



## PRESS For Completion Grant Faculty Compensation Plan

Student Success (SLS 1122) curriculum redesign timeline and compensation plan

<b>Budget Overview</b>		The PRESS for Completion proposal requested funding for faculty and staff stipends to redesign and rebrand the College's Student Success course. The intent of the grant is to advance the work of earlier AtD strategies by requiring SLS 1122 to all students at Valencia.
2012/13 Stipend Budget-	\$24,000.00	
2013/14 Stipend Budget-	\$38,000.00	
Total Stipend Budget-	\$62,000.00	

### Deliverables and Estimated Cost

Develop New Student Experience (NSE) outcomes based on QEP conversations to be used as the Student Learning Outcomes for the redesigned and rebranded Student Success course

Create 30 lesson plans and curricular strategies connected to the NSE outcomes which will be integrated into the SLS course

Develop sample syllabus which includes General Course Information, Major Topics/ Concepts, Learning Outcomes, Evidence of Learning, Indicators and Assessments prepared for the Course Outline Builder (COB) or Course Information Management System (CIMS) for the new SLS course

Identify and create all required assignments and course activities for SLS course

Create materials and rubrics for all required assignments and learning activities for SLS course

Identify an Assessment Plan for the SLS course

### Timeline and Description of Work and Deliverables

#### Summer 2013

##### May-June

NSE common curricular taskforce of the Quality Enhancement Plan (QEP) developed and recommended learning outcomes which will be used to redesign SLS 1122 course

PRESS Leadership team submits a proposed timeline, deliverables, and compensation plan for the PRESS to Completion Grant. Additionally, Campus Presidents identified six faculty leaders (one SLS and one non-SLS faculty member from East, West and Osceola Campuses) to redesign SLS 1122 (six hours release time- Fall 2013).



### **PRESS Faculty Leadership Team**

Osceola- Christina Hardin and Christy Cheney

East- Michael Shugg and Anna Saintil

West-Lois Crichlow and Larry Herndon

Faculty Development Fellow- Summer Trazzera

### **Fall 2013**

New Student Experience (NSE) Faculty Leadership Team, along with Faculty Development Fellow redesign SLS 1122 as part of the PRESS and QEP work.

#### **Faculty Leadership Team stipends for release time during Fall 2013 Term**

Three campuses (East, West, and Osceola) two faculty members (one SLS faculty and one non-SLS faculty) estimated at \$1,722.00 each for six credit hour release/ stipend to work on SLS curriculum redesign **\$20,664.00.**

#### **Faculty Development Fellow release time for Fall 2013 and Spring 2014**

Fund a three credit hour release time/stipend for a Faculty Development Fellow estimated at \$1,722.00 to work with Faculty Leadership Team to provide faculty development support during SLS course redesign. Estimated budget **\$1,722.00**

### **July**

#### **July 31, 2013- PRESS Faculty Leadership Meeting**

PRESS Faculty Leadership team met to review the PRESS deliverables, discussed SLS 1122 redesign and created a timeline for completing all required tasks. Faculty identified all additional tasks necessary to effectively redesign and implement the course.

### **August-September (Recruit Faculty)**

#### **August 23, 2013- PRESS Faculty Leadership Meeting**



Review outcomes developed by the QEP taskforce from the summer term, discuss timeline and clarify tasks and identify volunteers for specific tasks (i.e. who leads work on “destinations style” activities)

**August 26, 2013- send “All Call” email (from faculty member)**

**August 30, 2013 PRESS Faculty Leadership Meeting**

Craft second email, continue to develop “Destinations” style activity, develop feedback form for faculty, plan for showcase, and ensure faculty-to-faculty feedback process

Identify specific faculty across the college who can contribute to the redesigned course. Develop a plan to approach faculty to participate in the work.

**September 3, 2013- send reminder email for “All Call”**

**September 6, 2013- PRESS Faculty Leadership Meeting**

Continue planning for “Designations” style faculty development series

**September 13, 2013- PRESS Faculty Leadership Meeting**

**September 20, 2013- Kickoff Event for “Destinations Style” Series**

9:00am-1:00pm West Campus

PRESS Faculty Leadership team facilitates several meetings to provide a “Destinations” style experience for all members of the NSE taskforce to ensure consistency with deliverables and prepare participants for the curricular redesign work

Each participating member of the NSE curricular taskforce will develop two lesson plans or strategies which are connected to one or more learning outcome(s). Faculty participants will be compensated with a \$500.00 stipend for two completed lesson plan(s) or strategy (strategies)

**Faculty work on New Lessons Plans and Strategies**

30 total faculty members, \$500.00 (two lessons or strategies) **\$15,000.00**

Consider faculty identifying the outcomes before designing lesson plan to ensure all outcomes are covered.

**September 27, 2013- “Destinations Style” Series**



PRESS Faculty Leadership Team members will work individually with faculty participants on their lesson plan ideas. Instead of a formal meeting, this work will be completed independently.

## **October**

### **October 4, 2013- "Destinations Style" Series continues**

9:00am-1:00pm- West Campus

### **October 11, 2013- "Destinations Style" Series continues**

9:00am-1:00pm Criminal Justice Institute

### **October 18, 2013- Lesson Plan Showcase**

9:00am-1:00pm Criminal Justice Institute

Fourth and final "Destinations" style activity- College wide meeting to present lesson plans/ strategies. Similar strategies and lessons will be paired for further development. Identify promising activities; solicit feedback from faculty, Campus Presidents and Deans.

1:00pm-5:00pm Criminal Justice Institute

PRESS Leadership Team reviews feedback, aligns lessons with course SLOs, coordinate the course and build consensus regarding required course activities

## **November**

### **November 1, 2013- PRESS Faculty Leadership Meeting**

Continue to develop the course based on submitted lesson plans and activities

Assessment- discuss program level and course assessment and discuss pilot details

Begin discussions to rename course

PRESS Faculty Leadership Team identifies the areas of need for faculty development and selects faculty from the college to create new Faculty Development courses for spring term

### **November 8, 2013- PRESS Faculty Leadership Meeting**

Continue assessment, course naming, and course development conversations

### **November 22, 2013- PRESS Faculty Leadership Meeting**

All deliverables for the new course are due



## December

### December 6, 2013- PRESS Faculty Leadership Meeting

Host Showcase and provide training for new course to faculty who will be a part of the spring pilot.

Identify and continue to create faculty development courses associated with new course

#### Faculty Development Courses

Three faculty members, **\$500.00** stipends each, from the PRESS Faculty Leadership Team develop new Step-by-Step course **\$1,500.00**

Six faculty members, \$500.00 stipends each, college-wide develop new Faculty Development courses which supplement Step-by-Step training in specific areas of the redesigned curriculum **\$3,000.00**

Total Estimated cost **\$4,500.00**

## Spring 2014

### January

Redesigned SLS course is piloted (one campus or three?) and data will be collected for the purposes of the PRESS to Completion Grant. Pilot course with faculty who are not part of the PRESS Faculty Leadership team (Chip, Terri and Mia).

Provide release time/stipend to faculty who pilot the course to collect formative and summative data for redesigned SLS course, make improvements to curriculum based on data, and build online resources in Blackboard for online and hybrid courses.

Provide three **\$1,722.00** stipends to faculty who pilot the course to collect formative and summative data on new course, make improvements to the course curriculum, and develop online resources for SLS course. Estimated cost **\$5,166.00**

Talk to Karen Borglum and Nick regarding stipends for assessment of the piloted course. Must list deliverables.



### **January- May**

Offer a redesigned Step-by-Step training series on East, West and Osceola Campuses for current SLS faculty and faculty from other disciplines interested in teaching the new course

Offer additional faculty development courses which are supplemental to the redesigned Step-by-Step training and SLS curriculum. If significant changes are made to the SLS course which need additional faculty development, these areas can be addressed with supplemental and voluntary training. For example, if students are required to research and present about their purpose and how this impacts their educational goals, faculty development opportunities will be offered in teaching students how to prepare presentations, conduct research or know how to identify their purpose.

#### **Faculty Development for new Step-by-Step and other supplement courses**

Facilitate eight redesigned Step-by-Step courses (co-taught, **\$300.00** each) for current and prospective SLS faculty members (two each Osceola, East and West campus, and one on Winter Park and Lake Nona) estimated cost **\$4,800.00**

Facilitate six faculty development courses (facilitator compensation **\$300.00**) to supplement redesigned SLS course curriculum total estimated cost **\$1,800.00**

**Total Estimated cost \$6,600.00**

### **January- August**

Work with Marketing and Strategic Communication and Organizational Communication and Development to create a marketing plan to rebrand the SLS course and NSE college-wide. The estimated budget will be **\$5,000.00** for promotional materials.



### Itemized Budget Proposal

Faculty Leadership Stipends for Fall 2013 Term	\$20,664.00
Faculty Development Fellow Stipend/ Release time Fall 2013 and Spring 2014	\$3,444.00
Faculty work on New Lessons Plans and Strategies	\$15,000.00
Faculty Development Course Development	\$4,500.00
Compensation for facilitating new Faculty Development courses	\$6,600.00
Marketing Plan	\$5,000.00
Faculty release time in Spring 2014 for course development	\$5,166.00
<b>Total</b>	<b>\$60,374.00</b>



## **Six-Hour Faculty Release – PRESS for Success Grant** Draft “Duties, Responsibilities and Deliverables”

The **Six-Hour Faculty Release – PRESS for Success Grant** will be assigned to a full-time faculty member who serves collaboratively on the PRESS for Completion Faculty Leadership team. The PRESS Faculty Leadership Team will lead the conversation to redesign and rebrand the current Student Success course (SLS 1122) as outlined in the PRESS to Completion Grant proposal. The redesigned SLS 1122 course will become the common curricular experience for all new students at Valencia which is part of the College’s Quality Enhancement Plan (QEP). Faculty on release will provide leadership to ensure the following deliverables by the end of the Fall 2013 term: work with faculty college-wide to develop and present promising lesson plans and learning strategies, identify required assignments, develop a course syllabus and calendar, create necessary rubrics and assessment instruments for the course and activities, determine a course assessment plan, and work with Faculty Development to identify and develop all necessary Faculty Development courses to support the implementation of the new course.

The PRESS Faculty Leadership team will include two faculty members from the West, East and Osceola Campuses (one SLS faculty and one non-SLS faculty member). The non-SLS faculty member should be familiar with the SLS course; taught the course, completed Step-by-Step, or acceptable related experience with the SLS course.

### Curriculum Development/ Deliverables

1. Using the NSE outcomes identified by faculty through the QEP work, the PRESS Leadership Team faculty member will complete the following tasks and deliverables for the NSE course:
  - a. collect lesson plans and activities
  - b. identify promising activities
  - c. fine-tune the lesson plans and activities
  - d. identify required assignments
  - e. create all necessary course assessments and rubrics
  - f. design a course syllabus and calendar
  - g. identify areas of faculty development
  - h. design a new assessment plan
  - i. prepare the Course Outline Builder (COB).
  
2. Engage faculty and stakeholders in the development of the New Student Experience course as part of the PRESS for Completion Grant and the College’s Quality Enhancement Plan (QEP).





3. Facilitate a Destinations style faculty development program and lead up to 30 faculty members in developing and presenting two separate lesson plans or learning activities for the NSE course
4. Identify promising lesson plans and learning activities which support student transition to Valencia and connect faculty with similar ideas and strategies to collaboratively prepare the activity for implementation for the new course
5. Support faculty developing the NSE course to create learning centered strategies and lessons which demonstrate the Essential Competencies of a Valencia Educator
6. Develop a collection of possible lesson plans and learning activities for the NSE course
7. Lead a conversation with faculty to determine which of the promising strategies should be incorporated into the new course
8. Develop all necessary course enhancements (i.e. course calendar, writing prompts, required assignments, assessment plan and strategies, rubrics etc).
9. Establish an assessment plan for the course
10. Provide leadership in scheduling all necessary meetings and facilitating the conversations necessary for the outlined deliverables
11. Assist Faculty Development Fellow to identify new Faculty Development courses to support and enhance the curriculum. Identify faculty from the College to develop and facilitate the new courses, including the newly created SLS Step-by-Step course.
12. Facilitate all work necessary for new course development including the creation of the Course Outline Builder, and all necessary work to approve the course through the College's Curriculum Committee.
13. Other duties as assigned

Release time for the PRESS Grant is limited to a one semester, six-hour release time during the Fall of 2013.