty and staff** were offered, including:
 - Stress Relief: Because It's 2020 and We All Need It
 - Mindfulness with Chocolate
 - What's Burnout and How to Stomp It Out
 - Office Hours, Happy Half Hours, Coffee Breaks
- Workshops were held to support the **technical needs of faculty and staff** to support them in remote work, including:
 - Microsoft Teams workshops
 - Navigate workshops
 - One-on-one Zoom technical assistance and Zoom workshops
- In addition, CIT held **daily Office Hours** and launched a **Blackboard Online Repository** of tools and videos for faculty to access for on-demand training and support.
- The fourth and final **Higher Education Innovation Fund grant** from the Massachusetts Department of Higher Education was completed in September 2020. The funded projects included:
 - Adaptation of 11 courses to competency-based education to complete the design of a CBE Early Childhood Education Associate degree. A substantive change proposal to offer the CBE ECE degree was submitted to NECHE on January 13, 2021. We expect the substantive change proposal will be approved and we will launch the program in fall 2021.
 - A series of three webinars based on the brief, [Reinvent vs. Rebuild: Let's Fix the Child Care System](#). The webinars were organized by our partners at the UMass Boston Institute for Early Education Leadership and Innovation. They also coordinated an Action Lab consisting of four workshops to build relationships and an action agenda to be addressed through a 90-day Challenge facilitated by Vital Village Networks.
 - A series of three webinars on Innovations in Healthcare Education and Training focused on the healthcare workforce in crisis, critical healthcare issues and designing programs and credentials for after the pandemic. Volta Learning Group produced [Creating More Pockets of Good: Fostering Innovation in Post-Pandemic Healthcare Education An Innovation Playbook](#) highlighting challenges and promising practices related to preparing the frontline healthcare workforce in light of the pandemic.
 - Development of a noncredit, competency-based Child Development Associate (CDA). Eight online, competency-based CDA modules were created and translated into Spanish. These modules can then be articulated to credit ECE courses at Massachusetts community colleges.

This model provides an on-ramp to a career pathway for learners who may not yet be ready for college credit or are Spanish speakers who are developing their English language skills. By articulating the noncredit CDA program to credit courses, early education and care practitioners are then able to access higher credentials, such as the associate degree, when they are adequately prepared for college credit bearing courses.

- NECC was a partner for a consortium grant proposal to the USDOE with the Mass. Department of Higher Education to expand **Open Educational Resources** in Massachusetts. The grant was not funded, however the feedback provided by the reviewers will help to create a stronger proposal for future submissions.

Supporting Adjunct Faculty

- An **Adjunct Appreciation Breakfast** was held on September 9. Adjunct faculty received an update from Vice President of Academic and Student Affairs Bill Heineman.
- Adjunct Faculty Fellow Pamela Hallock co-led a book discussion on Malcolm Gladwell's *Talking to Strangers*.
- Adjunct Faculty Fellow and Dean of Institutional Research and Strategic Planning offered an **Adjunct to Adjunct** session on interpreting course completion data to gain insight into course-level equity gaps.

Leadership Development

- A new cohort of 9 employees (including a staff member from MassHire) began their year-long **NECC Leadership Academy** program. This program meets every other Friday from September to May to develop leadership skills and self-awareness. Participants choose a project that they present to the college community in May.
- The Center for Professional Development ran a **Managers and Supervisors Support Group** to provide a supportive community of peers for our staff who are managing and supervising in these challenging times.
- The Center for Professional Development offered a workshop on **The Helping Profession in Times of Change: A Trauma Informed Perspective** to staff at both Essex County and MassHire.
- The Center for Professional Development facilitated a workshop for the Corporate and Community Education staff on **Creating Connections during Times of Change Through Strengths**.
- The Center for Professional Development delivered a workshop **Hoonuit: On demand learning at your fingertips!** for Essex County staff.
- One-on-one and small group coaching sessions were offered to support staff to lead from their strengths.

Promoting Culturally Conscious Pedagogy and Student Services

- Student Life offered several programs recognizing **Hispanic Heritage Month** that faculty and staff were welcomed to participate in.
- The Center for Professional Development continues to offer opportunities for faculty and staff to contribute to the college's **Equity Imperative**. Workshops offered in fall 2020 included:
 - How Does Systemic Racism Show Up in Education?
 - Culturally Responsive Teaching and Learning

- Equity from the Start: Using the Peralta Equity Rubric to Message Diversity, Equity, and Inclusion in Your Course Syllabus
- Faculty have been encouraged to access their **course-level completion data disaggregated by race**. Dean of Institutional Research and Strategic Planning Kelly Saretsky conducted a session with the English Department on how to make meaning from their course-level equity data. Instructional coaching will be offered to faculty in spring 2021 to continue this work towards becoming equity-minded practitioners.
- The Leading for Change Consortium Campus Team initiated the creation of the student panel that was featured at the spring 2021 convocation.