El Paso Community College: Teachership Academy

Presenters:
Dr. William Serrata, President
Mr. Steve Smith, Vice President of Instruction
Dr. Lydia Tena, Northwest Campus Dean/AtD Leader College Liaison

Baltimore, Maryland
February 19, 2015
We had a vision guided by conversations we had through Achieving the Dream……

“To design a way to honor faculty and provide them additional professional growth opportunities”

It Became a Reality -
THE TEACHERSHIP ACADEMY

Phase I - First Cohort in 2008
Phase II – First Cohort in 2012

How it all started
Steering Committee

Committee Members:

Robert Aguilar – Education
*Debbie Aguilera – Psychology
Oscar Baeza – Librarian
Pat Duran – Counseling
Mary Ervin – Economics
Rudy Hernandez – Psychology

Dr. Audrey Hernando – Education
Dr. Jose Pacheco – Biology
Dr. Hilda Taylor – Alumni Volunteer
*Eddie Urquidi – Mathematics
*Dr. Barbara Yancy-Tooks – Speech

*Dr. Lydia Tena, Administrative Liaison

*Founding committee members
Phase I – Academy Structure
Academy Goals – Phase I

- To enhance teaching skills for participants
- Enhance the learning of participants’ students
- Provide a Cohort experience for participants
- Academy Graduates serve as mentor faculty who then assist other faculty with their instructional and developmental needs
Academy Format – Phase I

- A ten month faculty training program
  - Faculty Apply through their Instructional Dean
  - Dean nominates Faculty
  - Committee selects Cohort

- Academic Year Format (August to May)
  - One session per month (none in December)
  - Sessions held on the third Thursday of the month (1-5)

- Enhanced using the Teachership Academy
  Blackboard course
  - Academy materials
  - Outside readings for each session
  - Academy Communications
Academy Requirements – Phase I

- Attendance at ALL Teachership Academy Sessions
- Participate in Fall and Spring Technology Series Training Sessions provided through Starlink
- Conduct Action Research in their class/es
- Showcase Action Research Findings (Poster Sessions)
  - Graduation Ceremony
  - Faculty Retreat
Fall and Spring Technology Series – Phase I

- State of Texas Academic Resource Link

- Agency of Texas Association of Community Colleges
- Provide over 200+ hours of high quality professional development available 24/7.
- Feature 12 programs from their eLibrary streamed 24/7 for one month
- Additional training programs from their eLibrary available on-demand via the internet

Sample Topics:
- Curriculum and Assessment Strategies to Improve Student Success
- Strategies to Assist Students to take Responsibility of their own learning
- Tips to improve Critical Thinking/Analytic Reasoning

- TA Requirement – Participate in at least 2 sessions in the Fall and 2 sessions in the Spring
Action Research Project conducted with one of their classes

Designed to examine how each participant’s teaching strategies impacts student learning

Create Poster Session to be shared during the Graduation Ceremony and Faculty Retreat

Sample Topics:

- **Learning Communities** - Cooperative Learning in the Classroom
- Incorporating Interactivity Between Students in an Online Course to Increase Learning
- Hands on at the Library
- Learning Outcomes Utilizing Collaborative Activity Based Assignments
- In-Pairs Collaborative Learning Study
- The Effects of Group Selection on Student Performance and Retention in Introductory Biology Courses
- Focus on Feedback: Optimizing the Learning Experience for Student Nurses in the Clinical Simulation Laboratory
- Impact of Art on Student Critical Thinking Skills
- Improving Student Critical Thinking and Analytical Skills in Remedial Reading Classes
Phase I

Academy Sessions
<table>
<thead>
<tr>
<th>Date(s)</th>
<th>Session/Activity Description</th>
<th>Presenter(s)</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 21</td>
<td>Orientation, Action Research Project Overview</td>
<td>Dr. Lydia Teny Teachership Academy Committee</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC A601</td>
</tr>
<tr>
<td>September 11</td>
<td>Action Research IRB</td>
<td>Dr. Patricia Hinchey Keith Pannell</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
</tr>
<tr>
<td>October 16</td>
<td>Collaborative Learning</td>
<td>Dr. Greg Hodges</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
</tr>
<tr>
<td>November 13</td>
<td>Teaching Students with Disabilities and Student Dynamics Presentation</td>
<td>Speaker Panel Robert Aguilera</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
</tr>
<tr>
<td>December</td>
<td></td>
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</tr>
<tr>
<td>January 15</td>
<td>Authentic Assessments and Student Outcomes</td>
<td>Dr. Greg Hodges</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
</tr>
<tr>
<td>February 19</td>
<td>Active Learning</td>
<td>Dr. Suzanne Swiderski</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
</tr>
<tr>
<td>March 19</td>
<td>Conversation with Vice President of Instruction Faculty Burnout/Motivation</td>
<td>Steve Smith Joel Villademoros, Tony Juarez</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
</tr>
<tr>
<td>April 16</td>
<td>Conversation with the President Understanding Generational Differences Action Research, Poster Session</td>
<td>Dr. William Serrata Dr. Barbara Larsen</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
</tr>
<tr>
<td>May 18</td>
<td>Graduation Ceremony</td>
<td>TA Graduates</td>
<td>7:30 am – 12:30 pm</td>
<td>Double Tree (Hilton Hotel Down Town)</td>
</tr>
<tr>
<td>May 19 &amp; 20</td>
<td>Faculty Retreat</td>
<td>TA Graduates – Poster Session Roundtables</td>
<td>Per Brochure</td>
<td>Albuquerque, NM</td>
</tr>
</tbody>
</table>
Class of 2014-2015 Presenters – Phase I

- **Internal Experts**
  - Robert Aguilar (Education) – Student Dynamics Presentation
  - Oscar Baeza (Librarian) – TA Library Overview
  - Mary Ervin (Economics) – Blackboard Course Overview
  - Rudy Hernandez (Psychology) – Action Research
  - Antonio Juarez (Psychology) - Faculty Burnout
  - Keith Pannell (Psychology) – IRB Requirements
  - Sign Language Program Faculty and Staff
  - Dr. Barbara Yancy-Tooks (Speech) – Moderator for Pres/VP sessions
  - Joel Villademoros (Sociology) – Faculty Burnout

- **Outside Speakers**
  - Service Providers for Individuals with Disabilities in the El Paso Region
  - Dr. Patricia Hinchey – Action Research
    - Professor of Education, Penn State University
  - Dr. Greg Hodges –
    - Dean of Academic Success and College Transfer, Patrick Henry Community College
  - Dr. Suzanne Swiderski – Active Learning
    - Academic Director, First-Year Programs at the University of Wisconsin-Parkside
  - Dr. Barbara Larsen – Understanding Generational Influences
    - Business Education Adjunct Faculty, Winona State University, Winona MN
Internal Presenters – Phase I
External Presenters – Phase I
August Session: Orientation

Cohort Assembles for the First Time

Poster Session Overview

Action Research Overview
September Session: Action Research

Dr. Pat Hinchey
Professor of Education
Penn State University

Keith Panel
Chair of EPCC Internal Review Board (IRB)
October Session: Collaborative Learning

Dr. Greg Hodges
Dean of Academic Success and College Transfer
Patrick Henry Community College
Speaker Panels
Local Service Providers for the Visually Impaired and Hearing Impaired
January Session: Authentic Assessments and Student Outcomes

Dr. Greg Hodges
Dean of Academic Success and College Transfer
Patrick Henry Community College
February Session: Active Learning

Dr. Suzanne Swiderski
Academic Director
First-Year Programs and
Assistant Professor of English
University of Wisconsin-Parkside

Faculty Participants in Action
March Session: Motivation and Faculty Burnout

Joel Villademoros  
EPCC Sociology Instructor

Tony Juarez  
EPCC Psychology Instructor
April Session: Understanding Generational Differences

Barbara Larsen
Business Instructor
Western Technical College and Consultant
Phase I

Graduation Ceremony
Graduation Awards
Graduating Classes – Phase I

2008-2009

2009-2010

2010-2011

2011-2012

2012-2013

2012-2013
Phase II
Launched 2012-2013
Academy Goals – Phase II

➢ To expand faculties’ teaching methodologies in the classroom in order to enhance students’ learning opportunities

➢ To enhance participants’ Computer/Technology skills and/or Community Service

➢ To expand participants’ scholarly writing abilities
- Ten month faculty training program only open to Graduates of Phase I
- Cohort selected through same Application and Selection Process
- Academic Year Format (August to May)
- One session per month (none in December) – held on the fourth Thursday of every month from 1-5 pm
- Also enhanced using the Teachership Academy Blackboard course
- Additional technology training provided through StarLink
- Utilize EPCC Blackboard Certification process
Phase II - Academy Requirements
- **Attendance at ALL Teachership Academy Sessions**
- **Become Black Board Certified**
  - If already BB Certified,
    - Participate in the Technology Series Starlink Sessions
    - Must attend at least two sessions per semester
- **Expand on Action Research Project and publish a Scholarly Article in the “Teachership Academy Chronicle”**
- **Showcase Action Research Findings**
  - Through the Virtual Conference Series
  - During Graduation Ceremony
Provide a Ten Minute Presentation and Discussion on Action Research Findings

Audience
- College Administrators
- Phase I Participants and Graduates
- Phase II Graduates
- Teachership Academy Steering Committee Members

Videotaped session is posted on the Teachership Academy Website
# Teachership Academy - Phase II

## Series I: Virtual Conference Presentation - Streaming Videos (Windows Media Video Format)

<table>
<thead>
<tr>
<th>Instructor</th>
<th>Title</th>
<th>Discipline</th>
<th>Articles</th>
<th>Video</th>
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</thead>
<tbody>
<tr>
<td>Bomback, Kathleen</td>
<td>Effect of Podcasting on Student Self-Editing Skills</td>
<td>English</td>
<td></td>
<td>Click here to see video</td>
</tr>
<tr>
<td>Camacho, Gabriel R.</td>
<td>The Logical Way to Teach Introduction to Philosophy</td>
<td>Philosophy</td>
<td>Article (PDF)</td>
<td>Click here to see video</td>
</tr>
<tr>
<td>Camarillo, Melinda R.</td>
<td>Integrating Mathematics into Introductory Biology</td>
<td>Math</td>
<td>Article (PDF)</td>
<td>Click here to see video</td>
</tr>
<tr>
<td>Chavira, Rogelio</td>
<td>Correcting ESL Writing Errors</td>
<td>ESL</td>
<td>Article (PDF)</td>
<td>Click here to see video</td>
</tr>
</tbody>
</table>
Guided Inquiry in the Scientific Method: A Revision of Laboratory Activities—A study on termites
by Dr. Jose Pacheco, Assistant Professor in Biology, Northwest Campus
Guided Inquiry in the Scientific Method:
A Revision of Laboratory Activities—*A study on termites*

Dr. Jose Pacheco
El Paso Community College, Northwest Campus
Phase II

Sessions
### Teachership Academy Schedule-of-Events – PHASE II 2014-2015

<table>
<thead>
<tr>
<th>Date(s)</th>
<th>Session/Activity Description</th>
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<th>Time</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>August 28</td>
<td>Orientation</td>
<td>Dr. Lydia Tena TA Steering Committee</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
</tr>
<tr>
<td>September – April</td>
<td>Blackboard Certification or Teachership Academy Community Collaborative Initiative (TACCI)</td>
<td>TA Cohort</td>
<td></td>
<td></td>
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<tr>
<td>September 25</td>
<td>Scholarly Writing IRB Process</td>
<td>Dr. Andrew “Andy” Page Keith Pannell</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
</tr>
<tr>
<td>October 23</td>
<td>Research and Publishing Component</td>
<td>Faculty Panel</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
</tr>
<tr>
<td>November 20</td>
<td>Faculty Ethics and Leadership</td>
<td>Dr. Diane Troyer</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
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<tr>
<td>December</td>
<td>No Session This Month</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>January 22</td>
<td>Recognizing the Importance of Student Engagement</td>
<td>Dr. Barbara Millis</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
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<tr>
<td>February 26</td>
<td>Understanding the Needs of Active Military and Veteran Students</td>
<td>Dr. Rebecca Pasillas</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
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<tr>
<td>March 26</td>
<td>Evolving Technology: Classroom and Educational Success</td>
<td>Dr. Gerardo de los Santos</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
</tr>
<tr>
<td>April 8 - 17</td>
<td>Virtual Mini Conference</td>
<td>TA Cohort</td>
<td>1:00 pm – 3:00 pm</td>
<td>STS Lab</td>
</tr>
<tr>
<td>April 23</td>
<td>Grant Writing and Funding Opportunities</td>
<td>Jennifer Pearson</td>
<td>1:00 pm – 5:00 pm</td>
<td>ASC Board Room</td>
</tr>
<tr>
<td>May 1</td>
<td>Graduation Ceremony</td>
<td>TA Graduates</td>
<td>6:00 pm – 9:30 pm</td>
<td>El Paso Club (201 E. Main Dr.)</td>
</tr>
</tbody>
</table>

Unless Otherwise indicated, all TA Phase II sessions will take place on the 4th Thursday of each month.

“Creating Our Own Master Teachers”
AUGUST – Orientation and Introductions – Phase II

Cohort Introductions and Action Research Discussions
NOVEMBER – Faculty Ethics and Leadership – Phase II

Dr. Diane Troyer
DKT Solutions, CEO
AtD Leadership Coach

TA Alumni Guests
JANUARY – Recognizing the Importance of Student Engagement – Phase II

Dr. Barbara J. Millis
Retired Director, Teaching and Learning Center
University of Texas at San Antonio
Dr. Gerardo de los Santos
Chief Executive Officer (CEO)
League for Innovations
APRIL – Grant Writing and Funding Opportunities

Jennifer Pearson
Educate Texas
Communities
Foundation of Texas

Alma García
Educate Texas
Communities
Foundation of Texas
MENTORING EXPERIENCES

Steering Committee Members serve as Mentors to Participants
Phase II

Graduation Ceremony
Graduation Ceremony – 2012-2013

Recognized by Dr. Serrata and Mr. Smith

Presenting Findings of Action Research Article

Celebrating with Cohort
Phase II Inaugural Class of 2012-2013
Phase I and II

Academy Resources
Teachership Academy Resources – Sample Action Research Posters
Teachership Academy Resources – Banners

On Display at all Campuses
Phase I and II

Academy Recognition Awards
AtD Best Practice Designation - 2011

**Article in Community College Times - 2011**

Infusing new ideas into the classroom

Teachers are unquestionably the linchpins in the education process. However, given budget constraints and other issues facing colleges, ensuring that instructors have the right tools to improve the learning process sometimes falls off the radar.

“The employment of a new full-time faculty member is a million-dollar investment over a lifetime,” said Terry Myers, senior fellow and program evaluator at the League for Innovation in the Community College. The best way to ensure a return on that investment is through professional development, Myers said, particularly because university programs that prepare faculty typically don’t address the particular challenges of teaching at a community college.

One college that believes strongly in the value of professional development for instructors is El Paso Community College (EPCC) in Texas. Its TeacherSchip Academy helps full-time faculty and adjuncts adopt strategies and techniques in their classrooms to make their teaching more interactive and effective.

Teachers in the program are expected to attend a two-hour seminar every month for 10 months. At each session, “participants learn new teaching strategies and then apply them in their classrooms the next day,” said Linda Tome, dean of instructional resources.

Honorably Mention Award in Professional & Organizational Development in the National Council for Instructional Administrators’ (NCIA) 2012-2013 Exemplary Initiatives Competition

Used as a model to create a Sister Academy at Kaskaskia College in Illinois – 2012
Phase I and II

Please see Website for further information:

http://dnn.epcc.edu/Default.aspx?alias=dnn.epcc.edu/teachershipacademy
Extra Slides – not used in this Presentation
Committee and Alumni At Work
Teachership Academy Committee at Work

- Recruiting at New Faculty Expo
- Serving as Mentors to Participants
- Highlighting Posters at Orientation Session
Teachership Academy Committee at Work

Activities during the Monthly Sessions
Alumni at Work – Showcasing Action Research Posters at New Faculty Expo
Phase I

Academy Evaluations
Overall Evaluation - Class of 2013-2014

Votes

- Covered Useful Material: 113 Rated 10, 102 Rated 8, 23 Rated 6, 6 Rated 4, 20 Rated 2
- Practical to Instructional Needs: 33 Rated 10, 10 Rated 8, 33 Rated 6, 7 Rated 4, 20 Rated 2
- Well Organized: 20 Rated 10, 23 Rated 8, 8 Rated 6, 11 Rated 4, 20 Rated 2
- Presented at the Right Level: 29 Rated 10, 14 Rated 8, 9 Rated 6, 1 Rated 4, 5 Rated 2
- Effective Visual Aids and Handouts: 30 Rated 10, 14 Rated 8, 14 Rated 6, 1 Rated 4, 2 Rated 2
- Presenter’s Knowledge: 123 Rated 10, 13 Rated 8, 13 Rated 6, 15 Rated 4, 5 Rated 2
- Presenter’s Clarity: 115 Rated 10, 20 Rated 8, 13 Rated 6, 5 Rated 4, 5 Rated 2
- Presentation Style: 113 Rated 10, 22 Rated 8, 15 Rated 6, 5 Rated 4, 4 Rated 2
- Interaction with Participants: 114 Rated 10, 22 Rated 8, 15 Rated 6, 5 Rated 4, 4 Rated 2
- Overall Rating for workshop: 115 Rated 10, 20 Rated 8, 15 Rated 6, 5 Rated 4, 4 Rated 2