

**Excellence in Teaching and Learning:** Build capacity, lead, and support ongoing development and improvement of equitable innovative and responsive learning environments for students and employees

Strategic Action Milestones and Timelines

**Strategic Action: *Define equitable best teaching and learning practices***

<b>Strategic Indicators:</b>				
-Quality of student learning experience as measured by student engagement surveys -Teaching and learning survey results indicate positive progress regarding implementation of equitable best practices -Employees report understanding and confidence in supporting student learning and feel they have the necessary tools to enact their role effectively-				
	Summer 22	Fall 22	Winter 23	Spring 23
Create a process and timeline to uncover what we might define as best practices and mindsets	ETL SP Workgoup explores ETL reading list and other crowd sourced materials on research informed principles of best teaching and learning	Finalize "Define Equitable Practices" tab of this timeline (Early fall)		
	Individual exploration of some items on reading list plus optional reading discussion meet-up	Decide on approach (Appreciative inquiry? Backwards design.)  Update/Progress Reports to key groups including College Council, DCD, INSS/Deans' inservice sessions		
Align process, timeline, actions with DEI strategic plan, GP, shared governance		Cross-walk our plan/principles with DEI strategic plan section on equitable teaching/learning		
		Assess alignment with Guided Pathways principles		
ETL SP Workgroup creates expanded inventory of research-informed principles of excellent teaching & learning		ETL SP Workgroup defines parameters of the work: what do we mean by teaching and learning and who are the stakeholders? [Interviews and/or tours of peers institutions]		
		ETL SP Workgroup synthesizes/categorizes expanded inventory into key principles. [May be small subset of this group that includes the experts/folks who do this work at the College, turning back to group for feedback?]		
			ETL SP Workgroup convenes stakeholder gathering to present learning process and key principles	
			Gather stakeholder feedback (through convening and other tools (e.g., surveys, focus groups, etc.)	
			ETL SP Workgroup regroups to consider feedback and finalize list of principles	
Engaging with Campus on progress		Encouragement to continue professional development and training as this work is going on		Communicate and publicize principles (e.g., trainings, resources and tools)
		Create communication plan		
Shared Governance				

**Strategic Action: Implement equitable best teaching and learning practices**

**Activities:**

- Share literature review with stakeholders
- Departments & programs set goals for implementation

**Timeline and Implementation Notes:**

Work with specific departments to develop relevant practices which will be integrated into faculty professional development slated to begin Fall 2023.

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**Strategic Action: Use student and employee feedback and student outcomes to improve teaching and learning practices**

**Activities:**

- Evaluate and identify questions on the existing instruments (EYES, FYE surveys, student course evals, and graduation surveys that provide useful data regarding the quality of student learning (Useful means related to learning and not to general student experience/liking the subject or teacher)
- Gather data from surveys and evals after first implementation
- Review data and make plans for improvement
- Improve the instruments that we use to get feedback. (Reference DEI focused resources. Ex. We All Count).
- Communicate findings and plans for following year

**Timeline and Implementation Notes:**

We are working on creating some questions that we would like to focus our efforts on. Would like to have these completed by the end of Spring 2023.

The Fall 2023 Student Engagement Survey will include one or more questions to assess students' experiences with these elements and this information will be used to set a baseline

The success of this implementation will be assessed through ongoing faculty surveys. The results of the first administered survey will be used to set a baseline and establish thresholds for improvement.

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**Strategic Action: Invest in equitable, innovative, and responsive professional development and learning**

**Activities:**

- College, Department, & Program budget/unit plans include line items for this strategic action