

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

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**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.

## Summary and Reflection

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

## Data Reflection

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### 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.

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

### Related Documents for Charts and Graphs

[Mesa\\_Professional\\_Learning\\_SR-Fall23 - 08282023 - ForShare.pdf](#)

#### Data Reflection Complete

Yes

## Practice Reflection

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### 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

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Are there any edits or updates to the Executive Summary above?

Are there any edits or updates to the Data Reflection above?

## Summary and Reflection

Are there any edits or updates to the Practice Reflection above?

## Summary and Reflection

### 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: X
- Community - Objective 2: X
- Community - Objective 3: X
- Community - Objective 4: X
- Completion - Objective 3: X
- Scholarship - Objective 1: X
- Scholarship - Objective 2: X
- Scholarship - Objective 4: X

Action Plans	Action Plan Update
<p><b>Action Plan Status:</b> Active</p> <p><b>Action Plan:</b> Intentional outreach to invite faculty to participate and facilitate our professional learning offerings.</p> <p><b>Action Plan Cycle:</b> 2023 - 2024</p>	<p><b>Submission Date:</b> 12/01/2023</p> <p><b>Action Plan Update:</b> 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.</p> <p><b>Update Year:</b> 2023 - 2024</p> <p><b>Action Plan Progress:</b> On Track</p> <hr/> <p><b>Submission Date:</b> 12/01/2023</p> <p><b>Action Plan Update:</b> Attended deans council meeting to encourage deans to nudge faculty in need of support to our MOST offerings.</p> <p><b>Update Year:</b> 2023 - 2024</p> <p><b>Action Plan Progress:</b> On Track</p>
<p><b>Action Plan Status:</b> Active</p> <p><b>Action Plan:</b> Requesting faculty teaching lists organized by modality from the office of IE</p> <p><b>Action Plan Cycle:</b> 2023 - 2024</p>	<p><b>Submission Date:</b> 12/01/2023</p> <p><b>Action Plan Update:</b> We received these lists in Fa23, and we'll continue to ask for them a few weeks before the start of each semester.</p> <p><b>Update Year:</b> 2023 - 2024</p> <p><b>Action Plan Progress:</b> On Track</p>
<p><b>Action Plan Status:</b> Active</p>	<p><b>Submission Date:</b> 12/01/2023</p> <p><b>Action Plan Update:</b> This is the first semester that we developed an offering of workshops beyond Flex week. We plan to continue doing so in Spring24</p>

## Summary and Reflection

Action Plans	Action Plan Update
<b>Action Plan:</b> Develop a diverse offering of workshops covering inclusive teaching practices and active learning strategies. <b>Action Plan Cycle:</b> 2023 - 2024	<b>Update Year:</b> 2023 - 2024 <b>Action Plan Progress:</b> On Track

## Community

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

**Goal Status:** Active

**Beginning Year:** 2023 - 2024

### Mapping

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

- Community - Objective 1: X
- Community - Objective 2: X
- Community - Objective 3: X
- Community - Objective 4: X
- Completion - Objective 3: X
- Scholarship - Objective 1: X
- Scholarship - Objective 2: X
- Scholarship - Objective 4: X

Action Plans	Action Plan Update
<b>Action Plan Status:</b> Active <b>Action Plan:</b> Continue to monitor the Teaching Tree Pronto queue to encourage ongoing communication and resource sharing and outreach. <b>Action Plan Cycle:</b> 2023 - 2024	<b>Submission Date:</b> 12/01/2023 <b>Action Plan Update:</b> Advertise the Teaching Tree in our first email out from MOST each semester. <b>Update Year:</b> 2023 - 2024 <b>Action Plan Progress:</b> On Track
<b>Action Plan Status:</b> Active <b>Action Plan:</b> Identify and support faculty champions who can lead specific communities of practice. <b>Action Plan Cycle:</b> 2023 - 2024	<b>Submission Date:</b> 12/01/2023 <b>Action Plan Update:</b> Once the FIGs are offered again, we can get these communities up and running again. <b>Update Year:</b> 2023 - 2024 <b>Action Plan Progress:</b> On Track
<b>Action Plan Status:</b> Active <b>Action Plan:</b> Host an in-person community-building event for faculty <b>Action Plan Cycle:</b> 2023 - 2024	<b>Submission Date:</b> 12/01/2023 <b>Action Plan Update:</b> Canvas & Cake, Convocation Coaching <b>Update Year:</b> 2023 - 2024 <b>Action Plan Progress:</b> On Track

## Summary and Reflection

Action Plans	Action Plan Update

### 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)

- Community - Objective 1: X
- Community - Objective 2: X
- Community - Objective 3: X
- Community - Objective 4: X
- Completion - Objective 3: X
- Scholarship - Objective 1: X
- Scholarship - Objective 2: X
- Scholarship - Objective 4: X

Action Plans	Action Plan Update
<p><b>Action Plan Status:</b> Active</p> <p><b>Action Plan:</b> Collect data from faculty participating in PL</p> <p><b>Action Plan Cycle:</b> 2023 - 2024</p>	<p><b>Submission Date:</b> 12/01/2023</p> <p><b>Action Plan Update:</b> We have done this through our cohort surveys at the end of each cohort.</p> <p><b>Update Year:</b> 2023 - 2024</p> <p><b>Action Plan Progress:</b> On Track</p>
<p><b>Action Plan Status:</b> Active</p> <p><b>Action Plan:</b> Collect data from students of faculty who have completed PL</p> <p><b>Action Plan Cycle:</b> 2023 - 2024</p>	<p><b>Submission Date:</b> 12/01/2023</p> <p><b>Action Plan Update:</b> 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.</p> <p><b>Update Year:</b> 2023 - 2024</p> <p><b>Action Plan Progress:</b> On Track</p>
<p><b>Action Plan Status:</b> Active</p> <p><b>Action Plan:</b> Work with IE on pre/post differences on course outcomes for our cohort participants</p> <p><b>Action Plan Cycle:</b> 2023 - 2024</p>	<p><b>Submission Date:</b> 12/01/2023</p> <p><b>Action Plan Update:</b> 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</p> <p><b>Update Year:</b> 2023 - 2024</p> <p><b>Action Plan Progress:</b> On Track</p>

## Summary and Reflection

### Online Course Design

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**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)

- Community - Objective 1: X
- Community - Objective 2: X
- Community - Objective 3: X
- Community - Objective 4: X
- Completion - Objective 3: X
- Scholarship - Objective 1: X
- Scholarship - Objective 2: X
- Scholarship - Objective 4: X