

Community College of Denver Teaching Excellence Grant Report

Accomplishments

For the first cycle of the Teaching Excellence grant, CCD hired a Culturally Relevant HIPS Coordinator.

The HIPS Coordinator began with interviews with CCD department chairs to identify where the following High Impact Practices (HIPS) were implemented in our academic programs:

- First Year Experience
- Learning Communities
- Writing-Intensive Courses
- Collaborative Assignments and Projects
- Undergraduate Research
- Service/Community Based Learning
- Work-Based Learning
- Capstone Courses and Projects

The HIPS Coordinator was able to meet with half the the program chairs and create a map of our culturally relevant HIPS. Additionally, disaggregated data was pulled from COGNOS and gaps identified.

Our HIPS Coordinator took the collected data and began one-on-one work with the program chairs to create department level changes. Thus far, the following changes have been made:

- Business: streamlining the “Business Plan” for BUS 1015; worked with chair to adopt flexible assignment policies to increase retention and ensure student success
- Biology/Health Sciences: found Spanish-language companion textbooks to accompany English textbooks for their students struggling with the material.
- History/Political Science/Economics: Lack of LGBTQ+ primary sources, pre-1800.

These changes are in the process of implementation and baseline data should be available after the spring 2023 semester.

Additionally, five culturally relevant high impact practices were embedded into three academic pathways:

Business: Work-Based Learning; First-Year Experiences

- Worked with chair to adopt a flexible assignment policy to increase retention and student success in FYE course BUS 1015; creation of a plan to begin a student success center with access to assignment-specific tutoring

Education (Early Childhood Education): Work-based Learning

- Used FLC model to fund the expansion of the Pamoja Early Childhood Workforce Program (Internship; Undergraduate Research)

Social & Behavioral Sciences (History/Political Science/Economics): Work-based Learning; Service/Community-based Learning

- Used FLC model to fund the creation of a searchable database/website (tentatively titled “SBSS Archive for LGBTQ+ Communities before 1800”)

The HIPS Coordinator also identified gaps in knowledge regarding HIPS and created two new professional development courses: Advanced Inclusive Teaching and Teaching Dimensions of Engagement. Two workshops were also created: Diversity, Equity and Inclusion Curriculum workshop and DEI Syllabus Audit. These trainings will be launched Spring 2023.

Challenges

We have had several challenges throughout the grant work. Our Culturally Relevant HIPS Coordinator was not onboard until May in the grant cycle. Additionally, we had to cancel our first round of professional development due to lack of registration.

Next Steps

- a. Meet with every remaining chair on campus by September
- b. Roll out Advanced PD courses in Spring/Fall 2023
- c. Roll out 2-day DEI Workshop for February 2023, and August 2023
- d. Roll out the on-demand 1-hour DEI Syllabus Audits in January 2023
- e. Embed at least 1 additional culturally relevant HIP into at least 2 new Pathways by May 2023; remaining 3 Pathways by December 2023.
 - i. Using COGNOS data to identify courses with the lowest performance for Black and Hispanic Students
 - ii. Generating reports on courses with high traction that are underperforming, and collaborating with Deans and Chairs to embed HIP to improve student retention and ensure success.