

Partnering with ESCALA for STEM Success

Mechanisms for Reflective
Practice



Hispanic Enrolling to Hispanic Serving

2014

HSU was designated an HSI based on passing the 25% threshold for enrollment of students who identify as Hispanic.

HSU was charged by its campus system to improve retention and graduation for all students.

Partnership with Evergreen (WCSI)

Place-Based Learning Communities (PBLCs) to better welcome and support first-year STEM students

2015 CNRS launches its first Place-Based Learning Community (PBLC)

....

2019 CNRS launches its fourth PBLC, and begins planning for the fifth (us!)



Continuous Improvement

We have evidence that our PBLCs are improving the sense of academic belonging and positive academic outcomes for many students. Other observations reveal that there are still improvements to be made in making the HSU first-year college experience **more inclusive and equitable**.

PBLC Co-PI Amy Sprowles



Partnership with ESCALA

IMPROVEMENT THROUGH REFLECTIVE PRACTICE

ESCALA (Spanish for “*striving*”) is a consortium of higher education consultants based in the U.S. Southwest who are committed personally and professionally to increasing the retention and graduation rates of underrepresented students in higher education.



ESCALA

- 2017-18 Four 3-hour workshops at HSU over the year for chairs and faculty leaders
- Summer Immersion Program leading to an HSI Teaching certificate
- 2018-19 Faculty Learning Community

~25 faculty from
CNRS by 2020

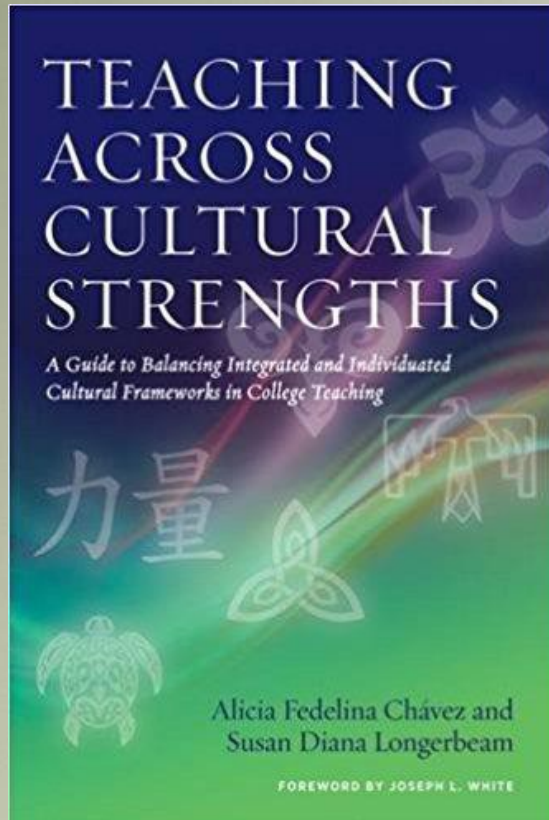


Sum. 2018



Reflection on Culturally Relevant Pedagogy

What cultural Framework do I prefer?



Individuated or
Integrated

IMPLICATIONS?



Reflecting on Course Data

Course Equity Index

Analysis of P/F/W/I rates

Which students tend to fail, or not do well?

Equity Index (EI) = $\frac{\textit{proportion of students in subgroup achieving measure}}{\textit{proportion of all students achieving measure}}$



Reflecting on Course Data

“The good news is that the EI for passing the course is close to 1.0.

The not good news is that the EI for A's is .76 and for C's is 1.60.”

HSU professor of Environmental Science
reporting on the performance of Latinx students



Reflecting on TOPSE Data

Teaching Observations Protocol for Student Engagement

Before and After data collection on specific evidence-based student and teacher behaviors



Reflecting on TOPSE Data

“I could not believe that I was allowing such a narrow set of voices to be heard in my classroom.”

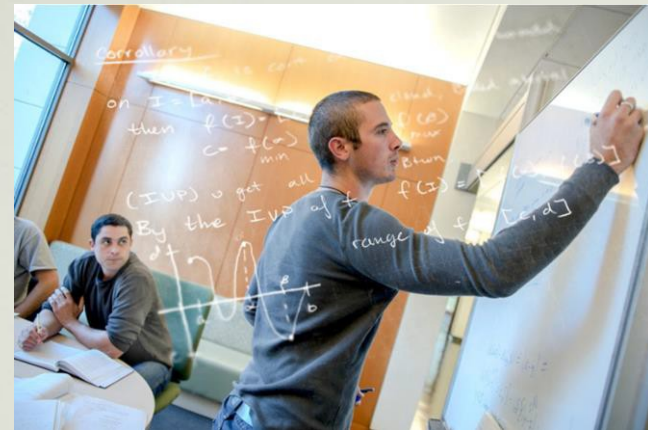


-HSU Physics professor
after viewing her first video



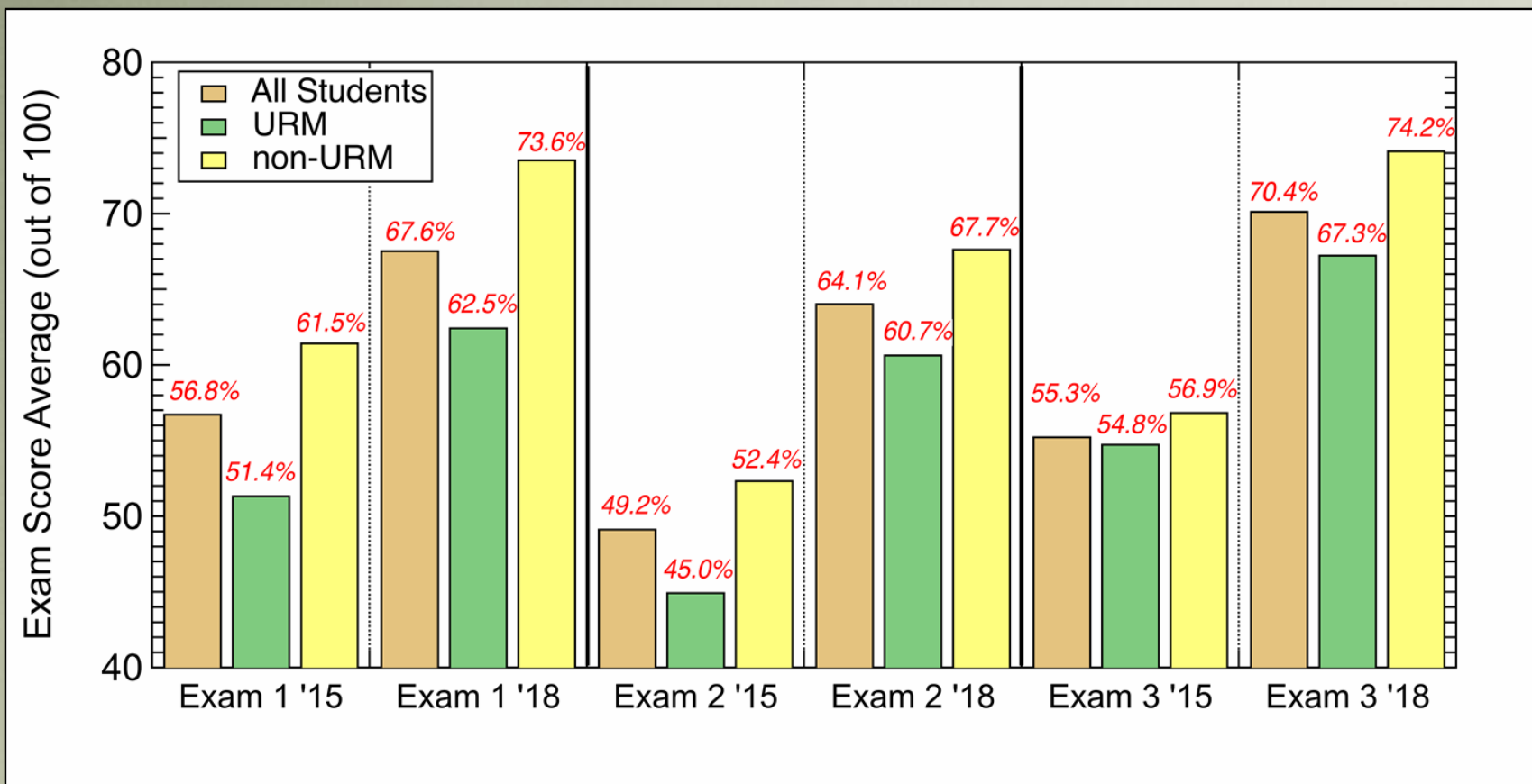
Reflecting on Impacts of Change

To earn the HSI Teaching Certificate, faculty conduct a Systematic Research Project – a designed experimental study to evaluate the impact of a teaching change during a single semester.



Reflecting on Impacts of Change

Graphic Syllabus; Knowledge Surveys; Question Banks in a first-year Chemistry Course



We are a work in progress

By Fall 2021:

Every incoming CNRS Student (400 – 500) will be a member of a PBLC.

Every PBLC instructor will be earning either the HSI Teaching Certificate or a similar certificate through HSU's Center for Teaching and Learning.

Thank you!

