

Collaboration: A Key to Success in a Co-requisite World

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Essential Question and Objectives

Essential Question: How can we manage the changes related to developmental education at our colleges while ensuring that students are supported?

Objectives:

- Participants will learn tangible ways to manage change at the state and local level;
- Presenters will share techniques to help participants develop program/department/division/college partnerships;
- Participants will learn shared professional development opportunities.

Ice Breaker Activity - Three of a Kind

Directions: Form groups of three and introduce yourself to your group mates. Then, work together to find the common link within each group.

Example: Hurricane, camera, and needle (eye)

1. Barber, rooster, and beehive
2. Bowling alley, tailor, and wrestling match
3. Telephone, deck of cards, and car trunk
4. Fishing rod, actor, checkout counter
5. Watermelon, tennis tournament, and idea

Are You Involved?

An important question: Who is driving the change at your institution? If you don't stand up for Dev. Ed, who will?

Ways to spread the word and find your role:

- Find ways to be a point person;
- Stay informed;
- Take advantage of local, regional, or statewide opportunities;
- Be willing to do the work;
- Share the love (share your expertise);
- Spread the word (and the work) to stakeholders.

Why Collaborate?

“Collaboration is a powerful vehicle to promote faculty learning and professional development and an effective way to maximize the impact of institutional investments in faculty.”

Collaboration aids individuals/institutions in the following ways:

- Achieving goals that can't be achieved alone;
- Increasing prestige or influence;
- Sharing resources and reducing costs;
- Facilitating learning - institutions learning about the newest and best practices to apply their own situations

Not just a “Dev. Ed. Initiative”

An important distinction: A collaborative approach asks of our colleagues across campus: “How can *we* work together to manage this change?”

Spread the work to all stakeholders:

- Student Services
- Advising and Pathways
- Testing and Placement
- CCP/High School partners
- Curriculum and Developmental Education departments
- Local prerequisites for A.A.S courses

Navigating Change Isn't Easy

Be prepared for reactions: We handle change in different ways. Reactions can be emotional, mental, physical, and behavioral. Can you name a few?

Ways to smooth the process:

- Communication;
- Q & A;
- Regular meetings;
- Invite ideas;
- Listen, reassure, and be straightforward;
- Remain calm;
- Engage constituents.

Choose How You Adapt

Choose to thrive in the midst of it all: manage stress while practicing resilience.

3 Strategies for Resilience:

- Thinking with optimism:
 - Why is this happening to me? OR How can I grow through this opportunity?
- Maintain a growth mindset
 - I can learn ____ through this experience.
- Focus on the present:
 - we spend close to 40% of our day fast-forwarding or rewinding; instead, practice mindfulness to take advantage of TODAY.

Learn from the Early Adopters

Not brave enough to go first? If your institution chooses to wait instead of diving right in, use the time you've given to be productive.

Seize the opportunity to:

- Get organized: Create a timeline & implementation plan;
- Effectively plan classes;
- Learn from fellow colleges;
- Reach out to colleagues across the state for honest answers;
- Research best practices in-state and out-of-state;
- Anticipate challenges/strengths specific to your institution;
- Put students first.

Promote Psychological Safety

“How Fearless Organizations Succeed” author Amy Edmondson writes:

A fearless organization is one that provides psychological safety... **In a workplace, psychological safety is the belief that the environment is safe for interpersonal risk taking. People feel able to speak up when needed — with relevant ideas, questions, or concerns — without being shut down in a gratuitous way.** Psychological safety is present when colleagues trust and respect each other and feel able, even obligated, to be candid.

<https://www.strategy-business.com/article/How-Fearless-Organizations-Succeed?gko=fdfc6>

Strengthening an Institution

Has your professional development request been denied? If so, why?

Professional development opportunities can strengthen an institution in four unique ways:

- Expands knowledge;
- Promotes change;
- Strengthens teamwork;
- Demonstrates an institution's commitment to its employees.

Suggestions from:

<http://blogem.ruffalonl.com/5-ways-higher-education-professional-development/>

How Do We Do That?

Use Professional Development opportunities to your advantage.

Suggestions include:

- Design and/or facilitate online professional development activities through your college's learning management system;
- Attend regional, state, and national conferences. Share the information learned from a conference in-house (e.g. lunch and learns, coffee and conversations);
- Webinars (NADE, discipline specific);
- Review textbook manuscripts;
- Pilot new publisher textbooks.

The Bottom Line

As much as change may turn our focus inward, let's not forget who really matters: the students.



In response to the question "How can Developmental Studies classes help you?" students said, "They create community." Photo by J.Bolick.

Activity - Interconnectivity

Directions:

1. Stand up and form one large circle.
2. One person will hold the yarn to start.
3. The person holding the yarn will say his/her name and institution & answer this question: Who is someone you currently collaborate with at your institution?
4. While holding the end of the string, the person tosses the ball of string to someone they don't know.
5. Repeat steps #3 - 4 until everyone is holding yarn.

Questions and Answer Session



References

Edmondson, Amy C. "How Fearless Organizations Succeed." *Strategy+Business*, 14 Nov. 2018,

www.strategy-business.com/article/How-Fearless-Organizations-Succeed?gko=fdfc6. Accessed 4 Mar. 2019.

Meremadi-Baldino, Dr. Delvina., *Resilience in Times of Change, Employee Assistance Network, 2019.*