



New Classified Institute 2023-2024

Devin Di Pierro | Eva Parrill | Jennifer Park | Thuan Le



Outline

Who are we?

What is New Classified Institute?

Why should employees participate in New Classified Institute?

When is New Classified Institute?

Who can participate?

How to RSVP?

NCI Coordination Team



Devin Di Pierro

INSTRUCTIONAL LAB
TECHNICIAN, BIOLOGY

NCI Coordinator



Eva Parrill

ADMINISTRATIVE ASSISTANT,
LOFT

NCI Coordinator



Jennifer Park

STUDENT SERVICES
TECHNICIAN, OUTREACH

NCI Coordinator



Thuan Le

STUDENT SERVICES
TECHNICIAN, STAR TRIO

NCI Coordinator

2023 NCI Graduates



Goal is that Classified become:

- grounded in positions
- connected to colleagues
- connected to campus
- Results in:
 - Improves personnel retention
 - Fosters equity-minded campus leaders

The WHY of NCI

Outcomes of Pilot year:

- Participants were introduced to on campus resources, contacts, culture of diversity, equity and inclusion, Mesa 2030, governance, leadership
- Participants formed productive mindsets around DEI and tied the goals of Mesa 2030 to their work
- Participants took steps towards becoming equity-minded leaders from every seat

Surveys/Data:

- Post-session surveys indicated that all sessions were valuable
- Testimonials support that participants felt inspired, informed, connected, and valued

The Big Picture

▫ Mesa 2030 Strategic Objectives

- Community:
 - S.O.: Remove barriers to equitable participation by developing, incentivizing, and creating structures for all employees to engage in and design professional learning
- Scholarship:
 - S.O.: Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and disproportionately impacted groups
 - S.O. Expand the use of innovative and high-quality teaching learning, and support practices that achieve equitable outcomes and increase student success

▫ Campus Employee Learning Committee Goals

- Collaborate with our campus constituents to establish equitable participation for the campus community, and provide various incentives through sync & async learning. (award, certificate,ayscale adv.)
- Intentionally create a PL curriculum that infuses race conscious, culturally relevant, and equity focused activities.
- Cultivate the community that acknowledges the Mesa community's knowledge to lead transformative PL through collective and individual learning opportunities.

Our Approach:

Data - Based Programming:

Analyze data collected from pilot year to inform the upcoming cohort

Keep & expand highest-rated workshops

Start with Heart:

Maintain a strong focus on activities that create a community of support

(team-building, mentorship, cross-campus connections)

Building & Sustaining Culture:

Strengthen equity & leadership mindsets

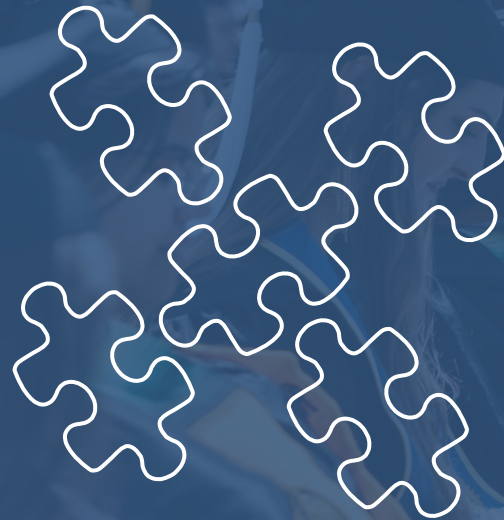
Promote ongoing professional learning

Importance of classified contributions for campus and district

Cross-Campus Collaboration

Support from Managers/Supervisors

Investigate district-wide opportunities



2023-2024 Schedule (Tentative)

9/15, 9 - 12	Welcome, Cohort introductions, Contract Overview, Meet the Classified Senate
10/13, 9 - 1	Meet the Campus Leaders, Department Speed-Meet
11/17, 9 -12	Leading with Our Strengths
12/8, 9 - 1	Deep Dive into Equity
1/12, 9 -1	Mini- ClassiCon; Mentor/Mentee Meet-up; TBD
2/9, 9 - 1	Governance 101; Mesa 2030
3/8, 9 - 1	Crucial Conversations
4/12, 9 - 1	Envisioning Classified Leadership
5/10, 9 - 1	Looping Department into the Work; Putting it all together; Celebrating!

Invite your new Classified team members to register for NCI:



bit.ly/mesanci2023

Who is invited?

- Classified Hired within the last 12 months
- Transfers from other campuses
- Seasoned employees who want to learn more
- NANCE who want to be more involved on campus



Questions/Comments?

Devin Di Pierro

Eva Parrill

Jennifer Park

Thuan Le