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Transition to a Culture of Care: Do You Feel You Belong?

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Bee Movie

<https://www.youtube.com/watch?v=nJPFixBGHss>

A close-up photograph of a bumblebee on a purple flower. The bee is positioned in the center-left of the frame, facing right. The flower's petals are a vibrant purple, and the stamens are visible. The background is a soft, out-of-focus green. Overlaid on the image is white, bold, sans-serif text.

**ACCORDING TO
SCIENTISTS, THE
BUMBLEBEE'S BODY IS
TOO HEAVY AND ITS
WING SPAN TOO SMALL.**





What can we learn from Bees?

- **No [Bee] Is An Island** – Bees include “nursemaids, caretakers, cleaners, honeycomb builders, nectar ripeners, pollen packers, and hive repairers”
- **Always Give 100%** – “The relationship between honey bees is not 50/50 or a competition. If a job needs to be done, any available bee will jump on it.”
- **Leave a Legacy** – Bees positive charge changes a flower’s negative charge for several minutes so that another bee will not stop at that flower.
- **Have Each Other’s Back** – “Honey Bees provide a model for precise, compassionate community that can be achieved only through attentiveness, communication, and hard work.”

Advice from a Honey Bee
Create a Buzz
Sip life's sweet moments
Mind your own beeswax
Work together
Always find your way home
Stick close to your honey
Bee yourself



PicCollage

**BEEES TEACH US AN IMPORTANT
LESSON**

**YOU MAY BE SMALL BUT WHEN YOU'RE CHASING
SOMEONE WITH A SHARP OBJECT THEY STILL RUN
AWAY FROM YOU**

Learning, Teaching, and a Culture of Care

[Hanna Kielar](#) | February 7, 2018

“ We need to be courageous enough to create space for change and the new language that will facilitate that change.

- Jeff Grabill

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Main Points:

- "...this effort is, at heart, a culture change project."
- We need to survey students to understand the "student experience".
- Caring Matters – Faculty feel that their main goal is to "deliver content" but **students want faculty to "care about them as learners"**.



People don't care
how much you know until
they know how much you
CARE.

- Theodore Roosevelt

Learning, Teaching, and a Culture of Care

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- "Faculty and staff can choose to **spend more time with students.**"
- "We can choose to **reimagine our approach** to learning and to teaching."
- "We can choose to **encourage our students** to pursue their goals and dreams."
- "We can choose to **care about each student as a person** and to work to provide each student with what they need..."
- "We can choose to share our passion & **excite students about learning with us.**"
- "We can choose to **care.**"

<https://hub.msu.edu/learning-teaching-and-a-culture-of-care/>



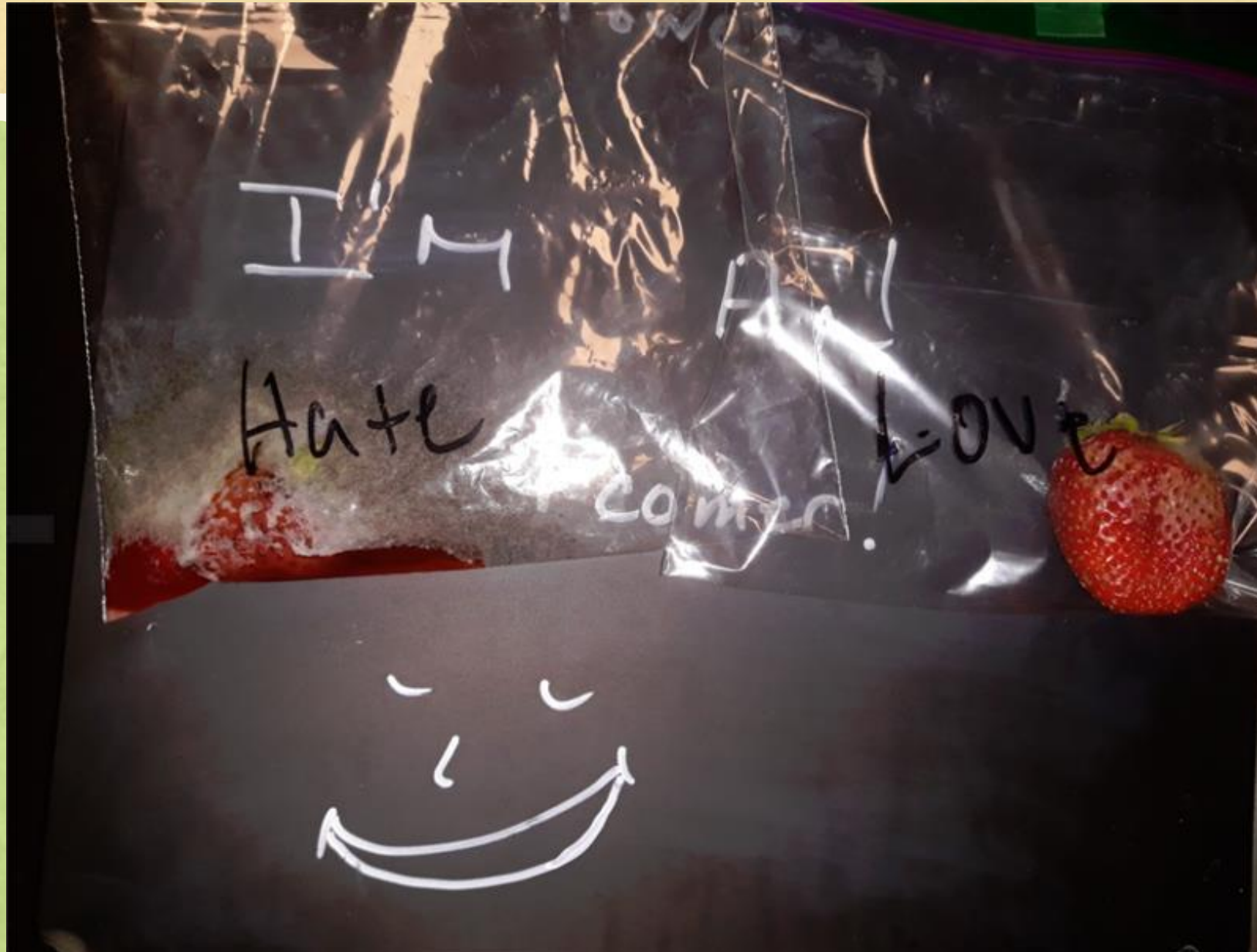
Your simple, daily acts of service may not seem like much in and of themselves, but when considered collectively they become just like the one-twelfth teaspoon of honey contributed by a single bee to the hive.

-M. RUSSEL BALLARD

Motivational Videos and Notebook

- Motivational Videos are quick resources that can ignite perseverance back into our students, who can easily lose sight of their purpose in class when the work becomes challenging or overwhelming
- Box Jump: <https://youtu.be/X-jMIAj9pK8?t=17>
- Power of Words: https://youtu.be/bYa_iM9ymoc?t=75
- Made to Learn: <https://www.khanacademy.org/youcanlearnanything>

Math Express Student's Experiment



Do I Belong Here?

Time for you to
Participate.

- Think of yourself at your college
- Think about a new student at your college



Do I Belong Here? What do you think?

Catchspace.club



Do I Belong Here?

Samples from Students Aug 2019

- "I feel it [CTC] would better me for a University like things to do, and things not to do, and what I need to look out for."
- "Teachers are really chill and cool and funny sometimes."
- "I don't have to be the smartest person to go here because I'm bad at something but CTC professors [will] help me and eventually I will get better & [succeed] in life later on."
- "I initially was gonna join the military however I decided that maybe I should give college a go. Everything is going amazing for me at CTC."
- "I need a lot of experience as much as I can get here at CTC."
- "CTC is a very diverse and open school that it is hard not to feel like you "belong". I can say that I feel comfortable here at CTC but "... will transfer later."

Do I Belong in Developmental Math?

Samples from Students Aug 2019

- "I don't think I'll ever get on the level where I'll become a Math Genius or what not, but I can participate and become good at it."
- "I wouldn't want to be in a math class that I am not ready for."
- "There's also others that struggle with math like me so I'm not the only one makes me feel less dummer [sic]."
- "I absolutely hate math with all my heart but I need it."
- "Questioned by my family because I took advanced math classes but I believe that I need it for a little boost."
- "Math is really fun ... favorite subject."

April 2019 Pathways Student Focus Group

- The faculty relationship is the single most important. **Students identify faculty acting as their advisors and mentors as a significant role.** ←
- Students feel confused by a multitude of processes they must follow and understand. **It helps when faculty, advisors and other key staff take the time to engage and educate students.** ←
- Students also are often unaware of the many resources available to them.
- Students ask that customer service be re-evaluated. **Students repeatedly note ... they could be treated with more respect and courtesy.** ←
- Students are not disinterested. They are asking for help in determining what is really important and how everything fits into their education and goals.

How can we help everyone feel like they belong at your College?

Catchspace.club



Has a bee ever landed on you,
and instead of getting scared,
you appreciate the possibility
that you got confused for a
flower



We are just getting started and know this is a journey. We are excited to tell you CTC's story.

Transition to Culture of Care

Service Excellence Conference Fall 2019

Offers a chance for all employees to learn/share.

- Customer Service – A Service That is Put Into Action “Lights, Camera, Action”
- Lead From the Middle
- Relational Attachment Styles’ Impact on Workplace Engagement
- Thinking Outside of the Box
- Workplace Toxicity: The Office Edition

CTC Culture of Care – Service Excellence

Entire Landscaping Team attended first session.

- Proud of their contribution to the college
- Happy to help students (Boss' Mentorship)



- Participation/sharing was amazing.
- Lots of ideas from diverse employees.
- Reinforced the BEE- lief of “caring”.

College Reflections – Surveys

(Diverse employees at Service Excellence)

- Do you see a strong connection between your personal/professional goals and student success priorities of the college? Personal Goals 52 yes to 11 no -- Professional Goals 56 yes to 7 no (1 did not answer either)
- Do you believe that you have the support and guidance to be successful in your roles at CTC? 55 yes to 8 no plus one "sometimes yes/sometimes no"

Faculty Initiatives in Response to Focus Group Feedback



- Fall Pre-Service: 1) Keynote Speaker – Ben Jackson – “Shifting from Passion to Purpose” and 2) Interactive sharing of best practices.
- Career Cluster Breakout Sessions: Interactive presentations, explanations of fields/careers, time for students to meet faculty and ask questions
- Student Success Teams



Honey bees must tap two
hundred flowers
To make one drop of honey
Remember
The sweetest reward
comes from
the hardest struggle.
Good Morning

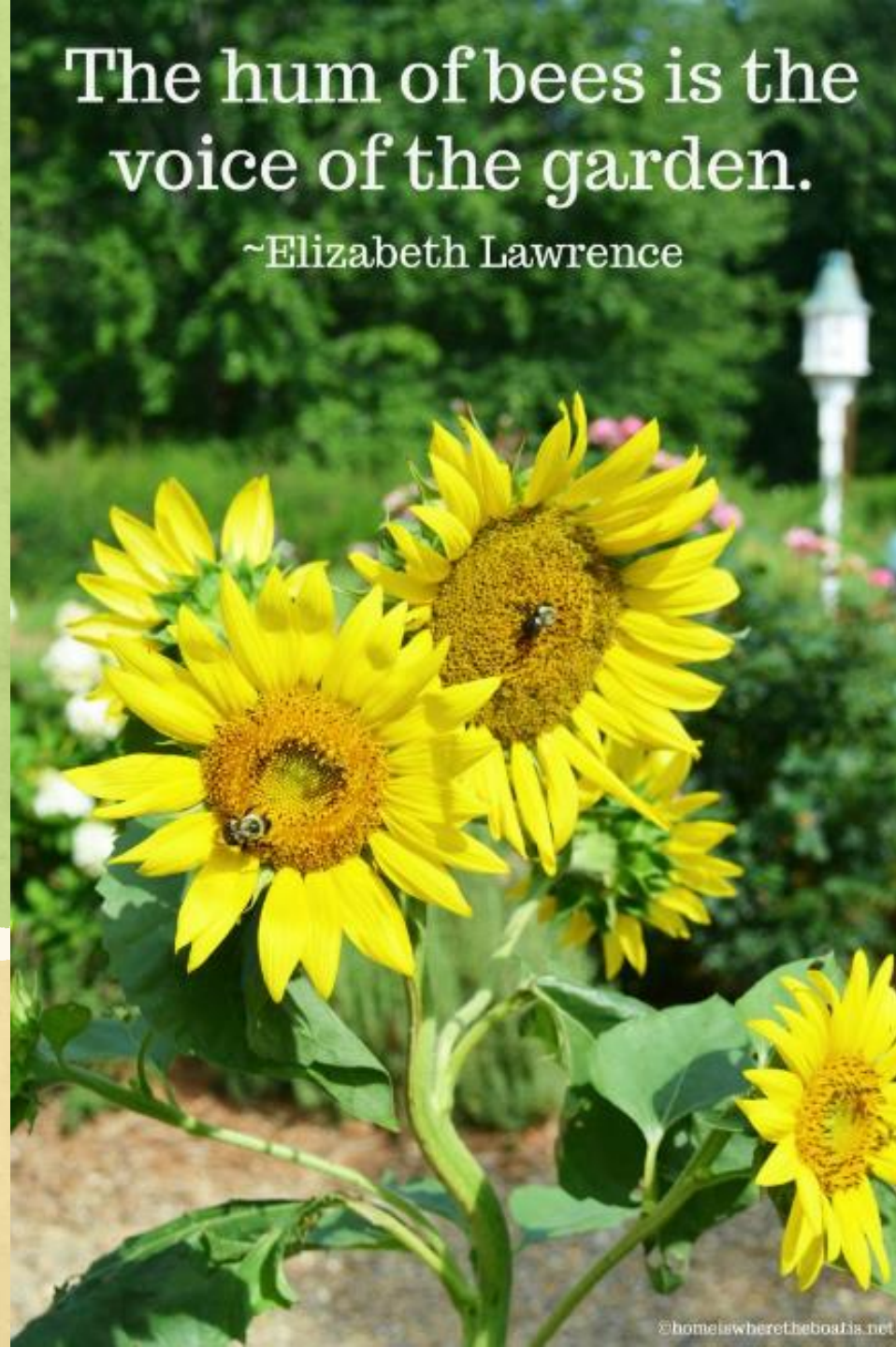
Student Success and Other Departmental Care Initiatives



- Student Success Teams
- Referrals and Surveys
- Expanding Resources/Services
- Emergency Aid

The hum of bees is the
voice of the garden.

~Elizabeth Lawrence



Academic Advising

Advising Options

- Traditional – Face to Face
- Non-Traditional – Eagles On Call, Evening/Weekend Advising, CATE Cetner
- Best Practices – is an area working?
 - Constant Evaluation
 - Moving EWA's office location
 - Added advisor to Veterans Services

Academic Advising Initiatives

Outreach:

- Pop-In Advising & Tune-Up Days
 - Take advising to the students!
 - Create a relatable social media/marketing campaign:
Spring 2020 #getyourducksinarowforspring
#CTCDuckPond #meanwhileattheCTCDuckPond
- Welcome Desk Advising
 - Easy access for students dropping by Student Services

"I'm ready
for Spring
2020!"

"You're not
even a
student...geesh!"



GET YOUR DUCKS IN A ROW!

**SPRING 2020
REGISTRATION IS NOW OPEN**

**Pop-In Advising on Wednesday
Tune Up Tuesday & Thursday**

Students can get help with registration holds,
academic probation, prerequisites and class schedules.



Central Texas College

Wednesday at 11:54 AM · 🌐

Get your ducks in a row for spring with Pop-In Advising! Get help with academic holds, schedule changes and more! Advisors are located in the lobby of the Student Center until 130pm. Stop by!



Central Texas College

Wednesday at 8:40 AM · 🌐

There is no better time than the present to "Get Your Ducks in a Row" for the spring 2020 semester. Stop by Pop-In Advising today in the lobby area of the Student Center (Bldg. 106) from 10:30 a.m. - 1:30 p.m. to get assistance with registration holds, academic probation and more.





POP-IN ADVISING

Get your ducks in a row and avoid the long lines. Pop-in Advising every Wednesday through Nov. 21; Student Center Tune-up Tuesday/Thursday; Bldg. 119

[More Resources](#)

Lessons Learned:

- Include everyone
- Listen to students' stories
- Leave time for participation
- Examples/Samples are important
- Training is critical – Awareness is not behavior
- Communication is the key



www.mnn.com

Naysayers will Exist:
“Bee-lieve” in the Culture of Care

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BEE the
change you
want to see in
the world!



Student Pre/Post Video Questions

- Beginning of course
 1. What does “success” mean to me for this class? Describe in detail what it means.
 2. When you will know you have achieved it?
 3. What are you willing to do to attain it?
 4. How bad do you want it?
- Throughout course:
 1. What is stopping you?
 2. What is distracting you?
 3. Are you willing to do what it takes to attain success?
 4. Write down something(s) that you got from the video.

Student Pre/Post Video Questions

- Throughout course:
 1. Who or what motivates you?
 2. How has your motivation been lately?
 3. What is *your* dream?
 4. What barriers have you put in front of you?
 5. Of what are you afraid?
- End of course:
 - Has this class been as "easy" or as "hard" as you thought it would be?
 - Have you, at any time this term, thought about "giving up" on your grade goal for this class?
 - Do you think your instructors care about YOU?
 - What do you think they care about?
 - What are they trying to teach you (specifically)?