

## Chris Joiner

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**From:** Tony Holland  
**Sent:** Thursday, May 30, 2013 6:10 PM  
**To:** Faculty  
**Subject:** Dean's update  
**Attachments:** CC double # grads by 2020.docx

To all,

**A must-read!** In attempt to provide you with the most efficient form of professional development on instruction related topics, we have been providing weekly articles directly related to our function as a community college. The many comments (**in red**) added are to help you relate the article to our mission and I-CAN initiative, all in an attempt to better communicate the expectations of the college. Although this may be the most efficient, it may not be as effective as a face-to-face professional development sessions. Much of this depends on how much thought and action are generated from the articles. However, we want to provide adequate and consistent training to both adjunct and full-time faculty and feel this is the best way to relay this information in small chunks, and consistently from week to week. Dr. Chris Joiner will also be providing you with information and updates regarding professional development as he continues his role in 'faculty development'.

As for the improvements over this past year (SU '12, FA '12, SP '13), they have been nothing short of amazing! The amount of active learning and engagement in the classroom has brought a fresh approach to increasing student learning. For many this has just been a more focused effort on what you were already doing, while for others it may have been a drastic transformation in paradigm. The success faculty are experiencing with effective early intervention strategies reinforces our confidence in the system. Although all courses have been monitored over this past year, there was a much more concerted effort placed on the Top Ten enrollment courses on campus (> 10,000 annual enrollment). These courses form the foundation for both academic and basic life principles and skills, and are crucial to the continued success (retention & graduation) of our students.

### For these Top Ten courses (using identical annual enrollment numbers):

- We experienced the **highest success rate** for a Spring term this past term; same for this past Fall; and same for this past Summer term. We also experienced the highest success rate this past year of any one year since WCC moved to the semester system!
- When comparing this past year with the year just prior to the I-CAN initiative... there were **1163 more successful students this past year!** (some of these could be duplicate headcounts since they may have been enrolled in more than one top ten course)
- Compared to 2010... **1896 more successful students this past year!**
- Just for this past **semester**, if the bottom third of faculty had been operating at the same effectiveness (success rate) as the top third for these ten courses, there would have been **615** more successful students for this one term!
- If the bottom third of faculty had been operating at the same effectiveness as the **average** for each course there would have been **> 200** more successful students for this one term.

For every student we can educate to completion (graduation), on average this will directly impact the quality of life for four folks (married w/ avg of 2 kids). Take a minute to calculate how many lives you have (or could have) affected through your teaching. This is the WHY behind what we do! It is not an easy job, but we can make it much easier by committing to breaking some past and self-perceived limitations on what we are willing to try. I think you can see from the data above and in the attached article why we are committed to increasing the effectiveness of those currently operating below the standard, and especially those in the bottom third of success rates. Closing the instructor

effectiveness gap will allow us to also close the student achievement gap, while also reinforcing our goal of '100% of the folks doing 100% of the work'. Thank you for your efforts and continued support of constant and never-ending improvement!

If any part of our instructional initiative is not clear to you at this point (after reading through emails/articles), please email your questions or concerns to your division director.

**Thank you for all you do to strive to improve as you commit to leading our students to success!!... Your efforts do not go unnoticed or unappreciated! I know it is not easy, just worth it.**

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