



2020 Northwest Vista College Virtual Employee Development Day

Theme: Equity in All We Do

Recognize, Respect, Redefine, Reassure

Friday, October 30, 2020

Call for Proposals

Proposals will be evaluated based on clarity, relevance, timeliness, and creativity. Proposals from experienced and new practitioners, administrators, and researchers are welcomed. The goal of the 45-minute breakout strands followed by 15 minutes of Q&A is consistent with the goals of the 2020 Professional Employee Development Day.

In a Microsoft Office Word Document, please provide an abstract (limit of 250 words) of your presentation. Additionally, please include a professional biography for all presenters (limit of 200 words). The following information should be included:

Presentation Title:

Name:

Job Title:

Presenter/ Co-presenter(s):

Name of Department:

E-mail Address:

Please state your format/instructional needs preference: (1) Do you need Zoom Breakout Rooms? Do you need to have someone facilitate the technology needs? (2) Participant needs? (certain book, yoga mat, supplemental resources/articles)

Deadline to submit proposal: Friday, October 9, 2020 by COB 5:00 pm

For additional information, questions, and/or to submit your completed form {along with abstract and biography documents} please email: Lisa McGoldrick- lmcgoldrick2@alamo.edu.

The vision of the NVC Employee Development Day (EDD) aligns with the mission of the 2018-2023 strategic plan, "NVC will continue to focus its efforts on developing community-wide partnerships to improve access to education and the quality of life in San Antonio and its surrounding communities." *Please see Appendix A for the entire strategic plan.*

As we move forward this year and plan EDD at NVC, we are focusing on empowering faculty and staff to build an awareness, acknowledgement, and desire to foster diverse, equitable, and inclusive thought and practice in every aspect of our work, our interactions with students, the community, and colleagues.

The overarching goal of EDD 2020 is to provide interesting, informative, and educational sets of breakout sessions that NVC faculty and staff can enjoy. The objectives are (1) to be more data informed (2) to increase and enhance technology proficiency (3) and to increase knowledge and application of new skills. The learning outcomes of the professional development include: retaining NVC's agency as experts in their field, faculty and staff will learn new skills sets and feel more empowered and confident to be able to help students in situations outside of their expertise, and be more empathetic to current student and employee situations (students using hot spots at Starbucks).

After this professional development day, faculty and staff should be competent in the following:

- Data informed- Go West Initiative, Intersectionality, NVC Student Advocacy Survey Results, Budget, Intersectionality
- Technology- Zoom; How do I make myself look better? What if I cannot turn on my camera?
- Education- BLMA, White Privilege, Mission Statement, Strategic Plan, AAIDE, self-care, Zoom fatigue, SEP, Compassion & Empathy, Anti-racism



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The EDD Committee is seeking presenters to address the following areas: (1) *Advancing Our Strategic Plan* (2) *Technological Skill Enhancement/ Using Technology to Ensure Student-College Readiness*, (3) *Best Practices in the Classroom & Engagement Throughout the College*.

Breakout strands:

- **Equity in All We Do: Advancing Our Strategic Plan: Care, Achievement, Distinction**
 - Revise the College's Mission Statement
 - A.A.I.D.E (Access, Advocacy, Inclusion, Diversity, Equity)
 - Go West Initiative
 - Strategic Enrollment Planning Strategies
 - Budget Cycle
 - NVC Student Advocacy Survey Results
 - Compassion and Empathy Training
 - Black Lives Matter Association
 - White Privilege
 - Faculty & Staff Diversity-reflective hiring committee composition
 - Quality of Life Enhancement in SA and its surrounding communities
 - Cultural Competency
 - Foster Aid/Emergency Aid
 - Intersectionality
 - Anti-racism and Systems of Oppression & Combating Systems of Oppression
 - Physical Health nutrition, health screenings, mediation, yoga, stress relief activities)
 - Mental Health (personal counseling, psychiatry services, awareness, trauma informed care)
 - Veterans, Active Duty, and Dependents
 - Nutrition and Wellness
 - Victims of Family and Domestic Violence Awareness
 - Legal Aid Referrals
 - Equity & Access for Women in the Workplace
 - Providing literature in Spanish and other languages
 - Community partnerships
 - Economic and social mobility
 - Fresh Start
 - AlamoPROMISE
 - Male Retention Strategies

- **Equity in All We Do: Technological Skill Enhancement/ Using Technology to Ensure Student-College Readiness:** examples include, but are not limited to:
 - Zoom
 - Advanced Canvas
 - AdAstra
 - Office 365
 - Adobe
 - AlamoExperience/College Events (faculty & staff)
 - Strategic Planning Online (SPOL)
 - Innovation/incubation
 - Collection of Demographic Data- Early/Predictive Analytics



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- **Equity in All We Do: Best Practices in the Classroom & Engagement Throughout the College:** examples include, but are not limited to:
 - Self-care
 - Zoom fatigue
 - Remote Exercise
 - Social Engagements
 - My Map (Connection, Entry, Progress, Completion)
 - Advising Touchpoints
 - Guided Pathways (clarify paths to student end goals, choose & enter a program pathway, help students stay on a pathway, ensure student learning)
 - SACSCOC
 - Baldrige (moonshot)
 - Strategic Plan (Care, Achievement, Distinction)
 - Supporting PBL and Collaboration in the Classroom
 - College-wide Mentoring Networks for Students
 - Recognizing & Identifying What Safe Spaces are for Dialogue
 - Conflict Management for Professionals
 - How do we engage employees virtually?
 - Building Relationships through Art, Music, or Dance Therapy
 - Best Practices for Stress Relief Before Tests
 - AlamoADVISE strategy map metrics, measures of success
 - Developing a Simple Enrollment Management Plan and Dashboard
 - Social Justice and Culturally Responsive Teaching
 - Case Management as a Best Practice
 - Classroom Activities related to the Touchstones
 - Best Practices in Effective Communication (how to talk to administrators, how to get along with co-workers)
 - SOBI
 - ADA (compliance & customer services to students with special needs)
 - Discipline-Specific Training
 - Experiential learning, internships, or research for NVC students
 - Assessment and Program Evaluation that link to ACD KPI's



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Appendix A: Strategic Plan 2018-2023

TOGETHER WE CREATE A CULTURE OF...

CARE by

- Providing a holistic approach to student support and success
- Expanding opportunities for student and employee recognition
- Supporting students in developing essential skills for student success
- Expanding partnerships to enhance learning outside the classroom
- Developing college-wide mentoring networks for students

ACHIEVEMENT by

- Expanding partnerships to enhance community relationships
- Implementing pathways to align with transfer and career goals
- Supporting student groups with specialized success strategies
- Fostering a culture of innovation
- Providing development opportunities to meet diverse employee needs

DISTINCTION by

- Preserving an inclusive environment of respect and compassion
- Intentionally developing an environment to support equity and diversity
- Enhancing the physical environment to support student learning and sustainability
- Developing and implementing best practices
- Actively engaging in governmental and professional organizations
- Northwest Vista College will continue to focus its efforts on developing community-wide partnerships to improve access to education and the quality of life in San Antonio and its surrounding communities.

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