00:00:00.719 --> 00:00:07.419
[Sherry] Hello everyone, it's Sherry Young
from Lone Star College here in Houston, Texas.

00:00:07.419 --> 00:00:15.170
Right before spring break I hope you all
are doing well and about ready to go on spring

00:00:15.170 --> 00:00:16.440
break too.

00:00:16.440 --> 00:00:22.480
We were having just a couple of
technical difficulties so

00:00:22.480 --> 00:00:25.539
bear with me just a minute.

00:00:25.539 --> 00:00:30.160
Now you
should be able to see our screen.

00:00:30.160 --> 00:00:44.760
So we received the Perkins Leadership Grant
again this year for embedding behavioral
skills

00:00:44.760 --> 00:00:46.550
into workforce programs.

00:00:46.550 --> 00:00:50.720
This is actually our third year to do this
project.

00:00:50.720 --> 00:00:52.740
the very
The very first year it was a Right

00:00:52.740 --> 00:00:58.920
Signals Grant and
then last year it was a Perkins

00:00:58.920 --> 00:01:00.030
Leadership Grant.

00:01:00.030 --> 00:01:05.330
We skipped the year of Harvey and
the flood.

00:01:05.330 --> 00:01:10.470
So that's how that works.

00:01:10.470 --> 00:01:17.850
Alright so the programs that we've
completed

00:01:17.850 --> 00:01:25.320
so far are business administration,
computer information technology,

00:01:25.320 --> 00:01:29.920
cosmetology,
emergency medical services, live

00:01:29.920 --> 00:01:34.030
entertainment technology,
and I believe for that program we have the

00:01:34.030 --> 00:01:40.230
only one in the state,
process technology, administrative services

00:01:40.230 --> 00:01:46.791
fire science, machining technology,
nursing, surgical technology, and

00:01:46.791 --> 00:01:51.940
welding.

00:01:51.940 --> 00:01:55.350
And the programs that we're working on
this year

00:01:55.350 --> 00:02:00.040
are accounting, automotive computer
information technology,

00:02:00.040 --> 00:02:08.770
gaming, industrial diesel technology,
human services, HVAC, which is heating and

00:02:08.770 --> 00:02:13.890
air,
massage therapy, medical radiology technology,

00:02:13.890 --> 00:02:17.120
paralegal and visual communication.

00:02:17.120 --> 00:02:20.970
Now one would think with all those
programs

00:02:20.970 --> 00:02:24.099
that we'd be close to being finished but
we're probably still

00:02:24.099 --> 00:02:25.440
two years away.

00:02:25.440 --> 00:02:31.880
We have some 55
workforce programs because we are such a large

00:02:31.880 --> 00:02:32.880
college.

00:02:32.880 --> 00:02:41.410
It has been a huge undertaking
to try to embed skills into all of the programs

00:02:41.410 --> 00:02:42.780
is our goal.

00:02:42.780 --> 00:02:49.260
So we're hoping after this year, two more.

00:02:49.260 --> 00:02:53.870
We have also worked with outside colleges
which has been

00:02:53.870 --> 00:02:59.069
a great privilege of mine to work with
faculty across the state.

00:02:59.069 --> 00:03:04.890
So last year we did Kilgore College, Austin
Community College,

00:03:04.890 --> 00:03:09.730
Lamar State at Port Arthur, Claredon
College,

00:03:09.730 --> 00:03:14.160
and this year we're Southwest Texas
Junior College,

00:03:14.160 --> 00:03:21.200
Midland College, Angelina
College and Tarrant County.

00:03:21.200 --> 00:03:25.060
And again working with other faculty
around the state

00:03:25.060 --> 00:03:31.580
has been fun and interesting and good
and having their input is wonderful.

00:03:31.580 --> 00:03:36.989

But as you know the Perkins Leadership
Grant is about

00:03:36.989 --> 00:03:42.450
training others for kind of how and what we've
done.

00:03:42.450 --> 00:03:45.800
how
How we're implementing it, and how we can

00:03:45.800 --> 00:03:50.250
help them implement it as well.

00:03:50.250 --> 00:03:54.560
So through the Perkins Grant last year
we were able to

00:03:54.560 --> 00:03:56.720
print a really nice brochure.

00:03:56.720 --> 00:03:59.760
This is
just the cover of it,

00:03:59.760 --> 00:04:04.370
that lists our 40 behavioral skills.

00:04:04.370 --> 00:04:07.810
And we're very proud of the brochure.

00:04:07.810 --> 00:04:14.440
If you're going to be at TACTE
in April I will have those I will have

00:04:14.440 --> 00:04:15.440
plenty of those.

00:04:15.440 --> 00:04:21.699
So you can take back to your colleges with
you at any time.

00:04:21.699 --> 00:04:26.330
I also have a list of the behavioral skills
if

00:04:26.330 --> 00:04:33.410
anyone wants those I'm happy to email those
at any point in time.

00:04:33.410 --> 00:04:39.210
We did develop the behavioral skills
based on advisory committees including

00:04:39.210 --> 00:04:48.400
So it's all industry input on what they're
looking for

00:04:48.400 --> 00:04:51.949
and what they want students to know.

00:04:51.949 --> 00:04:56.301
Workforce programs have been good about
including behavioral skills or if you

00:04:56.301 --> 00:05:00.510
call them workplace skills or
whatever you call them.

00:05:00.510 --> 00:05:03.630
If you've been
around as long as I have,

00:05:03.630 --> 00:05:10.620
it's the old scans if anybody remembers
that and those were government

00:05:10.620 --> 00:05:14.000
skills from probably the 1980s.

00:05:14.000 --> 00:05:18.060
And these are very similar to that.

00:05:18.060 --> 00:05:24.550
But again through industry
we developed our list of 40 skills.

00:05:24.550 --> 00:05:30.470
So here's kind of our step process
and what we've done.

00:05:30.470 --> 00:05:36.450
So we call it
startup and preliminary approval, then we

00:05:36.450 --> 00:05:38.900
go to
curriculum design.

00:05:38.900 --> 00:05:44.780
Approvals we're a huge community college
system with 85 000 students so you can

00:05:44.780 --> 00:05:49.100
only imagine what it takes for approval
for all of this to happen.

00:05:49.100 --> 00:05:54.889

That's probably our
number one challenge and to just get

00:05:54.889 --> 00:05:57.990
that signatures complete.

00:05:57.990 --> 00:06:04.150
Then we have what we call process
completion and documentation

00:06:04.150 --> 00:06:09.150
Then the last thing is implementation
and evaluation.

00:06:09.150 --> 00:06:12.669
And I can tell you all of this started
from

00:06:12.669 --> 00:06:20.110
our last SACS visit that one of our suggestion
was

00:06:20.110 --> 00:06:23.860
a better job at evaluation.

00:06:23.860 --> 00:06:32.360
And so kind of where we started
and why we were doing, because I was just

00:06:32.360 --> 00:06:37.120
at the coordinating board for the
February meeting.

00:06:37.120 --> 00:06:44.680
The coordinating board does have in
their 2025 plan that we include

00:06:44.680 --> 00:06:49.930
workplace skills or behavioral skills
whatever you choose to call them.

00:06:49.930 --> 00:06:53.460
So that was really nice to see this
coordinating board

00:06:53.460 --> 00:06:56.479
now has that included.

00:06:56.479 --> 00:07:05.020
So a little bit further explanation
of how we come up with this.

00:07:05.020 --> 00:07:10.530
So identify workforce programs for

behavioral skills implementation.

00:07:10.530 --> 00:07:17.780
So the first year we did it,
my boss who is Linda Head, Executive Vice

00:07:17.780 --> 00:07:21.289
Chancellor
chose the programs that we wanted to do

00:07:21.289 --> 00:07:23.520
first
and since then I've chosen.

00:07:23.520 --> 00:07:29.060
There's been no method
to madness in choosing programs.

00:07:29.060 --> 00:07:35.370
We've just tried not to do any program
that's going through an evaluation process

00:07:35.370 --> 00:07:41.490
or in the case of
for one of our colleges dental hygiene

00:07:41.490 --> 00:07:46.550
is still in a temporary
location from the flood in Harvey.

00:07:46.550 --> 00:07:52.910
And so we've just tried to work around
some of those things.

00:07:52.910 --> 00:07:55.600
Doesn't matter what order you go in.

00:07:55.600 --> 00:08:02.650
And just at some point all of our
programs will have to do it.

00:08:02.650 --> 00:08:06.280
Then for each program identify a faculty member
to be

00:08:06.280 --> 00:08:09.800
responsible for the project.

00:08:09.800 --> 00:08:13.229
If you're a small college that won't be
hard you probably have one

00:08:13.229 --> 00:08:14.870
faculty member.

00:08:14.870 --> 00:08:16.919
If you're as large as we are.

00:08:16.919 --> 00:08:23.870
And we now have seven locations
it makes it a little bit more of a

00:08:23.870 --> 00:08:27.770
challenge but so far we've done it on
volunteer basis.

00:08:27.770 --> 00:08:32.570
And have had absolutely no trouble
getting faculty to

00:08:32.570 --> 00:08:40.111
So fill out the necessary paperwork because
we've been a

00:08:40.111 --> 00:08:45.899
grant, we've been able to pay faculty about
a thousand dollars.

00:08:45.899 --> 00:08:51.319
Which is probably why we've had no
trouble getting them to do the project.

00:08:51.319 --> 00:08:55.680
Without a grant we would not have been able
to do that.

00:08:55.680 --> 00:09:01.600
So depending for future
whether that continues or not.

00:09:01.600 --> 00:09:04.619
And then each faculty member works with me,
I'm

00:09:04.619 --> 00:09:14.360
the grant director and I've worked with
and for Lone Star College for 37 years.

00:09:14.360 --> 00:09:20.639
Administrative services is my workforce program,
but I'm also certified to teach

00:09:20.639 --> 00:09:24.069
english so I think I'm still our only
faculty member

00:09:24.069 --> 00:09:29.720
who is both workforce and academic

which has given me a chance to know way

00:09:29.720 --> 00:09:37.100
more faculty in our system and work with them
I keep hearing that behavioral skills are

00:09:37.100 --> 00:09:40.630
going to hit
the academic side as well.

00:09:40.630 --> 00:09:44.649
That's been in
That's been in discussion I'm sure as many

00:09:44.649 --> 00:09:46.699
of you know.

00:09:46.699 --> 00:09:52.420
Alright and then we had the faculty
members attend an orientation

00:09:52.420 --> 00:09:57.449
session just so we know.

00:09:57.449 --> 00:10:03.860
Want a chance for me to get to meet them
I give them all the materials

00:10:03.860 --> 00:10:10.850
they need they can ask any questions
and so that's how we've done that.

00:10:10.850 --> 00:10:14.069
We've just required that each program
select

00:10:14.069 --> 00:10:17.459
10 to 15 skills that they will evaluate.

00:10:17.459 --> 00:10:23.709
As you can imagine with 40 skills that's
a whole lot to keep track of.

00:10:23.709 --> 00:10:30.889
So we're not requiring any program to do
all but rather skills

00:10:30.889 --> 00:10:38.759
that fit their individual programs,
and the ones they would like to focus on.

00:10:38.759 --> 00:10:44.440
Then we have curriculum councils or
curriculum teams.

00:10:44.440 --> 00:10:48.230
They are required to work with the
curriculum council

00:10:48.230 --> 00:10:54.550
and choose the 10 to 15 skills that they want
to include.

00:10:54.550 --> 00:10:57.589
Because once we're finished then they're
evaluated

00:10:57.589 --> 00:11:05.629
at all of our locations the following
year.

00:11:05.629 --> 00:11:09.889
Then for approvals we work with the
curriculum councils that way everybody

00:11:09.889 --> 00:11:13.199
knows, and they have to have the dean and
the

00:11:13.199 --> 00:11:18.619
vice president's approval again just so we
had everybody

00:11:18.619 --> 00:11:24.920
on board and everybody knew
what we're doing.

00:11:24.920 --> 00:11:30.980
So for the process and
completion part, if anybody needs to make

00:11:30.980 --> 00:11:33.949
a
presentation to the stakeholders we can

00:11:33.949 --> 00:11:36.269
do that.

00:11:36.269 --> 00:11:43.110
We actually develop three spreadsheets
that each faculty member has to fill out

00:11:43.110 --> 00:11:44.480
]and give to me.

00:11:44.480 --> 00:11:46.519
And I'll show you those next.

00:11:46.519 --> 00:11:50.689
If anybody wants those spreadsheets I'm
also happy to

00:11:50.689 --> 00:11:55.179
email those out at any point in time.

00:11:55.179 --> 00:12:00.329
And then we do another
kind of training session.

00:12:00.329 --> 00:12:02.949
We have a
software package called Compliance

00:12:02.949 --> 00:12:07.410
Assist and that's where our program learning
outcomes are.

00:12:07.410 --> 00:12:10.000
Our program competencies.

00:12:10.000 --> 00:12:15.110
That's where we enter in the information
for the behavioral skills so we can

00:12:15.110 --> 00:12:19.939
track and evaluate them the following year.

00:12:19.939 --> 00:12:28.680
Then the three spreadsheets are just
to me for approval.

00:12:28.680 --> 00:12:32.829
And then the time frame is we work on it
for an

00:12:32.829 --> 00:12:41.019
academic year and then it's implemented
the following year and assessed.

00:12:41.019 --> 00:12:46.899
And how each program
assesses the skills is a little bit

00:12:46.899 --> 00:12:48.220
different.

00:12:48.220 --> 00:12:52.410
Nursing did everything in a practicum.

00:12:52.410 --> 00:12:56.689
Computer information technology did
everything in a portfolio course.

00:12:56.689 --> 00:13:00.720
So that's up to each individual program.

00:13:00.720 --> 00:13:05.129
You can give a test, you could give a project.

00:13:05.129 --> 00:13:08.649
So however you assess, is up to you.

00:13:08.649 --> 00:13:14.040
so after
So after one round of assessment finalize

00:13:14.040 --> 00:13:19.499
year two with the evaluation
results and then update skills for the

00:13:19.499 --> 00:13:22.129
programs
if you need to.

00:13:22.129 --> 00:13:27.209
So let's say you pick
10 or 12 skills this year and you decide

00:13:27.209 --> 00:13:32.359
next year we need to add one or two
or there was one that wasn't as necessary

00:13:32.359 --> 00:13:33.980
as you thought.

00:13:33.980 --> 00:13:36.689
You can always change that too.

00:13:36.689 --> 00:13:42.111
So here's an example of our first
spreadsheet

00:13:42.111 --> 00:13:48.939
and this is tied to what's on
our Compliance Assist.

00:13:48.939 --> 00:13:54.589
So on the left,
we have all 40 skills listed.

00:13:54.589 --> 00:13:59.929
So you can see that's just a little snippet
of a very long spreadsheet.

00:13:59.929 --> 00:14:01.670
As you can imagine.

00:14:01.670 --> 00:14:08.259
Then I know programs across the state
were all required several years ago

00:14:08.259 --> 00:14:11.720
to write program learning outcomes.

00:14:11.720 --> 00:14:16.189
So it's then just simply becomes a check box.

00:14:16.189 --> 00:14:23.299
If you do want to do skill number two
and program learning outcome number one

00:14:23.299 --> 00:14:25.430
you just put a check.

00:14:25.430 --> 00:14:32.139
We try to make this
as easy as possible for faculty whether in

00:14:32.139 --> 00:14:34.369
our system or around the state.

00:14:34.369 --> 00:14:40.209
Because as a long time faculty member
I know how busy everybody is.

00:14:40.209 --> 00:14:45.910
How much more is
required of faculty than when I started teaching

00:14:45.910 --> 00:14:53.209
long ago
So yes we developed the spreadsheet

00:14:53.209 --> 00:14:55.339
that are a check box.

00:14:55.339 --> 00:15:02.149
Then this is the second spreadsheet.

00:15:02.149 --> 00:15:09.089
So whatever courses you want to teach
the behavioral skills in, that's what you

00:15:09.089 --> 00:15:12.600
would list under program
name across the top.

00:15:12.600 --> 00:15:18.209
So this one was really for CIT. so they
So they have to do accounting,

00:15:18.209 --> 00:15:20.480
they have to do ITSC 1301.

00:15:20.480 --> 00:15:26.259
So chose to put skills in there.

00:15:26.259 --> 00:15:32.529
Now you can choose one course,
two course, three course eight course, it

00:15:32.529 --> 00:15:36.509
doesn't matter
that's strictly up to you.

00:15:36.509 --> 00:15:43.639
I've kind of recommended that people put
everything in one two or three courses

00:15:43.639 --> 00:15:50.739
simply to make it a little bit easier to
evaluate and a little less

00:15:50.739 --> 00:15:52.810
work for faculty.

00:15:52.810 --> 00:15:56.350
Again if you're a small college you may not
have too

00:15:56.350 --> 00:16:01.709
many adjunct faculty, but for Lone Star College
we have over 700

00:16:01.709 --> 00:16:06.949
employees now most of that are
faculty members, and most of that is

00:16:06.949 --> 00:16:09.350
adjunct faculty members.

00:16:09.350 --> 00:16:16.749
So we had to think about what was best for
everyone but again.

00:16:16.749 --> 00:16:22.110
You can list whatever course across the top
that you want to evaluate the skill in.

00:16:22.110 --> 00:16:27.639
And it becomes the check box now you see under Business/Legal Work Ethic.

00:16:27.639 --> 00:16:33.550
They taught it in both accounting 2301 and

itsc 1301.

00:16:33.550 --> 00:16:35.709
You can do that too.

00:16:35.709 --> 00:16:41.299
You don't have to,
but it gives each program the option

00:16:41.299 --> 00:16:47.110
to do whatever works for you.

00:16:47.110 --> 00:16:50.410
And then this is our third spreadsheet.

00:16:50.410 --> 00:16:53.649
And it is simply a rubric.

00:16:53.649 --> 00:17:00.529
And we did it on a four-point
scale for being expert three proficient,

00:17:00.529 --> 00:17:03.809
two apprentice, and one novice.

00:17:03.809 --> 00:17:10.079
Like what we said, most programs say
you must get a three or a four

00:17:10.079 --> 00:17:18.309
to pass the skill again this could be on
a test, a practicum, a portfolio a project,

00:17:18.309 --> 00:17:20.620
a whatever.

00:17:20.620 --> 00:17:25.819
Now the other thing we've done,
we recommended the four point scale

00:17:25.819 --> 00:17:30.020
but you can use anything you're already using.

00:17:30.020 --> 00:17:36.840
So I'm going to use nursing as an
example, they did a five-point scale because

00:17:36.840 --> 00:17:41.679
it's required by the state
They already had their rubric

00:17:41.679 --> 00:17:48.549
done and so they merged it with the behavioral
skills they wanted to teach.

00:17:48.549 --> 00:17:53.840
So the rubric you don't have to use our
suggested one

00:17:53.840 --> 00:17:56.940
if you have one developed you can
certainly

00:17:56.940 --> 00:18:02.700
use that or you can use the one
we developed as well.

00:18:02.700 --> 00:18:07.649
Again that was up
to each individual program

00:18:07.649 --> 00:18:13.960
and how they wanted to handle that.

00:18:13.960 --> 00:18:23.789
And then basically our next steps the four
outside faculty members I'm working with

00:18:23.789 --> 00:18:26.850
and the 11
internal faculty members I'm working

00:18:26.850 --> 00:18:30.160
with
are all busy right now working on their

00:18:30.160 --> 00:18:35.240
spreadsheets
with hopefully everything to me

00:18:35.240 --> 00:18:36.309
by mid-May.

00:18:36.309 --> 00:18:43.380
That we can wrap up for this year so we're
that's how we're working with our

00:18:43.380 --> 00:18:46.010
internal external groups.

00:18:46.010 --> 00:18:50.040
Our other webinars are listed here.

00:18:50.040 --> 00:18:58.960
March 26 which that one will be
paralegal program from Midland College

00:18:58.960 --> 00:19:06.179

and the paralegal program here at Lone Star
those two ladies will be doing the next

00:19:06.179 --> 00:19:10.190
Webex and telling us how they're
implementing it

00:19:10.190 --> 00:19:14.269
in their individual programs.

00:19:14.269 --> 00:19:20.220
And then April 14
hopefully we'll hear from another

00:19:20.220 --> 00:19:21.409
program.

00:19:21.409 --> 00:19:24.049
And then the 28th kind of a wrap up.

00:19:24.049 --> 00:19:26.350
One of the things we said we would do in a
grant

00:19:26.350 --> 00:19:32.440
this year is kind of a training manual
on how you would do that.

00:19:32.440 --> 00:19:39.950
So have a little bit maybe more detail
on that and then TACTE presentation says proposed

00:19:39.950 --> 00:19:44.900
but we were accepted this week to present
at TACTE.

00:19:44.900 --> 00:19:52.110
So I will be there
doing that on whatever that first Thursday

00:19:52.110 --> 00:19:56.230
in April is the second or third.

00:19:56.230 --> 00:19:59.540
And I'll be there to do that.

00:19:59.540 --> 00:20:05.380
So I'm gonna unmute everybody in just a minute
and if you

00:20:05.380 --> 00:20:09.049
have any questions I'll be happy to answer.

00:20:09.049 --> 00:20:16.680

If you would like for me to email you
anything please send me an email

00:20:16.680 --> 00:20:20.290
But just know it'll be after spring
break.

00:20:20.290 --> 00:20:24.419
I'm literally getting on a plane at 7:30
in the morning to

00:20:24.419 --> 00:20:26.260
go out of town.

00:20:26.260 --> 00:20:28.490
But if you send me an
email

00:20:28.490 --> 00:20:31.070
I'll do it right after spring break.

00:20:31.070 --> 00:20:34.320
So we're gonna unmute you.

00:20:34.320 --> 00:20:40.370
I don't see anybody with a question but if
you do have any

00:20:40.370 --> 00:21:02.240
questions at any point in time please
email me: it's Sherry.Young@Lonestar.edu

00:21:02.240 --> 00:21:08.179
I will email you the presentation, any of
the spreadsheets the behavioral skills

00:21:08.179 --> 00:21:14.360
whatever you would like and just contact
me.

00:21:14.360 --> 00:21:24.889
So again it's Sherry.Young@Lonestar.edu
And I thank you so much for

00:21:24.889 --> 00:21:29.870
participating
today and having an interest in this

00:21:29.870 --> 00:21:30.870
project.

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If there's anything I can do for you
just let me know.

00:21:34.929 --> 00:22:01.679
Thanks for joining in today goodbye.