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Office of Talent, Organization and Strategic Innovation

Embedding QM Design into the Adjunct Faculty Certification Program with a FLEX

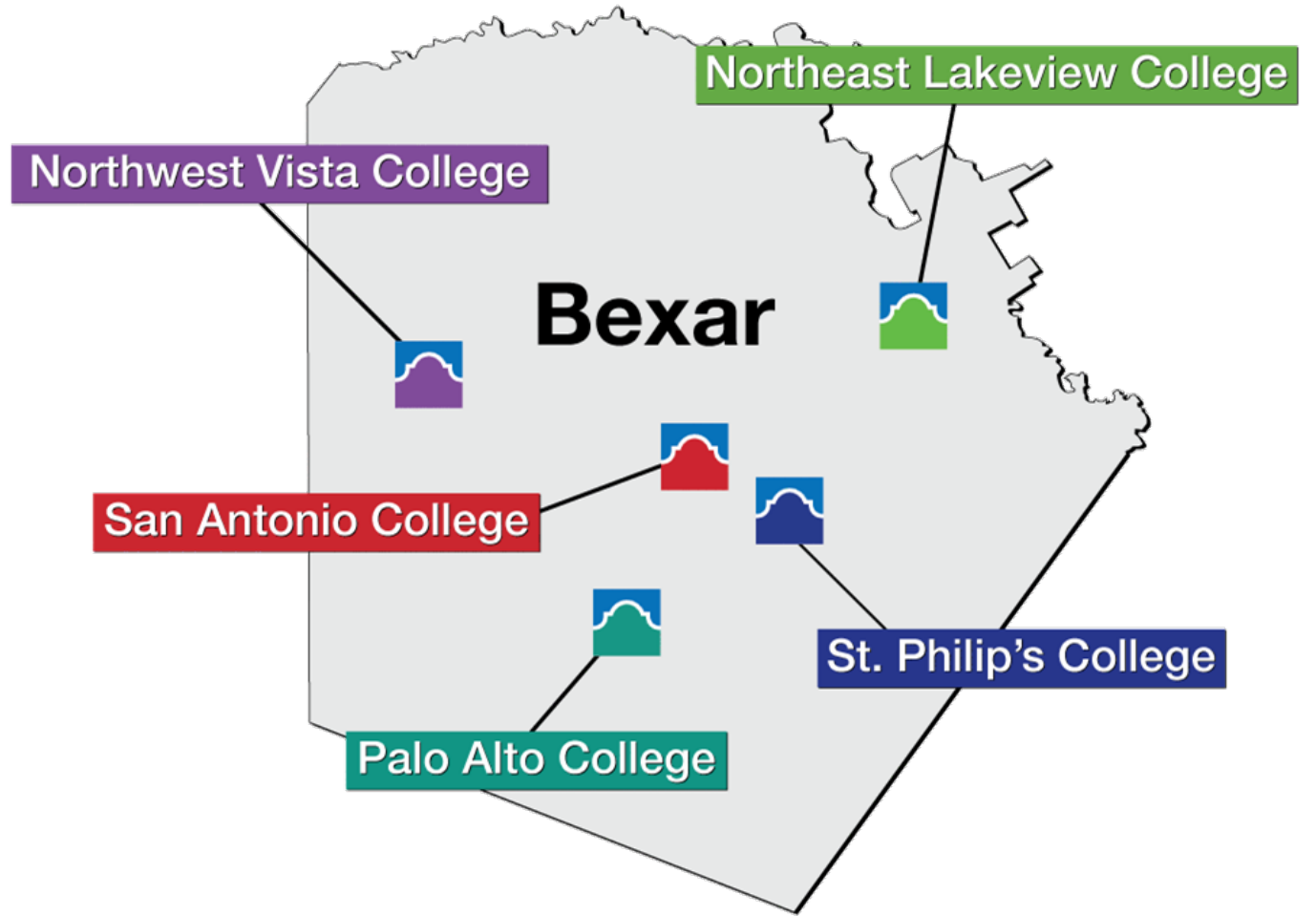Dr. Bobbie Myatt, Faculty Development Lead

At the end of this session, attendees should be able to:

- Describe the value of a flexing professional development.
- Identify the benefits of providing adjunct faculty professional development.
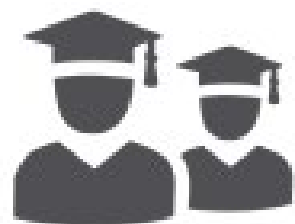- Determine how to model QM in all professional development.

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Northeast Lakeview College
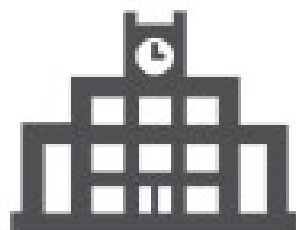
Northwest Vista College

Bexar

San Antonio College

St. Philip's College

Palo Alto College

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2018 Award Recipient

Achieving the Dream LEADER COLLEGE OF DISTINCTION

QUICK STATS

100,000+
Students across
8 counties

8
Neighborhood & Regional
Centers

350+
Degree & Certificate
Programs

#1
Largest Provider of
Workforce Training
in the area

DIVERSITY

HISTORICALLY BLACK COLLEGES & UNIVERSITIES
H.B.C.U

HSI
HISPANIC
SERVING
INSTITUTION

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STUDENT PROFILE

100,000 Students Served Annually

64%	Hispanic
9%	African-American
22%	White
3%	Asian
4%	Other

60%	Female
40%	Male

32%	Full-Time
68%	Part-Time

Updated July 2021

28.3%	Under-Resourced Students
48.7%	Economically Disadvantaged
74%	Rely on Financial Aid & 3rd Party Pay

NORTHEAST LAKEVIEW COLLEGE

NORTHWEST VISTA COLLEGE

PALO ALTO COLLEGE

ST. PHILIP'S COLLEGE

SAN ANTONIO COLLEGE

EMPLOYEE PROFILE

53.5% Hispanic   **58%** Female

31.5% White   **42%** Male

9% African-American

2% Asian

4% Other

FULL TIME

786 - Faculty

1,772 – Staff

Total – 2,558

PART TIME

1,008 - Faculty

1,433 – Staff

Total – 2,441

Seven Essential Faculty Competencies

- Academic Growth & Success
- Professionalism & Scholarship
- Diversity, Equity & Inclusion
- Student Learning Assessments
- Learning Outcomes-Centered Practices
- Student-Centered Teaching & Learning Strategies
- Technology & Systems Operations

2017

2018

2019

2020

2023

Continuous Improvement   2017 - 2023

- Three Phases
- Face to Face

- Three Phases
- Hybrid

- Two Phases
- Hybrid

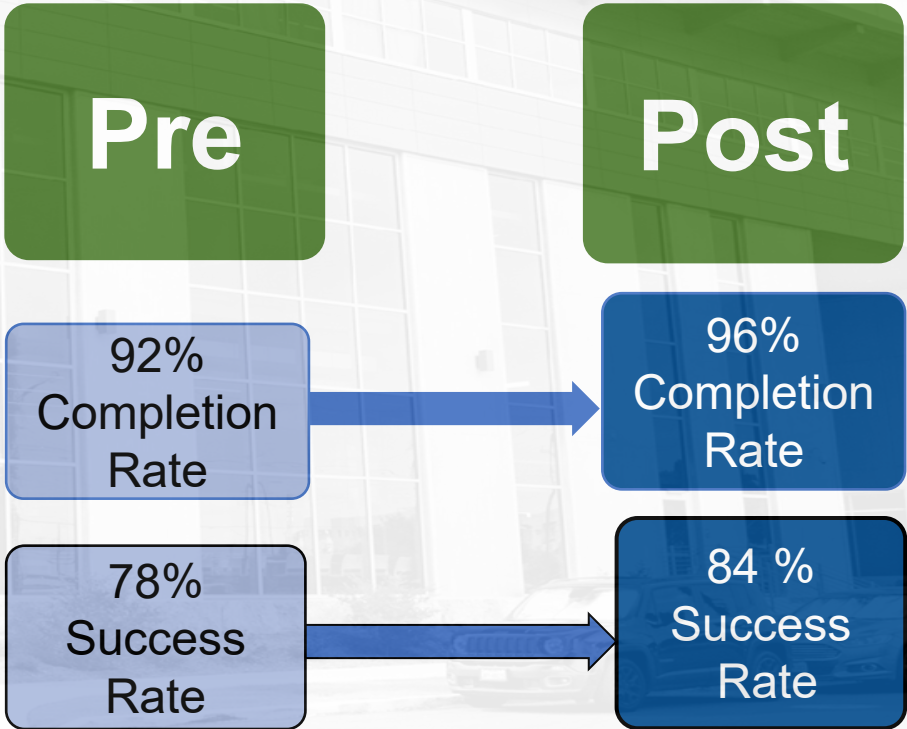- Two Phases
- Online

- One Phase
- Online
- FLEXED

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AFCP Module Curriculum Breakdown

Bloom's Taxonomy (Objectives) Alignment & Course Design Teaching the Diverse Learner	8 HOURS	16 HOURS of approved Professional Development aligned to the seven competencies
CATS and Rubrics	8 HOURS	
Tech Tools	4 HOURS	
Active Learning	4 HOURS	
Growth Mindset	4 HOURS	
Reflective Teaching	4 HOURS	

It works!

Pre

Post

92% Completion Rate → 96% Completion Rate

78% Success Rate → 84 % Success Rate

Infusing Quality Matters and Best Practices for Online Course Delivery

Module I - Part One Learning

! IMPORTANT NOTE: Please note that for this mod that is underlined and a different color indicates a hyp

◎ Module Overview

We will discover methods and guidelines for writing cle ones.

Part I: **Learning Objectives Overview** includes a Quiz Outcomes and Unit Objectives.

Part II: **Writing Learning Objectives** examines differen

Part III: **Aligning Objectives** provides insight of determ varied assessments to the action verb.

Quality Matters Rubric Standard Consid

Standard 2: Learning Objectives:

Learning objectives are described as what learners will be

Module II - CAT's Overview

IMPORTANT NOTE: Please note that for this module, all of the content. Text that is underlined and a different color indicates a hyperlink.

ule Overview

m Assessment Techniques (CATs) is a set of specific activities th students' understanding of material in a course.

ty Matters Rubric Standard Considered:

ough the Module Level Objectives (MLOs) below. At the Recognize types of classroom assessment technique ssess students' ability to think critically and solve probl termine the use of summative and formative assessm tify student misconceptions

iverables

ule Two Lesson rmative_Assessments | What You Learned (MLOs 2.1 - 2.4) t hand corner to continue.
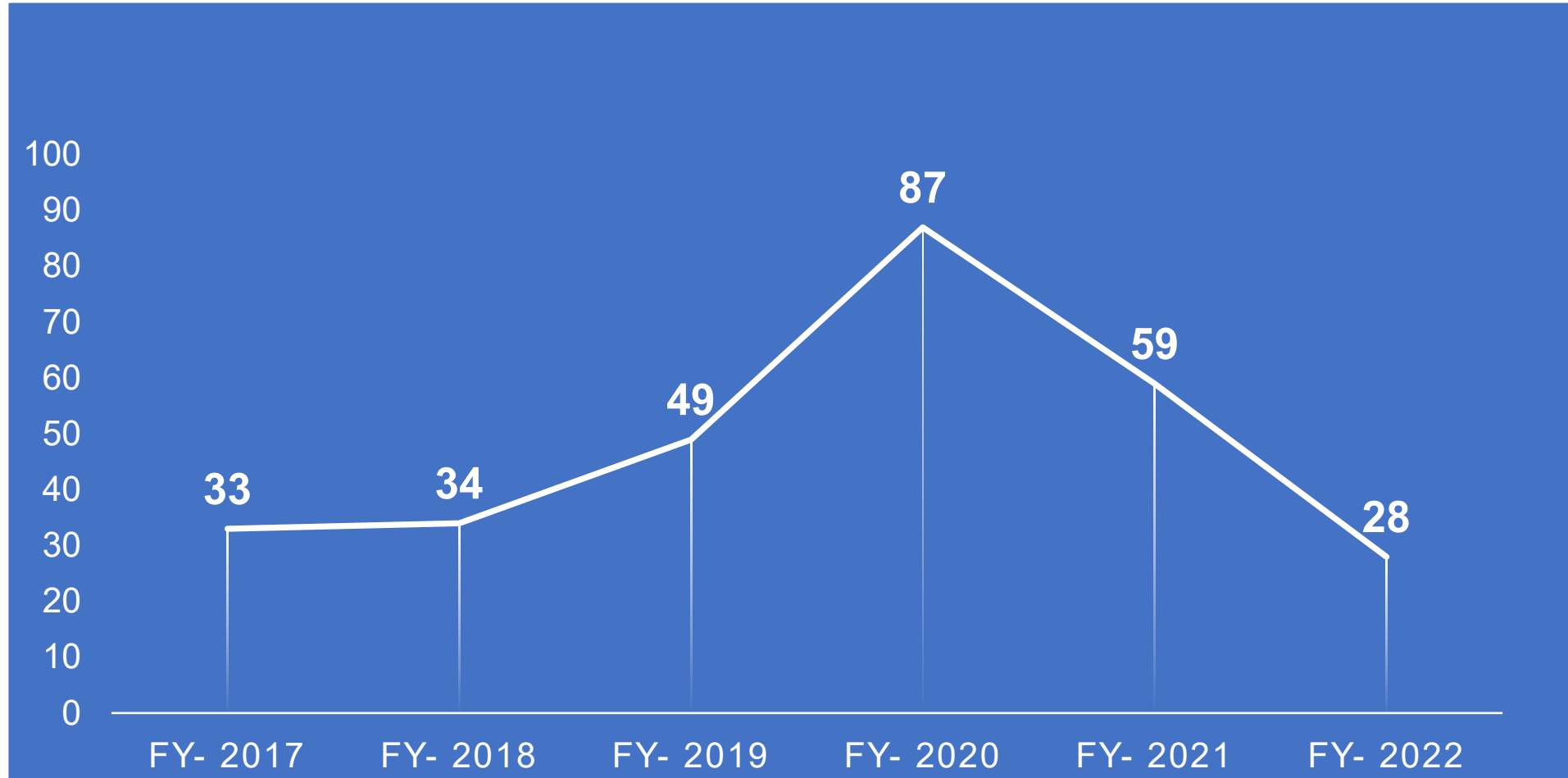
Five FLEX Best Practices

1. Inventory
2. Flip It
3. Flow of Schedule
4. Consolidate
5. Communicate

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Benefits & Challenges

- Highly focused on LO's
- More succinct module or weekly learning objectives
- Quick Feedback

- Quick feedback
- Keeping participants on task
- Intensity
- Maintaining Quality

Center for Teaching and Learning UNCC, 2023

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Inventory

1

"must know"

"need to know"

"nice to know"

Your Turn

"must know"

"need to know"

"nice to know"

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Flip It!

2

Outside of Class

Assign Readings or videos

Keep longer items for over the weekend

Video Benchmark Quizzes

Padlet for peer to peer interaction

In Class

Reflection

Big Ticket Items (program projects)

Padlet for In Class Checks for Understanding

One on One with facilitator

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3

Flow of Schedule

- Organize Modules by topic
- Provide different ways to deliver the content
- Organize the course – CHUNK IT
- **Keep a cadence for the course**
  - Review
  - New
  - Regular due dates

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Consolidate

4

Example:
Final project: **quizzes**
discussion boards
visualizations
reflection

Communicate Often

5

Set clear expectations at the beginning of the program

Be Flexible

Schedule check in's via LMS or individual emails.

Feedback Feedback Feedback   1-2 days

Use Rubrics

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AFCP FLEX Curriculum Breakdown

Bloom's Taxonomy (Objectives), Alignment & Course Design, Teaching the Diverse Learner, CAT's, Rubrics	Week One
Active Learning , CBL, Tech Tools	Week Two
Growth Mindset, Reflective Teaching, Compassion in the Classroom	Week Three
Course Map Project	Week Four
Embedding SLO's, High Impact Practices, Team Based Learning	Week Five
Advanced Canvas, Multimedia Tools	Week Six
Social Prescence, Social Media, DEI	Week Seven
Teaching Demo and Course Tour	Week Eight

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Achieving LEADER the Dream COLLEGE OF DISTINCTION

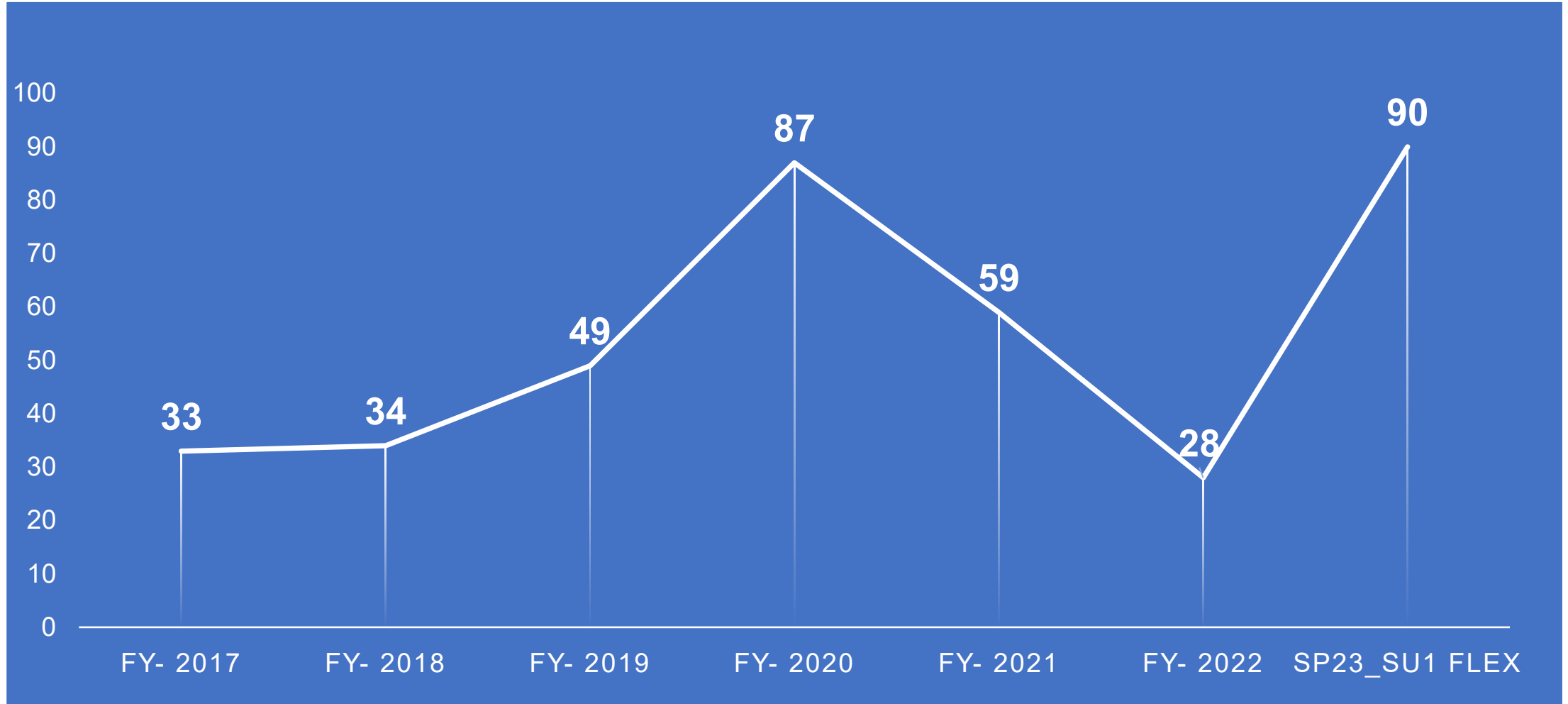## What the Graduates of the AFCP FLEX Are Saying

Testimonials

"The **interaction** across campuses with fellow teachers. We are not alone!" - *AFCP Participant*
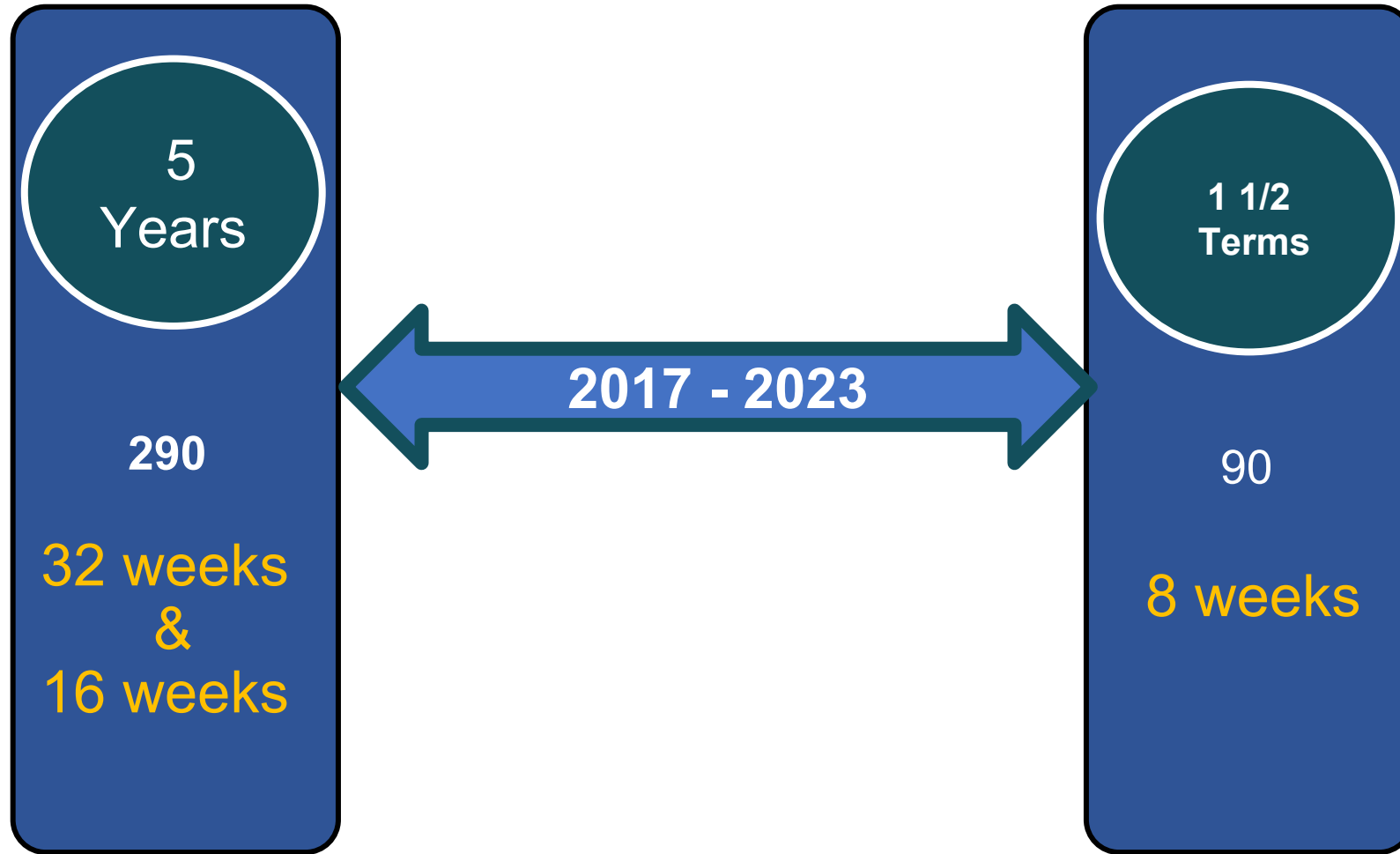
"I made sure to keep up with weekly assignments and that **made it easy for me**." - *AFCP Participant*

"I liked the pace and check in's" - *AFCP Participant*

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AFCP Completions 2017 – Summer 2023

Wrapping Up

Key Elements for Supporting Adjunct Faculty

Defined Competencies

Know what you want them to know

Stay Connected

Multi-Modality

Multi-skill levels

Evaluate Re-Evaluate

Set short term Goals

Regroup

Revise

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Changing Perceptions of Adjunct Faculty

Value

Ability

Need

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Thank you.

Learn more at

alamo.edu

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Toolkit

Course Alignment Map

Iowa State Quick Guide to Teaching Condensed Courses

UNCC Course Map Conversion Template

LSU Online Condensing Course Content Effectively

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