Connecting the Dots…Faculty and Staff Engagement Strategies

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Expected Outcomes

❑Understand the relationship between professional development and student success

❑Know how professional development is connected to improved student outcomes

❑Understand the components of the professional development framework

❑Learn about HCC's approach in using relevant data to inform decision-making

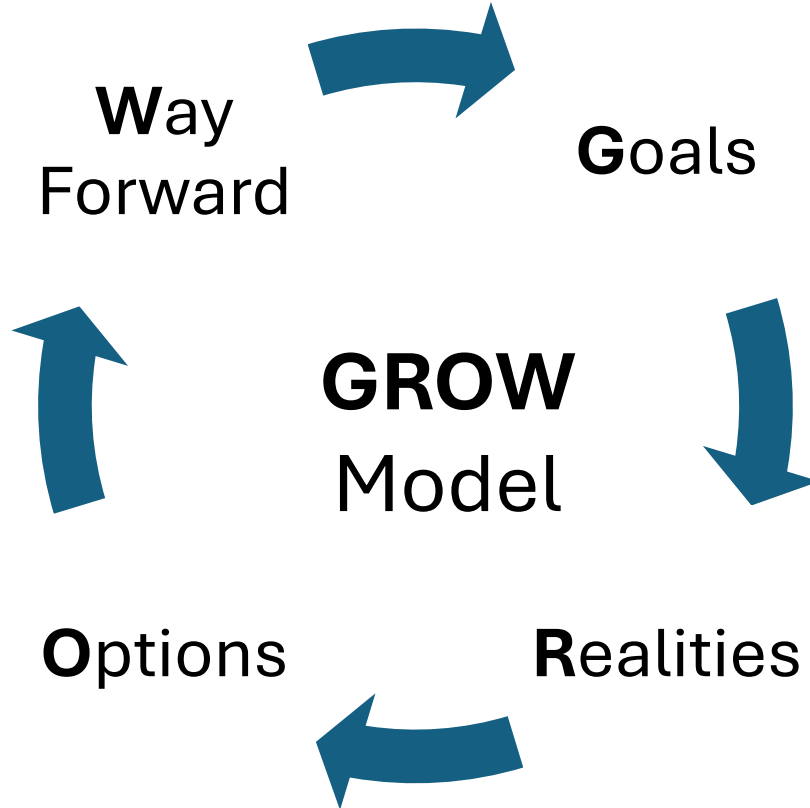❑Explore student outcomes in corequisite courses prior to and after professional development framework implementation

HCC Student Success Framework

HOUSTON COMMUNITY COLLEGE

Student Experience

Connection
From interest and application to first enrollment

Entry
From enrollment to program selection and entry

Progress/ Completion
From program entry to completion of program requirements

Advancement
Employment and/or baccalaureate transfer

Institutional Practices

Outreach/Recruitment
- Quality Enhancement Plan
- Program Maps
- ISD and Community Partnerships
- Admissions Advising
- Career Information
- Areas of Study

Student Onboarding
- Quality Enhancement Plan
- Early Career Exploration
- Academic Planning
- Holistic Student Supports

Ongoing Support
- Quality Enhancement Plan
- Progress Monitoring
- Intrusive Support based on plan

Transfer/Employment
- Transfer Plans
- Experiential Learning
- Graduation

Success Strategies

- Recruitment	- Prior Learning Assessment	- Program & Student Learning Outcomes	- Texas Pathways
- Pre-Enrollment Activity	- Career Advising	- Basic Needs Support	- Houston Guided Pathways
- P-16 Framework	- New Student Orientation	- Caring Campus	- Marketable Skills
- Customer Relationship Management	- Co-Requisite Courses	- Transfer Fairs & Centers	- E-Portfolio
- Houston Guided Pathways	- Open Educational Resources	- Personalized Learning	- Micro-Learning Credentials
- Personalized Learning	- Personalized Learning	- Early Alert	- Apprenticeships, Clinicals, Co-ops, Internships
- Texas Pathways	- Texas Pathways	- Financial Aid	- Transfer Centers
- Caring Campus	- Professional Development	- Tutoring & Supplemental Instruction	- Personalized Learning
- Bridge (PUENTE) Program	- Basic Needs Support	- Experiential Learning	- Professional Development
- Rising Individual Success through Education (RISE)	- Caring Campus	- Master Scheduling	- Caring Campus
- Financial Aid	- Financial Aid	- Professional Development	- Bridge (PUENTE) Program
	- Bridge (PUENTE) Program	- Bridge (PUENTE) Program	- Financial Aid
	- RISE	- RISE	- RISE
	- Library Services	- Library Services	- Library Services

Expected Outcomes

- Enrollment	- Major choice	- Persistence term-to-term	- Employment
- Initial Program Declaration	- Passing college-level math & English	- Persistence in major	- Earnings gains
	- Success in introductory and gateway program courses	- Program course pass rate	- Transfer
	- Grade point average	- Program credits earned	- Bachelor's receipt
		- Grade point average	
		- Connecting with employment or transfer institution	

Approach

Improved outcomes

Way Forward

Goals

GROW
Model

Options

Realities

Guiding Principles

- A. Development of ***active intersectional engagement*** to support institutional excellence in teaching and learning

(ENGAGEMENT)

- B. Exploration of ***effective pedagogies*** to improve delivery and support mechanisms for corequsite design models

(PEDAGOGY)

- C. Promotion of ***asset-based approaches, purpose-driven practices, data-informed validation, and independent learning*** to increase student success through intentional models of practice

(STUDENT SUCCESS)

- D. Development of ***responsive and evaluative practices and learning experiences to promote rigor in academic and workforce educational expectations***

(RIGOR)

- E. Cultivation of ***innovative and relevant practices*** that translate to all sectors of institutional operations

(INNOVATION)

- F. Integration of ***programs, services, and feedback mechanisms to develop intentional student-centered practices*** that promote engagement and retention

(RETENTION)

Co-Requisite Professional Development Framework
6 Annual Sessions

Fall Sessions
Engagement

Pedagogy

Student Success

Spring Sessions
Rigor

Innovation

Retention

Session Format

1 hour minimum

Templated (Slide Deck) Structure

2 Break Outs

2 Share Outs

Faculty and/or Staff Led and Designed based on Principle/Category

Virtual Synchronous Modality

Recorded/ Archived (Recordings Shared)

Survey

Advising Professional Development: Why

Enhance One College Student Experience

Capacity Building

Post- Pandemic Response for advising connections

Infuse Practices

Enhance Workforce Preparedness

HOUSTON COMMUNITY COLLEGE

Advising in a Post-Pandemic World

80% of college students say the Covid-19 pandemic has negatively impacted their mental health. Brown, S., & Kafka, A. (2020, July 23).

Advisors must help students tackle the normal and abnormal stressors of life as students' first point of contact.

Advisors need to be trained to help students manage issues like racial equality, financial security, personal freedom, and uncertain health concerns.

Students will rely on advisors for mental wellness and emotional support, guidance, resources, and human connections.

Students visiting services at least once during the academic year

Of these, advising is the most used service

These areas had increases 2022 to 2024, others experienced declines

- 2022
- 2024

Categories (top to bottom):
- Academic advising/planning
- Financial aid advising
- Library resources and services
- Career counseling
- Computer lab
- Transfer counseling
- Peer or other tutoring
- Skill labs (writing, math, etc.)
- Student organizations
- Job placement assistance
- Services for students with disabilities
- Services for active military and veterans
- Child care

X-axis: 0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Advising Certification

	Focus	Content	Impact
Phase I	▪ Program Management & Change Management Support ▪ Coaching & Advising Managers Support ▪ HCC Advising Program Design	▪ Holistic Advising ▪ Student Experience ▪ What Advisors Need to Know & Do ▪ Knowing our Diverse Student Populations ▪ How to Identify Student Needs ▪ Journey Map Training ▪ Artificial Intelligence	▪ Level 1 Certification ▪ Establish basic level of advising competency ▪ Establish and sustain change Management ▪ Establish metrics & evaluation
Phase 2	▪ Career Aligned Advising ▪ Integrating Technology ▪ Completion & Transfer Strategies	▪ Post- Pandemic Economy Technology & Learning ▪ Transformational Interventions ▪ Prior Learning Assessments ▪ Career Aligned Advising ▪ Career Development Theory	▪ Level 2 Certification ▪ Integration of Career Exploration & Alignment ▪ Competency with Best Practices in transfer planning
Phase 3	▪ Identify & encourage resilience ▪ Advising Emotional Intelligence ▪ Dealing with Stress & Burnout ▪ Ethics in Advising	▪ 5 Pillars of Resilience ▪ Key Exercises – Emotional Intelligence ▪ Strategies to avoid burnout & stress ▪ Capstone	▪ Level 3 Certification ▪ Strategies for Staff Retention ▪ Alignment with HCC Code of Ethics ▪ Assessment – Integration & deployment of all certification levels

Advising – Return on Investment (ROI)
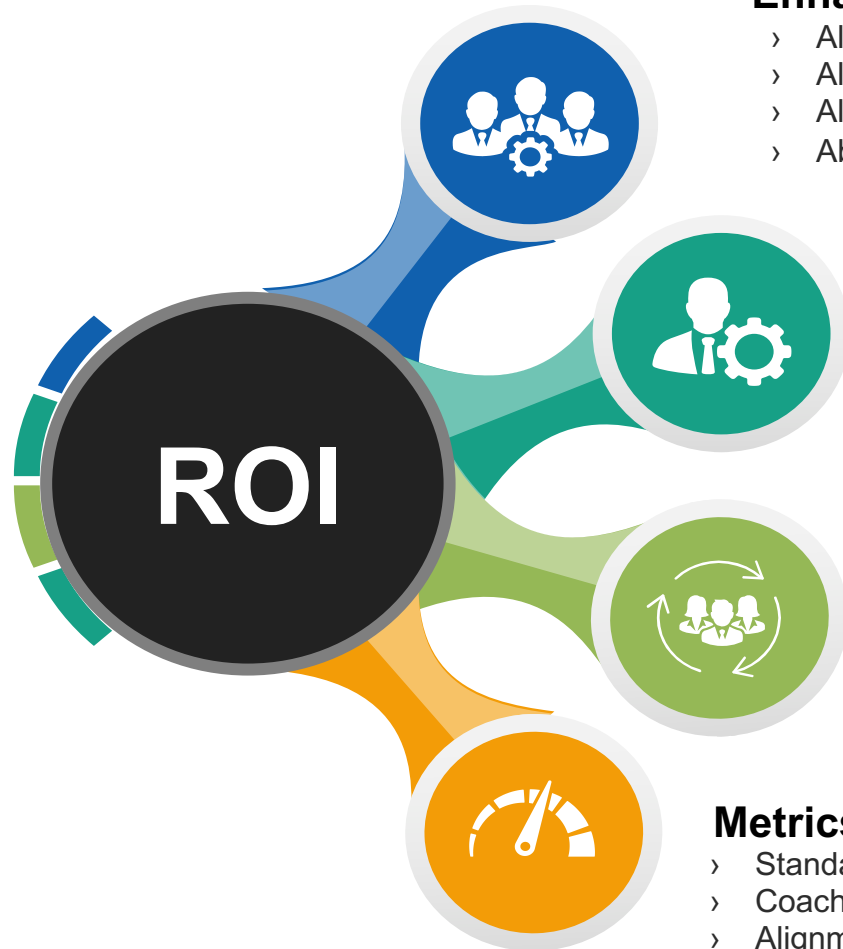
Enhanced Student Experience
› Aligned training for all HCC Advisors
› Aligned competencies
› Aligned service level expectation
› Ability to meet students "where they are"

Trained & Certified Advising Workforce
› Develop Leadership Change Management Capability
› Career Progression
› Investment in Staff – Enhance Staff Retention

Sustained Advising Model
› Change Management- Transactional to Transformational
› Advising Case management Structure & Training
› Established Toolkit
› Train the Trainer Model

Metrics & Evaluation Tools
› Standard Competency Levels at each level
› Coaching Training for Managers
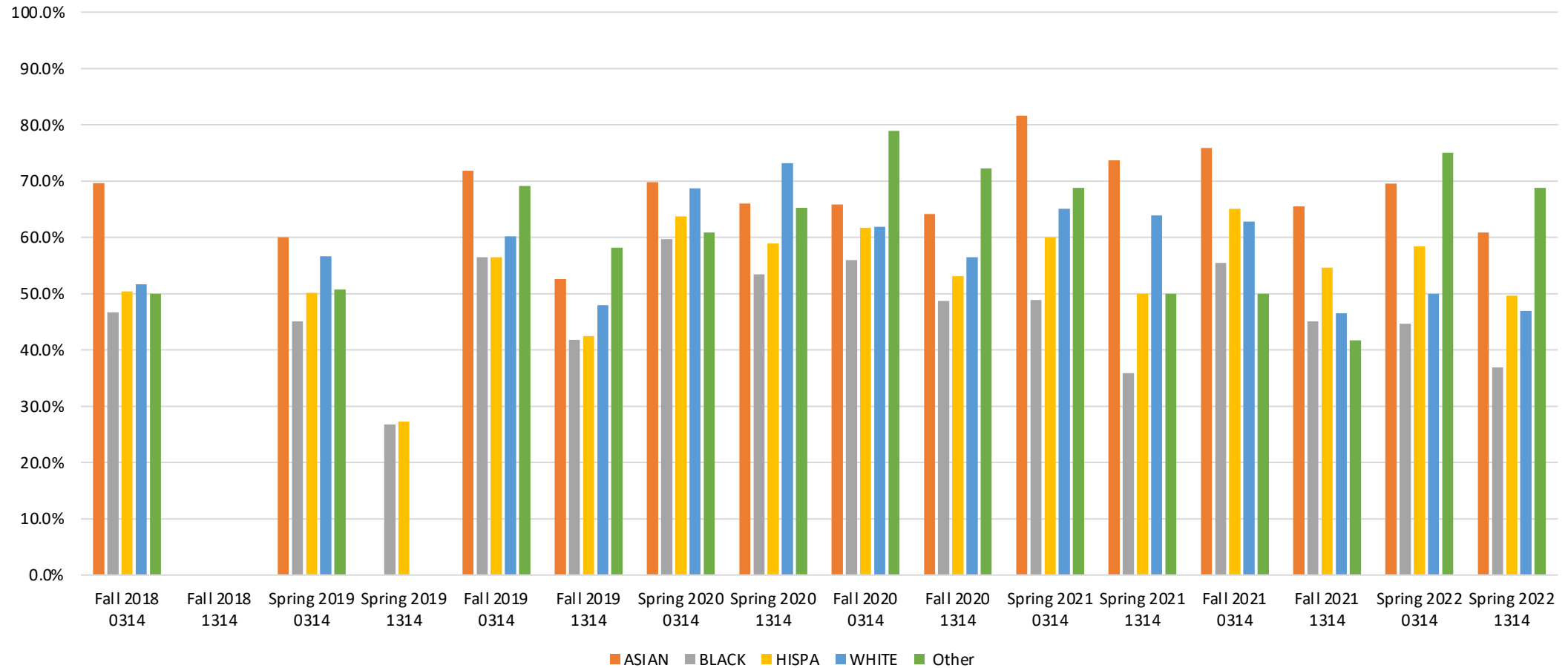› Alignment of performance with HCC strategic priorities

Early Alert Closure Rates
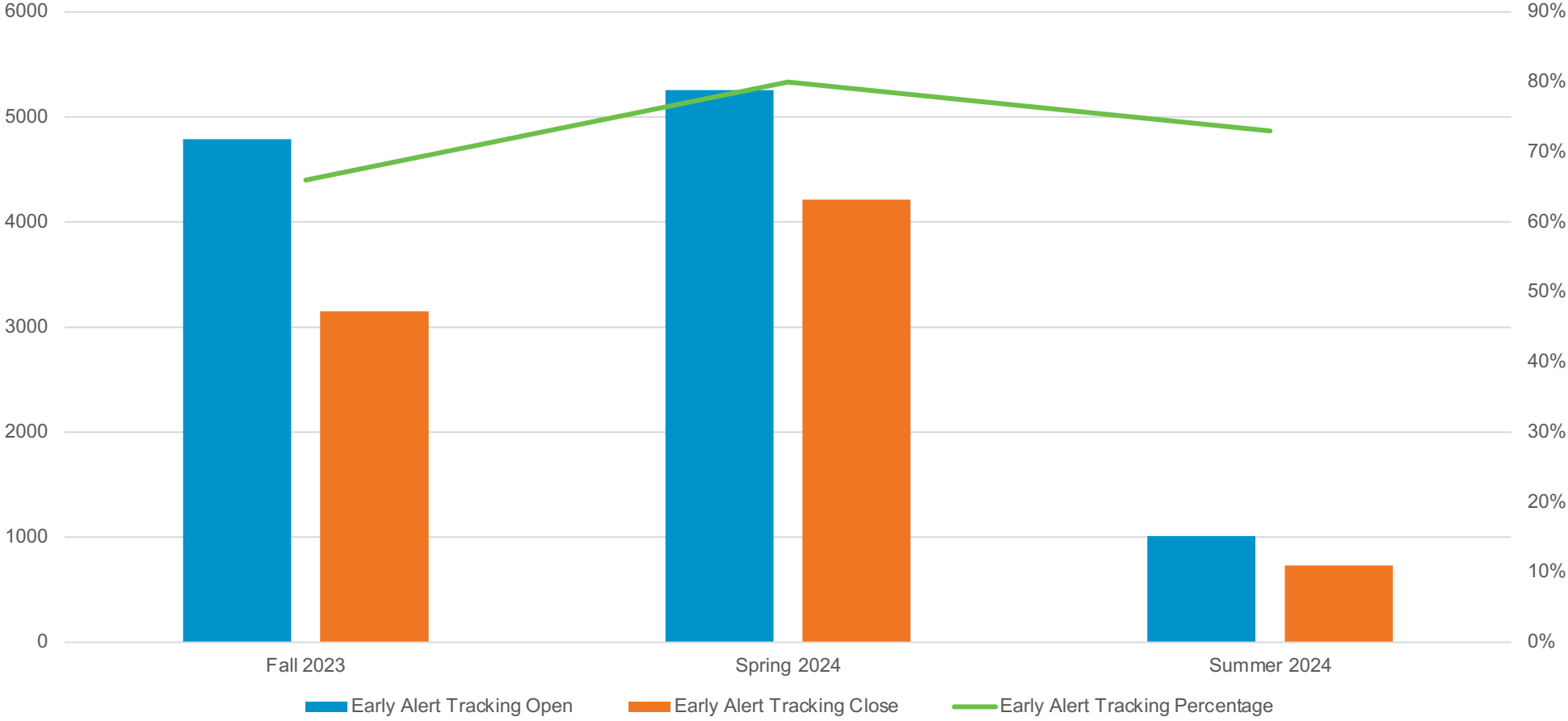
Percentage Course Pass Rate (A,B,C)
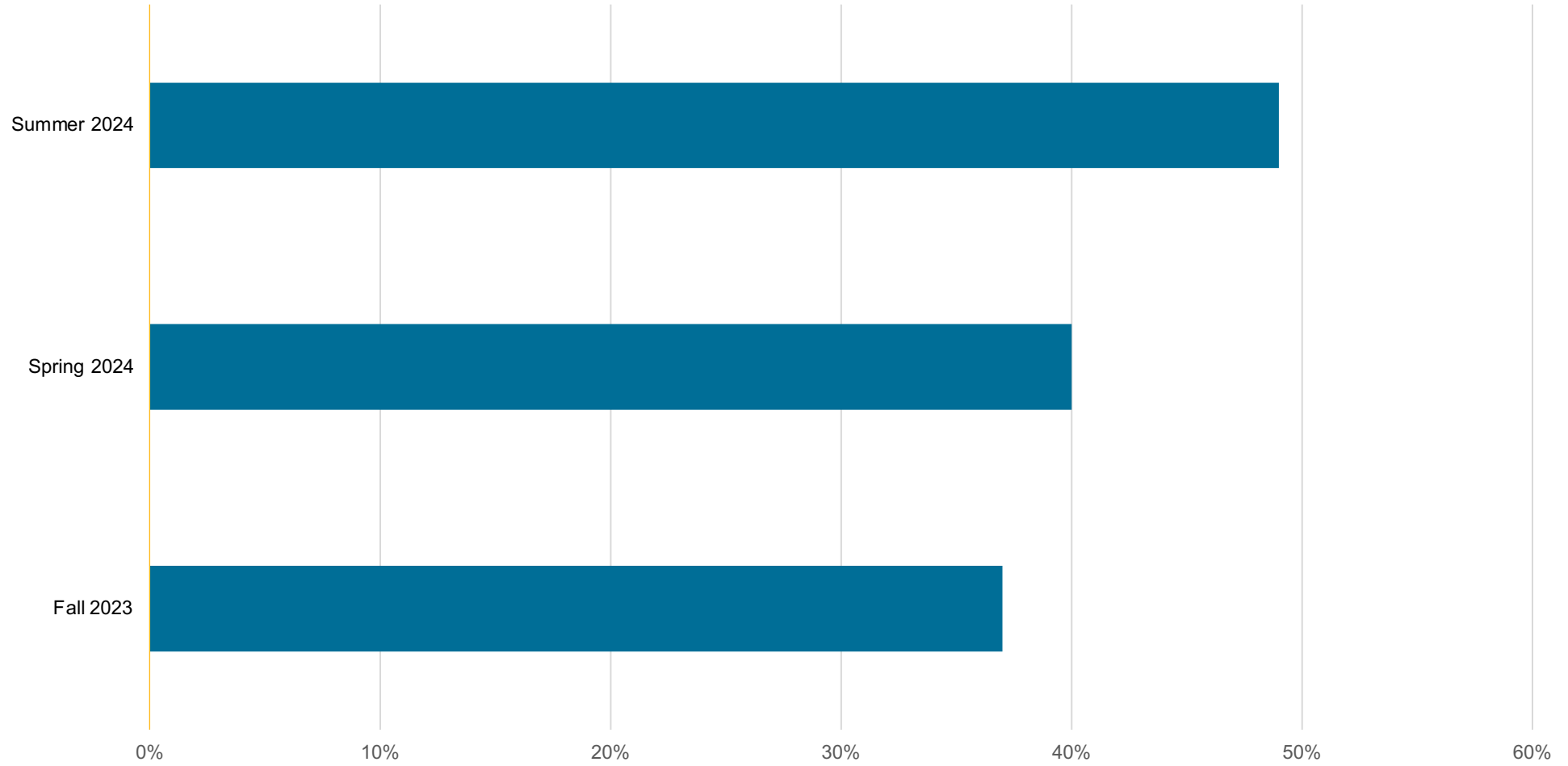
CoRequisite Success Rates in INRW 0300 and English 1301 by Ethnicity
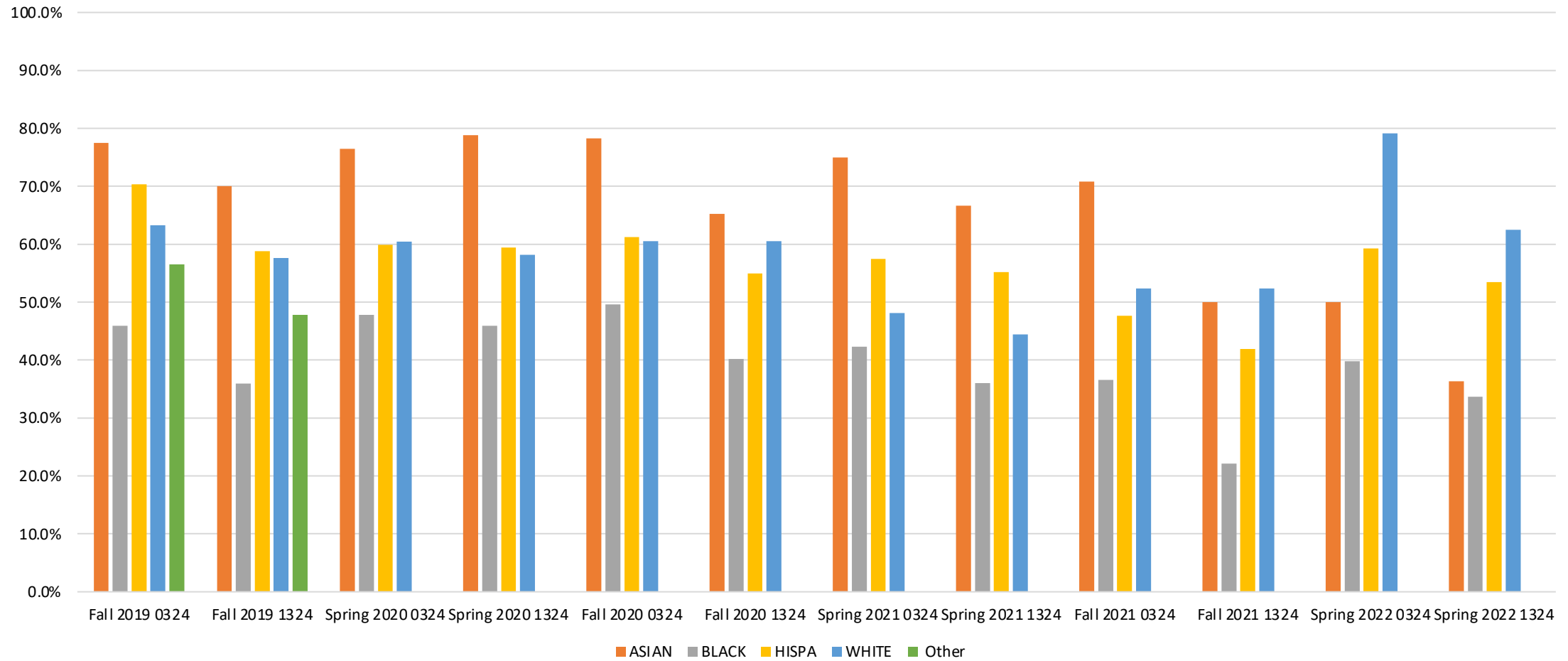
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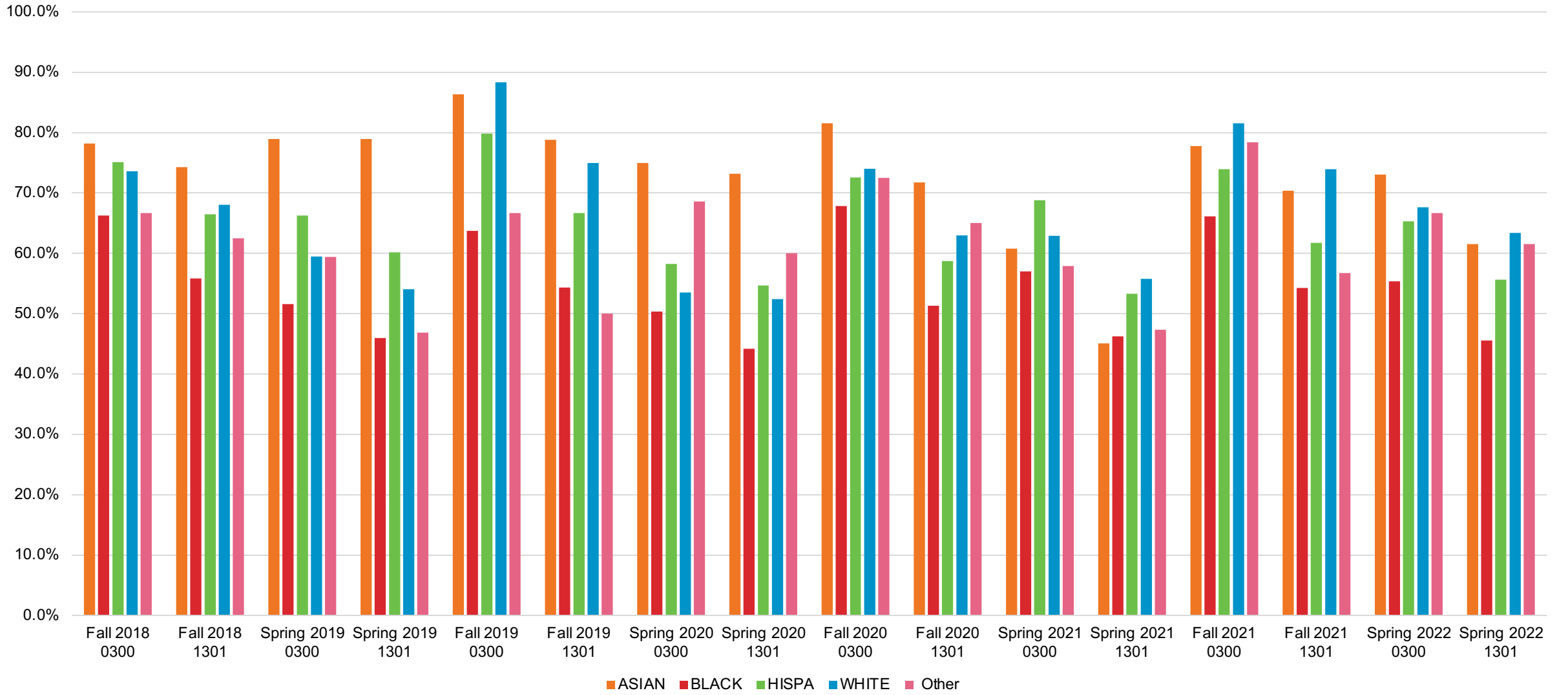
CoRequisite Success Rates in Math 0314 and Math 1314 by Ethnicity

CoRequisite Success Rates in Math 0324 and Math 1324 by Ethnicity

Questions?