Developing Master Teachers via a Hybrid Program

Enhancing Faculty Effectiveness through Collaborative Online and Face-to-Face Learning Experiences

Introduction

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Center for Distance Learning

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Speech Faculty and Program Lead

ALAMO COLLEGES DISTRICT
St. Philip's College

San Antonio, TX

MASTER TEACHER

Master Teacher Certification

- Faculty development program designed to provide quality learning experiences for new and experienced faculty members

- Enables participants to actively engage in reflective and creative exercises and dialogues to enhance teacher effectiveness and student success

- Provides enriching learning opportunities through face-to-face discussions across disciplines, online content and discussions, and exploration of educational technology.

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Established - Fall of 1998

In the News

St. Philip's College Instructional Innovation Center — Volume 1, Dec., 1998

In This Issue

- *New SPC Certification Programs Initiated Fall 1998*
- *Finds for the Cyber-Educator*
- *Peer to Peer: So What's the REAL Scoop on Distance Learning?*
- *SPC Faculty at the "League"*
- *Check This Out!*
- *Did you Know?*
- *IIC Spring Schedule*
- *Announcements*

New SPC Certification Programs Initiated Fall 1998

Fall 1998 brought great changes to the IIC and the St. Philip's campus. Three new programs have been initiated to pull together in a cohesive format the variety of ad hoc workshops that the IIC has been providing since its inception a year and a half ago. Now that the IIC has a permanent home and has a few staff and faculty assigned to help support it, the dreams and aspirations of the center are being realized. The new programs initiated this fall include the IIC Certified Master Teacher, Internet Course Instructor, and the Department Webmaster.

The certification programs have been a resounding success, exceeding all expectations in terms of faculty participation, demand, and assessment. Seventy-five individual faculty and staff members are participating in one or more of the IIC certification programs. Though 21 workshops were planned for the fall, nine additional were added by faculty request.

The IIC Certified Master Teacher program is designed to address professional development needs of both new and experienced teachers as they look for creative and effective ways to develop and deliver instruction. The fourteen hour series is divided into seven workshops over the course of one academic year. Content areas include *Planning Your Course, Learning-Centered Instruction, Tools for Student Assessment, Course Development,* and *Portfolio Development*. The strength of the program lies in the opportunity for faculty members to dialog with one another about teaching, the role of the teacher, and the role of the student. Participants actively engage in reflective and creative exercises to improve their own teaching. The program is so popular that additional sections have been opened to meet the demand. A total of 16 faculty are currently participating in the program. For more information, please contact Dr. Karen Sides-Gonzales at 531-3355 or ksidesgo@accd.edu.

"I am a good teacher because I care intensely about the lives of every student I encounter and work hard to enable them to learn about and love their chosen field."

IIC Certified Master Teacher Program Participant, Fall 1998

St. Philip's College Instructional Innovation Center staff (from left to right) Elizabeth Fox,

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Celebrating 20 Years

Master Teacher Certification

- Established through the *Instructional Innovation Center*

- The program:
  - demonstrates college commitment to excellence in teaching and learning.
  - promotes peer-to-peer facilitation, communication, and collaboration.
  - provides an ongoing and effective development opportunity grounded in best teaching and learning practices.

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Master Teacher Certification

- Required of new fulltime faculty
- Opened to all faculty and staff
- Expanded to all district Colleges
  - District Faculty Development Team completed program in Fall 2017
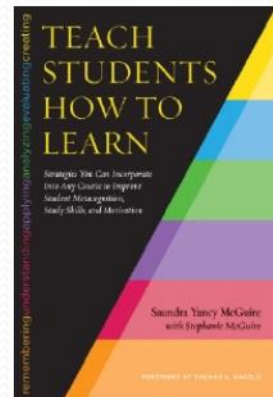- Over **230 faculty members** currently certified

ALAMO COLLEGES DISTRICT
St. Philip's College

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CERTIFICATION

Elizabeth Aguilar	Ana Lisa Garza	Rick Lopez Jr.	Kelli Rolland-Adkins
Lourdes Alba	Diana Garza	Adena Williams Loston	Veronica Roman
Diane Alertas-Jacobs	Dianna Garza	Maria Luna-Chavez	Alex Ruiz-Velasco
David Alfaro	Jessica Garza	Kent Magnusson	Jeanette Saenz
Olga Allen	Terry L. Gastauer	Connie Martinez	Shivanie Saith
Christopher F. Amaker	Edward Gayden	Sam McCall	Frank Salinas
Hayford Awuku	Mary Gentry	Susan McClellan	Natasha Schmittou
James Bacon	Sonia Gentry	Ernest McIntosh	April Schramm
Christian Baker	Stephanie Gibson	Heather McLachlan	Yvette Senovsky
Michael Balog	Deretha Goforth	Jose Menchaca	Melinda Serenil
Reynaldo Bazaldua	Cressida Goloby	Carmen D. Mercedez	Valeria A. Sharp-Wilson
Jodi M. Bellamy	Barbara Govan	Angelette Mercier	Amanda J. Sheffield
Kimberly Beza	Willie L. Grant	Jamie Miranda	Tracy Shelton
Ben Birkenfeld	Chris Grayson	Christa Mitchell	Daniel Sherry
David Boggs	Albert Guerra	Valerie Moke	Louis Sifuentes
Monica Bracken-Quiles	Gloria M. Guerra	Caroline S. Mora	Delicia Smith
Anthony Broderick	Levon Hansford	Abraham Moreno	Shaun Smith
Patrick Brown	Richard Halliburton	Dion Morin	Sandra Snavely
Jason Buckingham	Erica Harral	Audrey Mosley	Lori Sparkman
Ismael Bustos	Keith Haye	Ioan Muresan	Garletta Steen
Yezenia Cadena-Malek	Patricia Heckman	Terri Murphy-Sanchez	Gregory Steel
Abel Candia	Diane Hester	Hitish Nathani	Ivette Sterling
Sheila Carter	Andrew Hill	Carmen Nava-Fischer	Donna Stetz
Santos Castillo	Matthew Hudock	Blanca Neaves	Jacqueline Stevenson
Rita Castro	Rebecca Hudson	Jemal D. Nelson	Deneice Stewart
Arthur Celestin	Amy Huebner	Solomon Nfor	Melissa Sutherland-Hunt
Raymond Chacon	Laurie Huhndorf	Gilbert Noriega	Rita Sutton
Liza M. Chapa	Laurilyn Humberson	Benjamin Ochoa	Jonathan Thomas
Yolanda Chapa	Halah Jaber	Nathan Oelke	Paul Thomas
Brenda J. Clark	Terrance Jackson	Ashley Olson	David Torres
Irene G. Cook	Richard L. Jewell	Melmar Ordinario	Eugene Tragus
Jessica Cooper	Adriane Johnson	Edith Orozco	William Trautman
Joseph Coppola	Monique Johnson	Lydia Ortega	Barbara Travis
Cynthia Cortez	Thermajean Jones	Debbie Ortiz	Blanca Trinidad
Susan M. Cotellesse	James Jordan	Basu D. Panthi	David Uminski
Kahala A. Crayton	Jeena Joseph	Tunetha W. Parchem	Joseph Valague
Karen Cunningham	Vlasta Jurkovic	Syed Parvez	Marie A. Valentin
Paige Davis	Daniel Karajankovich	Shannon Patterson	Mike Varelans
Scott D'Amico	Mary Kelaita	Roxanne Perez	Eugene Vega III
Pamela Dawson	Shelli Keller	Penny Pfeil	Grace Villarreal
Cynthia De La Fuente	William Keller	Adriane Phillips	Ronald Viola
Jose Deleon	Kevin Ann Kelsmark	Rachel Pittman	Russell G. Wagner
Anna L. Delgado	Shane Kendell	Rosalinda Plaza	Robert Walling
Cynthia Dinsmore	Spencer Key	Gladys Poist	Galina Warren
Darrel Dolph	Fehmida Khanum	Corina Prieto	Ashley Wehring
Alicia Dominguez	David King	Ruben Prieto	David W. Weaver
Annette Duenes	David Kisel	Cynthia Pryor	Rhonda Webb
William S. Duffy	Angela Knight	Amy J. Quesenberry	Kelli Wilder
Lee Ann Epstein	Stacie Koonhow	Debra Quintanilla-Diaz	Emosha T. Williams
Lucila Escobedo	Shelley Kozel	Juan Ramirez	Grayling Williams
Sharon Evans	Mary Kunz	Enida Rehome	Kay Williams
Donald Fernandez	Richard D. Landin	Yolanda Reyes-Guevara	Tyrell Williams
Vanessa Flores	Josephine Lara	Srinivasa Reddy	Dorothy Wolf
Kathryn Freeman	Robert Lemy	Andrew M. Rivera	Yvette Woods
Gloria French	Elizabeth Leon	David Rivera	Monica Yates
Matthew Fuller	Diane Lerma	Kelly Roberts-Cooper	Iram Yusuf
David P. Gaertner	Jessica Lopez	Carlos Rodriguez	Jill Zimmerman
Clemente Garcia	Raul A. Lopez	Eve Rodriguez	

May 16, 2018

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Program Content

- Topics covered online in a Canvas course
  - Creating a Community of Learners
  - Strategies to Improve Student Learning
  - Active Learning Techniques
  - Assessment Strategies
  - Teaching with Technology
- Content includes online articles, current research, videos
  - *Teach Students How to Learn* by Dr. Saundra McGuire
  - Starlink and other online resources
  - Topics completed in sequence
  - Most activities and discussions completed online

Facilitators

- Facilitators lead online discussions, provide feedback on assignments, and lead group activities
- Support the program by sharing best practices about teaching and learning through guided discussions, exercises, and coaching.
- Faculty facilitators
  - Dr. Audrey Mosley, Lead Facilitator
  - Lourdes Alba, Chemistry Faculty
  - Dr. David Torres, Music Faculty
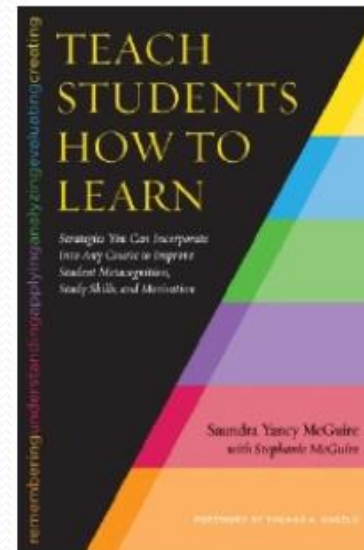 - Kelli Wilder, Faculty Librarian

Creating a Community of Learners

- Overview
  - Creating a community of learners is the foundation of effective teaching.
  - See how getting to know your students and establishing a positive classroom environment can greatly increase student success

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Strategies to Improve Student Learning

- Using Dr. Saundra McGuire's book, <u>Teach Students How to Learn</u>, explore strategies to improve student metacognition, study skills, and motivation.

Active Learning Techniques

- Overview
  - See how strategies such as hands-on activities or participating in group work increase student understanding and confidence
  - See how getting to know your students and establishing a positive classroom environment can greatly increase student success

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Assessment Strategies

- Overview
  - Determine assessments methods that are appropriate for and compatible with instructional decisions, course objectives, and student learning outcomes.
  - Develop clear grading rubrics to assess student learning

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Teaching with Technology

- Overview
  - Explore a variety of teaching technologies available.
    - Review instructional benefits and challenges of specific technology and how that technology may be incorporated into your instruction.
    - Develop an instructional activity that incorporates technology.

Group Project

- Assigned groups develop a presentation based on the **Strategies to Improve Student Learning** module and Dr. McGuire's book, ***<u>Teach Students How to Learn</u>***

- Facilitators work with assigned group

- Presentations made to the whole group during face-to-face sessions

- Presentations are recorded

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Applying Best Practices – Individual Project

- Participants develop a lesson or other class activity for one of their classes based on the topics covered in the program.

- Lesson is video recorded.

- Results of video recordings reviewed and discussed during *Face-to-Face Sessions*.

Requirements

- Orientation session
- Online course with 5 topic modules (Canvas LMS)
  - Readings, Discussions, Assignments
- Group project
- Individual assignment (video recorded)
- Face-to-face discussion sessions
- Teaching Philosophy Statement
- Reflections report
- Time to complete program – 22 hours

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Renewal Process

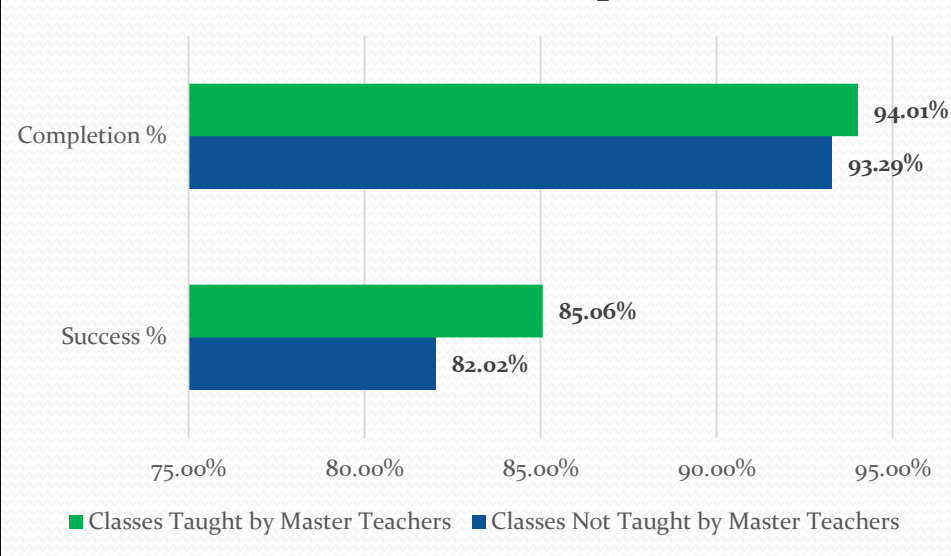- **Certification Renewal Process**
  - Certification must be renewed **every 2 years**.
  - To renew, faculty must provide documentation of **one** of the following.
    - Attend and engage in twelve (12) hours of Professional Development in Teaching and Learning ;
    - Earn six (6) graduate hours in education or your teaching discipline; or
    - Present at two state or national conferences
  - Renewal documentation submitted through a Canvas course

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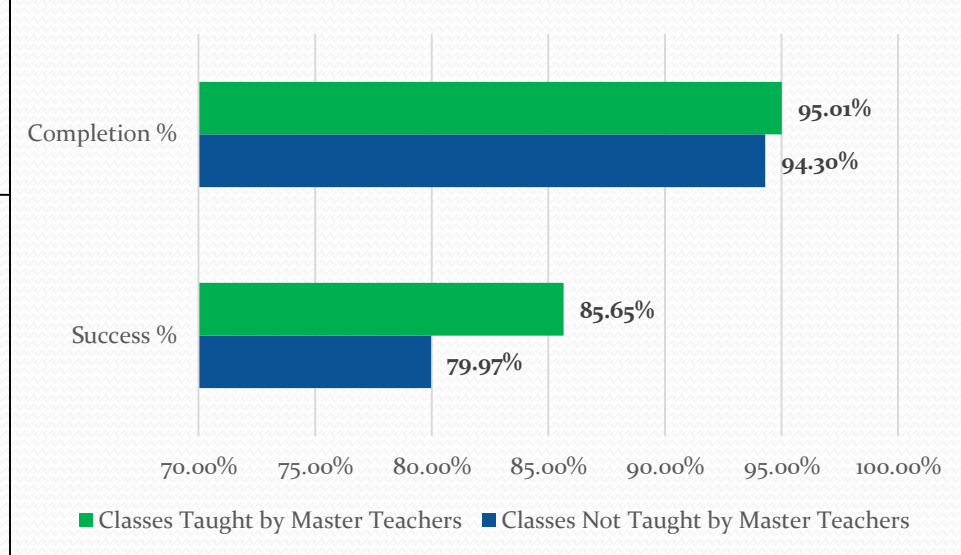
Program Effectiveness

- Overall satisfaction with the Master Teacher program is high.
- Positive changes in attitudes towards teaching are frequently reported.
- Strong support by our administration contributes to the success of the program.
- The use of active learning teaching practices broaden faculty's repertoire of teaching techniques.
- Collegiate groups serve as a support team for faculty to share ideas, successes, and resources.
- The use of cross-discipline facilitators helps to build community and allow participants to learn from the experiences of seasoned faculty.

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Program Effectiveness

Fall 2016 Grades Comparison

- Completion %: Classes Taught by Master Teachers 94.01%, Classes Not Taught by Master Teachers 93.29%
- Success %: Classes Taught by Master Teachers 85.06%, Classes Not Taught by Master Teachers 82.02%

Fall 2017 Grades Comparison

- Completion %: Classes Taught by Master Teachers 95.01%, Classes Not Taught by Master Teachers 94.30%
- Success %: Classes Taught by Master Teachers 85.65%, Classes Not Taught by Master Teachers 79.97%

Reflections

- Challenges
  - Arranging face-to-face meetings
    - Teaching schedules can make discussion groups and communication among collaborators difficult.
  - Managing participant progress during the program
  - Managing renewal process each year
- Where do we go from here?
  - Updating the online course content
  - Expanding the program to target dual credit teachers
  - Create a faculty learning circle through collective readings and discussions of scholarly literature and books of interest to address shared concerns and enhance teaching

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What Master Teacher Graduates Say

"...the Master Teaching Program has helped me to learn new ways to use technology to communicate and teach"

"It has literally changed my mindset in a more positive way from the competencies and skills introduced in the program."

"Learning new techniques will not stop at the end of this training, it has inspired me to push myself further and expose myself to different pedagogical strategies."

"I learned that the right type of questioning will drive our students to be self-reflective and collaborative."

"The Master Teacher program has given me a new outlook as to who I am as a professional. Through the reflection process and writing a teaching philosophy I now see myself as an actual educator."

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Celebration Ceremony

For more information

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Dr. Audrey Mosley

amosley@alamo.edu

See more information at -
https://alamo.instructure.com/courses/1134669