

South Texas College
Board of Trustees
Education and Workforce Development Committee
Ann Richards Administration Building, Board Room
Pecan Campus
Monday, March 3, 2014
@ 3:30 p.m.
McAllen, Texas

AGENDA

“At anytime during the course of this meeting, the Board of Trustees may retire to Executive Session under Texas Government Code 551.071(2) to confer with its legal counsel on any subject matter on this agenda in which the duty of the attorney to the Board of Trustees under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with Chapter 551 of the Texas Government Code. Further, at anytime during the course of this meeting, the Board of Trustees may retire to Executive Session to deliberate on any subject slated for discussion at this meeting, as may be permitted under one or more of the exceptions to the Open Meetings Act set forth in Title 5, Subtitle A, Chapter 551, Subchapter D of the Texas Government Code.”

- I. Approval of Minutes for February 17, 2014 Committee Meeting 1 - 5
- II. Review of South Texas College’s FOCUS Academy: Focus on
Creating Ultimate Student Success 6 - 18
- III. Review of New Texas Success Initiative (TSI) College Readiness
Assessment 19 - 26

Approval of Minutes for February 17, 2014 Committee Meeting

The Minutes for the Education and Workforce Development Committee meeting of February 17, 2014 are presented for Committee approval.

**South Texas College
Board of Trustees
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Ann Richards Administration Building, Board Room
Pecan Campus
Monday, February 17, 2014
@ 3:30 p.m.
McAllen, Texas**

MINUTES

The Education and Workforce Innovation Committee Meeting was held on Monday, February 17, 2014 in the Ann Richards Administration Building Board Room at the Pecan Campus in McAllen, Texas. The meeting commenced at 3:38 p.m. with Dr. Alejo Salinas, Jr. presiding.

Members present: Dr. Alejo Salinas, Jr. and Mr. Gary Gurwitz

Other Trustees present: Mr. Paul R. Rodriguez and Ms. Rose Benavidez

Members absent: Mrs. Graciela Farias

Also present: Dr. Shirley A. Reed, Dr. Anahid Petrosian, Dr. Margaretha Bischoff, Mr. Bill Buhidar, Ms. Sharon O'Leary, Ms. Rachael Brown, and Mr. Andrew Fish

The beginning of the meeting was delayed due to problems with the web broadcast system. Because the Committee agenda did not call for any items for Board recommendation or deliberation, the Chair started the meeting at 3:38 p.m. The Broadcast system problems were corrected during the first presentation, and the archived video also begins at that point.

Approval of Minutes for November 14th, 2013 Committee Meeting

The Minutes for the Education and Workforce Development Committee meeting of November 14th, 2013 were presented for Committee approval.

Dr. Salinas noted that the Minutes showed a motion by Mr. Gary Gurwitz, who was absent from that meeting, and that the motion was made by Mrs. Graciela Farias.

Upon a motion by Mr. Gary Gurwitz and a second by Dr. Alejo Salinas, Jr., the Minutes for the Education and Workforce Development Committee meeting of November 14th, 2013 were approved contingent upon the correction noted by Dr. Salinas. The motion carried.

Review of Highlights in the Division of Academic Affairs for FY 2013 – 2014 Music Program

Dr. Anahid Petrosian, Vice President for Academic Affairs, periodically coordinates with administration, faculty, and staff to provide a review of the highlights within the Division of Academic Affairs. These reviews were designed to communicate with the Education and Workforce Development Committee and keep Committee members informed of recent, current, and future programs of note within the Division of Academic Affairs.

The first February 2014 Academic Affairs highlight focused on the Music Program within the Department of Visual Arts & Music. Dr. Margaretha Bischoff, Dean of Liberal Arts & Social Sciences, introduced Mr. William Buhidar, Department Chair of Visual Arts & Music.

Mr. Buhidar and Ms. Sharon O'Leary, Music Instructor, provided a brief background on the beginnings and growth of the Music program at South Texas College, and shared the highlights from Fall 2013. Mr. Buhidar also reviewed a list of upcoming recitals.

In addition to providing STC students with excellent instruction in understanding and performance of music, the program has developed and hosted several collaborative efforts through which students, faculty, staff, and community members have come together for public performance.

The presentation provided Trustees with a recap of the following events:

- Vocal Quartet Recital: An Evening of Opera and French Art Songs - September 13, 2013
- Music Department's Resident String Quartet Recital- October 4, 2013
- Special Event: The 8th Annual "A Night with the Stars" - October 10, 2013
- Special Event: Weslaco Music and Art on the Street - October 24, 2013
- UT-B Student Ensembles Concert - October 25, 2013
- OPUS Chamber Orchestra Concert - November 01, 2013
- STC Guitar Ensemble Concert - November 08, 2013
- Composer's Forum Recital - November 15, 2013
- STC Jazz Ensemble Concert - November 26, 2013
- STC Choir and STC Brass Ensemble Concert - December 6, 2013
- STC Percussion Ensemble Concert - December 14, 2013
- STC Guitar & STC Jazz Ensemble Holiday Concerts - December 2013

Mr. Buhidar and Ms. O'Leary responded to questions about the recent highlights within the Music program and discussed upcoming plans for the Music Program, including a list of planned recitals.

This item was for the Committee's review and feedback to staff only, and no action was requested.

Review of Highlights in the Division of Academic Affairs for FY 2013 – 2014 Visual Arts Program

In the second of the series of Highlights in the Division of Academic Affairs for FY 2013 – 2014, Mr. William Buhidar, Department Chair of Visual Arts & Music, was joined by Ms. Rachael Brown, Assistant Professor of Art. Mr. Buhidar and Ms. Brown provided a review and update on the activities undertaken by the students, faculty, and staff within the Visual Arts Program.

They provided a brief background on the beginnings and growth of the Visual Arts program at South Texas College and the development of facilities to accommodate program growth.

The artists within this program are prolific in the community. Mr. Buhidar and Ms. Brown provided a review of events that took place during the Fall 2013 semester, during which students and faculty took their work from the studio to the community. Samples of some of their exhibits were included in the presentation, reproduced in the Committee packet.

Fall 2013 Events:

- Exhibition: Celeste De Luna, Artist – Napanlta: From the Four Corners of the Valley (August – October 2013)
- Collaborative Installation: Faculty Spotlight Exhibit: Nothing to Declare but the Clothes On Our Backs (September – December 2013)
- Activities: McAllen PalmFest 2013 (October 4-5, 2013)
- Faculty Spotlight Exhibit: “Satellite” Art Exhibition (November 14, 2013)

Mr. Buhidar provided a review of the proposed initiatives within the Visual Arts program, designed to increase the program’s impact on the community and to provide greater exposure and opportunities to student artists coming through South Texas College.

Finally, Mr. Buhidar and Ms. Brown provided a brief overview of upcoming exhibits and events for Spring 2014.

This item was for the Committee’s review and feedback to staff only, and no action was requested.

Adjournment

There being no further business to discuss, the Education Workforce Innovation Committee Meeting of the South Texas College Board of Trustees adjourned at 4:29 p.m.

I certify that the foregoing are the true and correct minutes of the February 17, 2014 Education and Workforce Innovation Committee of the South Texas College Board of Trustees.

Dr. Alejo Salinas, Jr.
Chair

Review of South Texas College's FOCUS Academy: Focus on Creating Ultimate Student Success

Dr. Anahid Petrosian, Vice President for Academic Affairs, will periodically coordinate with administration, faculty, and staff provide a review of the highlights within the Division of Academic Affairs. This review is to help the Education and Workforce Development Committee stay informed of recent, current, and future programs of note within the Division of Academic Affairs.

Dr. Petrosian will introduce Mrs. Lee H. Etheridge, Director of Professional and Organizational Development. Mrs. Etheridge will review South Texas College's FOCUS Academy.

“Powerful Teaching. Powerful Learning.”

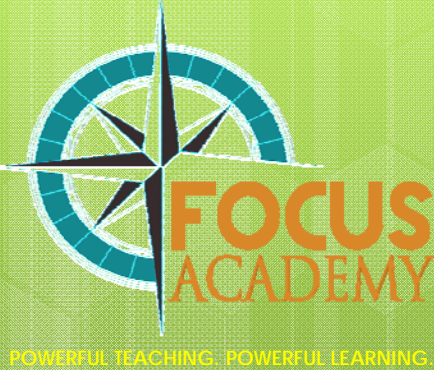
The FOCUS Academy is an STC initiative to help instructors continue to develop and share their professional abilities and create ways to improve student success and student engagement.

The FOCUS Academy is currently serving its third cohort of STC faculty. In the 2011-2012 Academic Year there were 15 participating faculty from the Developmental Math department. In 2012-2013 14 faculty members participated, representing the academic divisions of Business & Technology, Math & Sciences, and Liberal Arts & Social Sciences.

The 2013-2014 Cohort includes 23 faculty from the academic divisions of Business & Technology, Math & Sciences, Liberal Arts & Social Sciences, and Nursing & Allied Health.

Mrs. Etheridge will review the developmental activities of participating faculty, who through group discussions, readings, classroom observations, and program coursework further improve their pedagogy and ability to help students attain success at STC and beyond.

This item is for the Committee's review and feedback to staff only, and no action is requested.



PRESENTATION FOR
**EDUCATION AND
WORKFORCE
DEVELOPMENT
COMMITTEE**
March 3, 2014


Office of Professional & Organizational Development
ASTC Center for Teaching & Learning

Lee H. Etheridge
Director,
Professional & Organizational Development

Office of Professional & Organizational Development

Outline

- Background
- A Compelling Model
- FOCUS Academy Implementation
- Participant Testimonials
- Scaling Up
- Evaluation & Benefits




Office of Professional & Organizational Development



STC FOCUS Academy Video
<http://youtu.be/APAdCVzooj8>

Office of Professional & Organizational Development

Background



Origination of Idea

- College Readiness Summit
 - Texas High School Project
 - Large Number of STC Early College High Schools
 - Jobs for the Future
 - University Park Campus School and Clark University

A Compelling Model

Common Instructional Framework (CIF)

- Collaborative Group Work
- Literacy Groups
- Questioning
- Writing to Learn
- Classroom Talk
- Scaffolding



A Compelling Model

The Rounds Process

- Facilitated Faculty Peer Observations
- Student Learning Data
- Non-evaluative approach
- Action Oriented
- Reflective Process



FOCUS Academy Implementation

3 Cohorts of Faculty Have Participated

- 2011-2012
 - QEP Faculty
 - 15 Developmental Math Faculty Teaching MATH 100 & MATH 200



FOCUS Academy Implementation

3 Cohorts of Faculty Have Participated

- 2012-2013
 - Cross-Divisional Faculty Cohort
 - 14 Faculty representing BT, MS and LASS



Participant Testimonials

- “As educators, it is our **obligation** to conduct our own **action research** to reflect on student learning. The Rounds Process helps all of us **reflect** on our **teaching** and provide an opportunity for change.”
- “It’s a great opportunity to **implement new strategies** that not only enhance teaching but student learning as well.”
- “I love **sharing ideas** with faculty from other disciplines and the fact that others came to **observe** and give **feedback** to me.”



Scaling Up

A New Context:

- Student Success Points
- New Strategic Plan
- Achieving the Dream Showcase
- Texas Completes
- Preparing students for a career...not just the next course



Scaling Up

Steering Committee

Member	Role	Representation
Lee Etheridge	Academy Director	OPD
Chris Marshall	Academy Facilitator/ Instructional Coach	LASS Division
Reid Etheridge	Academy Facilitator/ Instructional Coach	MS Division
Esmeralda Adame	Academy Facilitator/ Instructional Coach	BT Division
Jon Herrin	Evaluation Lead	IS&P
Jennifer Knecht	Instructional Coach	CLE
Jacob Guerra	Instructional Designer	STC Virtual Campus

Scaling Up

Steering Committee:

- Conducted an Extensive **Literature Review**
- Examined **Participant Feedback** Forms and engaged in Participant Interviews
- **Visited UPCS** and Clark University



Scaling Up

Steering Committee:

- Searched for **best practices** nation-wide
- **Developed** new materials, templates and rubrics
- Planned for growth and **sustainability**



2013-2014 Cohort

- Cross-Divisional Faculty Cohort
- 23 Faculty representing BT, MS, NAH & LASS
- Former Teaching and Learning Academy Graduates
- Interested Faculty



2013-2014 Cohort

Faculty Expectations for Fall Semester:

Session Participation

- Full-day Kickoff Event
 - September 7, 2013
- Fall Semester
 - 6 Sessions (Fridays, 8:30 a.m. – 11:00 a.m.)
 - One-on-one / Group Coaching Sessions



2013-2014 Cohort

Faculty Expectations for Fall Semester:

Course Redesign

- Select Course for Redesign
- CIF Immersion
- Create Learning Modules for Course that includes activities incorporating the CIF for each class session
- Create appropriate assessments
- Participate in Blackboard Course



2013-2014 Cohort

Faculty Expectations for Spring Semester:

Spring Semester

- 5 Sessions (Fridays, 8:30 a.m. – 11:00 a.m.)
- 3 Rounds Observations
- One-on-one / Group Coaching Sessions

Course Implementation

- Implement New Course Design in Spring
- Participate in Sessions and Rounds Observations
- Participate in Blackboard Course

2013-2014 Cohort

Support for Faculty	Support for Students
Academy Facilitators	Academic Support Services
Instructional Coaches	<ul style="list-style-type: none"> • CLE Workshops
Instructional Design Assistance on Flipped Classroom Model	<ul style="list-style-type: none"> • Supplemental Instruction
Resources, templates, rubrics and assessment devices	Clear Expectations for Success
CIF Support	Similar Classroom Culture Across STC
Assessment Coach	Engaged Faculty and Students

2013-2014 Cohort

Celebrating Faculty Milestones: *Dashboard of CIF Mastery*

Faculty	CGW	Questioning	Classroom Talk	Scaffolding	Literacy Groups	Writing to Learn
Reid Etheridge	Demonstrating	Demonstrating	Initiating	Developing	Initiating	Developing
Chris Marshall	Demonstrating	Initiating	Developing	Developing	Demonstrating	Demonstrating
Esmer Adame	Developing	Demonstrating	Demonstrating	Developing	Initiating	Initiating

Evaluation

Data will be Collected for the 2013-2014 Cohort:

- Student Retention Semester to Semester
- SLO Rates
- Student Success Rates
- Student Persistence
- Student Feedback
- Faculty Feedback



Benefits

- Provide faculty with tools to improve student success and engagement
- Move from “islands of excellence” to consistent and predictable success
- Create a unified and coherent approach to teaching and learning
 - Learning communities not based on content but on teaching practices

Benefits

- Incorporate intentional practice and reflective action into faculty work
- Support services embedded in Academy for faculty and students
- Reinforce a culture of high expectations for faculty and students
- Meet challenge of SD #4 - Collective Responsibility
- Continual review student engagement and success data

Office of Professional &
Organizational Development

Questions & Feedback

Thank you!

Review of New Texas Success Initiative (TSI) College Readiness Assessment

Dr. Petrosian will introduce Ms. Laura Boyer Talbot, Director of Curriculum and Student Learning. Ms. Talbot will provide a review of the new Texas Success Initiative (TSI) College Readiness Assessment and its impact on students seeking access to college.

The new TSI program established by the state has changed the testing requirements to determine college readiness during the admissions process. This has required changes to the testing procedures used at STC for student assessment, as well as a review of developmental studies and Adult Basic Ed. opportunities for students who do not test as "TSI-complete."

This item is for the Committee's review and feedback to staff only, and no action is requested.



Texas Success initiative (TSI)



Connection

Entry

Progress

Completion

Career

Texas Success Initiative

The Texas Success Initiative requires ALL new students to be assessed academically to determine their level of college readiness, with specific exemptions.



Texas Education Code Section 51.3062



Connection

Entry

Progress

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Changes to TSI

Old TSI Assessment

- College-ready standards varied by institution
- multiple assessment instruments
- placements often based solely on cut-score

New TSI Assessment

- one assessment instrument with one college readiness threshold for all institutions
- use of multiple factors in placement (i.e., holistic advising)



Connection

Entry

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Career

TSI Assessment

- THEA
 - ACCUPLACER
 - COMPASS
 - ASSET
- } These instruments were valid through Summer 2013

**New TSI Assessment Began 1st Class Day –
August 26, 2013**



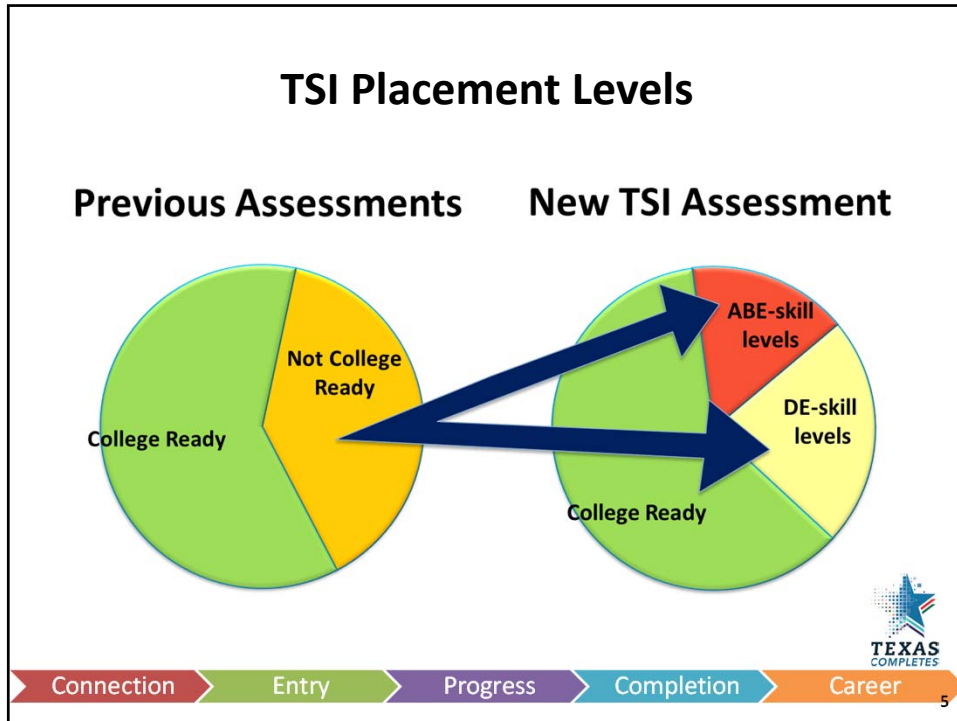
Connection

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Placement Levels

- **College Ready**
 - *Eligible for entry-level freshman courses*
- **Developmental Education**
 - *Knowledge and Skills levels - 9th to 12th grade equivalents*
 - *Eligible for Developmental Education coursework*
- **Adult Basic Education (ABE)**
 - *Knowledge and Skills levels - 1st to 8.9th grade equivalents*

TSI ASSESSMENT CUT SCORES

Approved phase-in **College Ready** cut-scores

Phase 1 –Freshmen entering higher education **Fall 2013**

- ✓ Mathematics -350
- ✓ Reading -351
- ✓ Writing –Essay Score of 5; Essay Score of 4 and Multiple Choice of 363



Connection

Entry

Progress

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Career

TSI ASSESSMENT CUT SCORES

Phase 2 –Freshmen entering higher education **Fall 2017 (first class day)**

- ✓ Mathematics -356
- ✓ Reading -355
- ✓ Writing -Essay Score of 5; Essay Score of 4 and Multiple Choice of 363

Final –Freshmen entering higher education **Fall 2019 (first class day)**

- ✓ Mathematics -369
- ✓ Reading -359
- ✓ Writing -Essay Score of 5; Essay Score of 4 and Multiple Choice of 363



Connection

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Who is Exempt from TSI?

Students meeting required scores on the following exams are exempt from further assessment.

- ACT
- SAT
- Exit Level TAKS
- STAAR/End of Course (EOC) Exam



Texas Success Initiative (TSI) Exemption Scores

TAAS		TAKS		STARR EOC		ACT		SAT	
READING	89	READING	2200 & 3	READING (ENGLISH III, LEVEL II)	2000	ENGLISH	19	VERBAL	500
WRITING	1770	WRITING		WRITING (ENGLISH III, LEVEL II)	2000	MATH	19	MATH	500
MATH	86	MATH	2200	MATH (ALGEBRA II, LEVEL II)	4000	COMPOSITE	23	COMPOSITE	1070

Exemption is valid for a period of five (5) years from the date of testing.

STAAR/End of Course (EOC) Exam

- minimum score of Level 2 on the English III (both reading and writing)
- minimum score of Level 2 on the Algebra II (mathematics section)



Additional (TSI) Exemptions

- Students pursuing a Level I Certificate
- Students who have previously graduated with an associate or baccalaureate degree
- Students who transfer from a private or independent accredited college and have satisfactorily completed college-level coursework
- Students who have transferred from an Out- of-State College and have satisfactorily completed college-level coursework
- Activity duty/honorably discharged Military
- Non-degree seeking students



Connection

Entry

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Career

Major Impacts of New TSI

- Implementation: August 26, 2013 (1st class day)
- One State required assessment exam
- Exemptions did **NOT** change
- Multiple Assessment options are no longer available



Connection

Entry

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Completion

Career

The New TSI Exam: Opportunities

- Test results include comprehensive diagnostic profile for each student
- Allows for differentiated/holistic placement
- Fee structure remained the same
- High schools can become TSI testing sites



Connection

Entry

Progress

Completion

Career



Questions, Discussion & Idea Sharing



Connection

Entry

Progress

Completion

Career