

SAN DIEGO
MESA COLLEGE



Program Review

Summary and Reflections with Unit Goals, Action Plans,
and Updates

Academic and Learning Support - Mesa Online
Success Team (MOST)

Executive Summary

Describe the successes and challenges your unit has faced since the last comprehensive review.

This is the first Program Review cycle for MOST, so we've listed the successes and challenges that we've faced since our team inception which was two years ago (October 2021).

Successes:

- Having a multi-disciplinary team of instructional online faculty to provide support and coaching to colleagues in various spaces and meetings where colleagues are already attending.
- Offering support across a variety of formats to our colleagues: Zoom, F2F, Async Canvas, Hyflex
- We've successfully offered four 4week asynchronous cohorts with a total of 96 participants, several of whom have participated in multiple cohorts.
- Growth of our intentional outreach efforts. We now have a list from IE of all the online faculty at Mesa that we can use for outreach efforts.
- Successfully folding in the District's Accessibility Mentor position to the MOST team to coordinate workshops, coaching, etc.
- Supporting colleagues teaching across all modalities - not just online.
- Getting salary advancement credit through UCSD-Extension for our cohort offerings.
- Sharing our program with other CCCs looking to build a faculty development team.
- Submitting our first data request with IE to investigate the impact that our cohorts are having on student outcomes.
- The recent decision (Sept. 22, 2023) that MOST will be expanding by hiring two new coaches to support culturally relevant instruction across all teaching modalities including face-to-face.
- Two new coaches invited (Nov. 30, 2023) to join MOST starting in Spring24.

Challenges:

- Institutionalizing our funding sources remains a challenge. Our funding has come from temporary sources (HEERF, Block) that will expire. We need to find internal funding sources to continue.
- Being asked to offer training topics on topics outside of our original "charge." This isn't so much a challenge as it is a need for us to change our charge and expand our offerings.
- The change from ESUs to non-classroom hourly pay has severely complicated the process of getting faculty compensated for completing our cohorts. The process is unknown at this point still.

If applicable, describe any major curricular or service changes your unit has engaged in and the impact of those changes since the last comprehensive review.

We are new! The inception of our team is a major service change that we hope provides a positive impact on faculty development and support. Previously our faculty development and support at Mesa was handled mostly by an individual instructional designer in the LOFT. Now with an entire team composed of instructional faculty from across the college, we can offer more support and increase our impact while still working closely with the LOFT.

If applicable, describe the impact of any new resources (human, fiscal, etc) on the unit and/or action plan implementation.

When HEERF funds were expiring, we were looking for ways to institutionalize our funding, and then Block grant funding was used. The Block grant funding from the VPIs office has supported the team and allowed us to continue our offerings.

If you assess OUTCOMES, please confirm that the outcomes have been reviewed for accuracy. If you do not assess Outcomes, skip this question.

Related Documents for Charts and Graphs

Executive Summary Complete

Yes

Summary and Reflection

Data Reflection

Trends observed in program/service area's data.

We've only recently started our own data reflection, and we'll update this once we have more to share.

Describe any equity gaps in the data. Are there differences and/or patterns observed by demographics (e.g. race/ethnicity, gender, age, etc.)

When we look at course outcome data disaggregated by race and ethnicity, there are equity gaps when we compare the success of our students of color with the success of our white students.

Related Documents for Charts and Graphs

[Mesa Professional Learning SR-Fall23 - 08282023 - ForShare.pdf](#)

Describe the discussion(s) that took place about the unit's learning outcomes assessment data.

Data Reflection Complete

Yes

Practice Reflection

Describe current practices your program/service area has engaged in that you believe impact the above data trends and equity gaps.

A variety of professional learning offerings, an inclusive friendly community of practice, asynchronous professional learning offerings that improves access to professional learning offerings for colleagues with scheduling conflicts.

What other factors (internal or external) might also impact the above data trends and equity gaps?

Related Documents for Charts and Graphs

Practice Reflection Complete

Yes

Mid-Cycle Updates

YEAR 2 Updates (2023 - 2024)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 2.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 2.

Review Outcomes Report. Review the unit's outcomes assessment process for 2022 - 2023. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 2.

YEAR 3 Updates (2024 - 2025)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 3.

We've now successfully offered 8 fully online asynchronous faculty cohorts. We also changed our name to Mesa's Ongoing Support for Teaching to better align with our charge of supporting teaching across all modalities. We expanded to hire two new coaches and continued our offerings of workshops, office hours, and cohorts. Challenges continue to be our funding source. We still haven't transitioned to institutional funding which makes it difficult to plan and scale our offerings for faculty. While we may receive some CTE funding, that is also looking to be temporary in nature.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 3.

We have worked with the Office of IE to dig deeper into pre/post outcomes to see if there is a difference between outcomes before the cohort versus the outcomes after the cohort with MOST. This is very messy though because

Summary and Reflection

many faculty update their teaching strategies during the same semester that they are taking the cohort. The office of IE counted this as "pre" and so there is less pre/post difference.

Review Outcomes Report. Review the unit's outcomes assessment process for 2023 - 2024. Discuss connections to unit goals/action plans/resource requests.

NA

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 3. We've expanded our practices to include 3-IDEas to meet the asynchronous need for support. We also expanded to offer workshops beyond Flex week. We continue our practices of offering coaching, convocation breakout sessions, MOST Toolkit, and cohorts.

YEAR 4 Updates (2025 - 2026)

Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 4.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 4.

Review Outcomes Report. Review the unit's outcomes assessment process for 2024 - 2025. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 4.

Unit Goals, Action Plans, and Updates

PL Participation

Unit Goal: Increase the number of faculty participating in professional learning opportunities focused on innovative teaching methods and technologies.

Goal Status: Active

Beginning Year: 2023 - 2024

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030: (X - Highlight the X to Align)

- **Community - Objective 1:** Use technology to improve communication and accessibility across campus. (X)
- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (X)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (X)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (X)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (X)
- **Scholarship - Objective 1:** Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups (X)
- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (X)
- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (X)

Action Plans	Action Plan Update
<p>Action Plan Status: Active</p> <p>Action Plan: Intentional outreach to invite faculty to participate and facilitate our professional learning offerings.</p> <p>Action Plan Cycle: 2023 - 2024</p>	<p>Submission Date: 12/02/2024</p> <p>Action Plan Update: Outreach to MOST cohort participants, 3-Ideas participants, and others to present/register for Catalyst 2025.</p> <p>Update Year: 2024 - 2025</p> <p>Action Plan Progress: On Track</p> <hr/> <p>Submission Date: 12/02/2024</p> <p>Action Plan Update: Outreach to faculty needing to take the District's Online Faculty Certification Program (OFCP) with information to register.</p> <p>Update Year: 2024 - 2025</p> <p>Action Plan Progress: On Track</p>

Unit Goals, Action Plans, and Updates

Action Plans	Action Plan Update
	<p>Submission Date: 12/01/2023 Action Plan Update: In Fall23, MOST coaches directly emailed the online faculty in liaison schools to invite them to enroll in Refresh. We did this using the lists that we received from Office of IE. Update Year: 2023 - 2024 Action Plan Progress: On Track</p>
	<p>Submission Date: 12/01/2023 Action Plan Update: Attended deans council meeting to encourage deans to nudge faculty in need of support to our MOST offerings. Update Year: 2023 - 2024 Action Plan Progress: On Track</p>
<p>Action Plan Status: Active Action Plan: Requesting faculty teaching lists organized by modality from the office of IE Action Plan Cycle: 2023 - 2024</p>	<p>Submission Date: 12/02/2024 Action Plan Update: While we didn't request these spreadsheets this year, we did create our own list of Spring Online Teaching Faculty so that we can encourage them to take the District's Online Faculty Certification Program if they haven't already. Update Year: 2024 - 2025 Action Plan Progress: On Track</p>
	<p>Submission Date: 12/01/2023 Action Plan Update: We received these lists in Fa23, and we'll continue to ask for them a few weeks before the start of each semester. Update Year: 2023 - 2024 Action Plan Progress: On Track</p>
<p>Action Plan Status: Active Action Plan: Develop a diverse offering of workshops covering inclusive teaching practices and active learning strategies. Action Plan Cycle: 2023 - 2024</p>	<p>Submission Date: 12/02/2024 Action Plan Update: MOST has continued to offer workshops beyond Flex for Spring 2024 and Fall 2024. Update Year: 2024 - 2025 Action Plan Progress: On Track</p>
	<p>Submission Date: 12/01/2023 Action Plan Update: This is the first semester that we developed an offering of workshops beyond Flex week. We plan to continue doing so in Spring24 Update Year: 2023 - 2024 Action Plan Progress: On Track</p>

Community

Unit Goal: Foster a sense of community among faculty members to facilitate knowledge sharing and collaboration.

Goal Status: Active

Unit Goals, Action Plans, and Updates

Beginning Year: 2023 - 2024

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030: (X - Highlight the X to Align)

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Action Plans	Action Plan Update
<p>Action Plan Status: Active Action Plan: Continue to monitor the Teaching Tree Pronto queue to encourage ongoing communication and resource sharing and outreach. Action Plan Cycle: 2023 - 2024</p>	<p>Submission Date: 12/02/2024 Action Plan Update: We invited faculty to join us in the Teaching Tree at the start of Spring24 and Fall24 semesters Update Year: 2024 - 2025 Action Plan Progress: On Track</p>
<p>Action Plan Status: Active Action Plan: Identify and support faculty champions who can lead specific communities of practice. Action Plan Cycle: 2023 - 2024</p>	<p>Submission Date: 12/01/2023 Action Plan Update: Advertise the Teaching Tree in our first email out from MOST each semester. Update Year: 2023 - 2024 Action Plan Progress: On Track</p>
<p>Action Plan Status: Active Action Plan: Identify and support faculty champions who can lead specific communities of practice. Action Plan Cycle: 2023 - 2024</p>	<p>Submission Date: 12/02/2024 Action Plan Update: We are in the planning stages of possibly offering FIGs again in future for faculty to work on AI projects together. Update Year: 2024 - 2025 Action Plan Progress: On Track</p>

Unit Goals, Action Plans, and Updates

Action Plans	Action Plan Update
	<p>Submission Date: 12/01/2023</p> <p>Action Plan Update: Once the FIGs are offered again, we can get these communities up and running again.</p> <p>Update Year: 2023 - 2024</p> <p>Action Plan Progress: On Track</p>
<p>Action Plan Status: Active</p> <p>Action Plan: Host an in-person community-building event for faculty</p> <p>Action Plan Cycle: 2023 - 2024</p>	<p>Submission Date: 12/02/2024</p> <p>Action Plan Update: We offered the first annual MOST Toast to Teaching event at the end of Spring 2024 to celebrate and honor faculty and teaching. We hope to make it an annual event where the focus can be on a celebration of the difficult work of teaching.</p> <p>Update Year: 2024 - 2025</p> <p>Action Plan Progress: On Track</p>
	<p>Submission Date: 12/01/2023</p> <p>Action Plan Update: Canvas & Cake, Convocation Coaching</p> <p>Update Year: 2023 - 2024</p> <p>Action Plan Progress: On Track</p>

Research

Unit Goal: Establish a research agenda for assessing the impact of MOST professional learning offerings on course outcomes and student experiences

Goal Status: Active

Beginning Year: 2023 - 2024

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030: (X - Highlight the X to Align)

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- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (X)

Unit Goals, Action Plans, and Updates

- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (X)

Action Plans	Action Plan Update
<p>Action Plan Status: Active Action Plan: Collect data from faculty participating in PL Action Plan Cycle: 2023 - 2024</p>	<p>Submission Date: 12/01/2023 Action Plan Update: We continue to survey our cohort participants with an end-of-cohort survey to track usefulness, skill level, etc. Update Year: 2024 - 2025 Action Plan Progress: On Track</p>
<p>Action Plan Status: Active Action Plan: Collect data from students of faculty who have completed PL Action Plan Cycle: 2023 - 2024</p>	<p>Submission Date: 12/02/2024 Action Plan Update: Now that we are a teaching college, we can begin the POCR process, however we are awaiting funding so that this difficult work can be compensated. Update Year: 2024 - 2025 Action Plan Progress: On Track</p>
	<p>Submission Date: 12/02/2024 Action Plan Update: Districtwide DE student survey is out and Mesa won't be duplicating efforts for that one. Update Year: 2024 - 2025 Action Plan Progress: On Track</p>
	<p>Submission Date: 12/01/2023 Action Plan Update: We haven't done this yet, but maybe this is something that we can do with students of POCR-aligned courses once we are a Teaching College. Update Year: 2023 - 2024 Action Plan Progress: On Track</p>
<p>Action Plan Status: Active Action Plan: Work with IE on pre/post differences on course outcomes for our cohort participants Action Plan Cycle: 2023 - 2024</p>	<p>Submission Date: 12/02/2024 Action Plan Update: Prof. Spoon (MOST, Math) and Katie Palacios worked with the Office of IE to see if there was significant pre/post data for our cohorts, and none was found. Update Year: 2024 - 2025 Action Plan Progress: On Track</p>
	<p>Submission Date: 12/01/2023 Action Plan Update: We got some data on our Include cohort that showed a slight increase for our Include participants. This was data that we shared in our Strengthening Student Success presentation in Oct. 2023 Update Year: 2023 - 2024 Action Plan Progress: On Track</p>

Unit Goals, Action Plans, and Updates

Online Course Design

Unit Goal: Improve our online course offerings through online course design improvements.

Goal Status: Active

Beginning Year: 2023 - 2024

Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030: (X - Highlight the X to Align)

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Action Plans	Action Plan Update
Action Plan Status: Active Action Plan: Continue infusing online course design support and training into our MOST Cohorts Action Plan Cycle: 2024 - 2025, 2023 - 2024, 2025 - 2026	Submission Date: 12/02/2024 Action Plan Update: Online course design has been a focus of all of our MOST cohorts, including Assess24, the most recent. Update Year: 2024 - 2025 Action Plan Progress: On Track