



25 Faculty Signed Up
10 Programs Were Represented in the Institute
20 Faculty Completed their Online Form with an Action Plan

2 Regional Professional Learning Events
4 Mesa Professional Learning Events
5 Mesa Open Working Sessions



Action Plan Themes

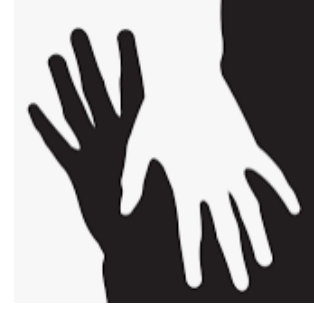
Below are the most common themes that showed up in the total of **20 Action Plans** completed by the **Strong Workforce Faculty Institute** participants.

The themes are ordered from most mentioned to least mentioned.

- **Equity Efforts:** mentioned **31** times
- **Community Feel:** mentioned **18** times
- **Built in Support:** mentioned **10** times
- **Leaning in:** mentioned **7** times

1

Equity Efforts



Redesign syllabus to make it more inclusive, welcoming, encouraging and accessible

Change classroom policies

Include equity-minded language and images in the syllabus and course materials

Conduct outreach to improve cohort diversity

Change curriculum to improve workforce preparedness

Continue researching and learning pedagogy and content topics that make students succeed

Facilitate panel discussion and guest speaker events

Focus on building a culture of diversity, equity, inclusion, support and growth for the program cohort

2

Community Feel



Office hours to support students who need help or to just keep students connected with the instructor

Focus on creating a safe space in the classroom and build relationships and trust with students

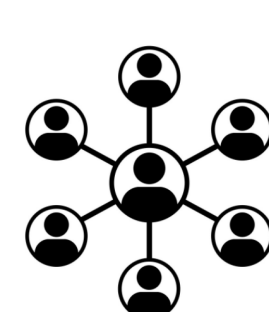
Create a community of learners through discussion, surveys and icebreaker activities

Send Welcome Letter to students prior to the start of the term

Set up study groups to help improve success rates and retention

3

Built in Support



Provide additional resources at the beginning of the term (technology access and support, web links, tips for success, meeting times..)

Create videos to help with content learning and assignments

Provide more training on resiliency and grit

Tutoring and peer ambassadors for student support, success and retention

4

Leaning in



Learn about students through surveys

Create an inquiry site where students can provide feedback on their learning and help build their own curriculum

Support & Resources

Most of the Strong Workforce Faculty Institute participants did not mention any **support or resources** needed to carry out their Action Plan.

From those who mentioned **support or resources** needed, below are the requests from most commonly mentioned to least commonly mentioned.

Ongoing access to data to track whether the implemented action plan is leading to positive trends

More opportunities to learn from other instructors

Student exit surveys

Spanish translation resources

Latinx cultural evaluator

More resiliency and grit training

More Strong Workforce Faculty Institute-like opportunities

Reduce faculty workload so that there is more time for engaging with students and continue learning, planning and adapting

Professional learning centered around how to engage online students and how to best support online students

Maintain or reduce the class cap of online classes

Purchase access to learning software for students

Access to student Teaching Assistant or Peer Mentors