

# Leading By Listening: Session Four

2023 Convocation Feedback

**DANIEL LOGES** AUG 08, 2023 03:58PM UTC

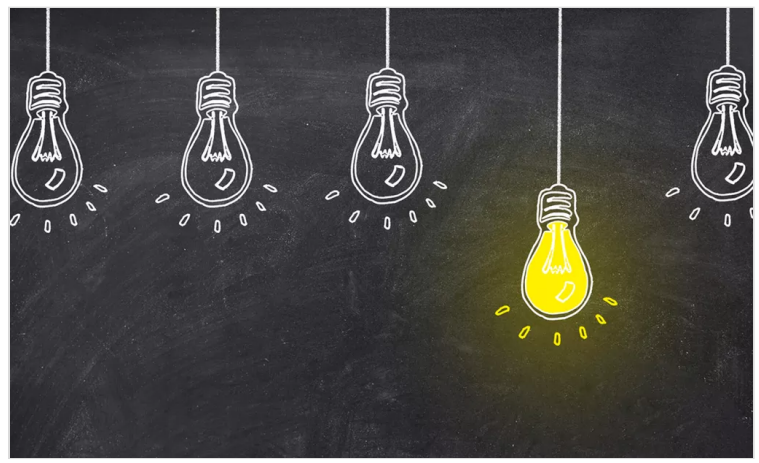
## Professional Development Suggestions

- ESOL credentialing course
- Statewide ELA certificate
- Teacher toolbox training that focuses on technology
- Clarifying the difference between local and state policy (for providers)
- Common problems with ADVANSYS
- Guidance on how to get CE and Curriculum partners to be PARTNERS
- Sharing of best practices around specific needs
  - E.g.: rural programs; Corrections; IETs for small schools
- Exchange of best practices and ideas between programs (i.e.: who's doing it best and how)
- Building integrated delivery models for Corrections (services to short-term incarcerated)
- How to write a lesson plan
- Common problems and updated training on ADVANSYS
- Week-long training for new hires (e.g.: data managers and directors)
- Yearly compliance training for CCR
- Annual funding for continued PD
- Conferences and institutes for CBOs to gather and collaborate
- More regional, in-person, concentrated trainings (i.e.: multi-day sessions)
- More training and templates specific to Adult High School (e.g.: transcripts, evaluations, and making year one plan)
- 225 Grant training
- A deep dive into data and Power BI
- IELCE
- Publish and share PD trainings and records in a better repository than Service Now
- Provide more 'meat' and less 'fluff' in Convocation and other meetings
- Communicate information directly to CCR Directors (not just Presidents)



## Questions?

- Can we consider allowing instructors to administer NRS tests?
- Why are instructors not allowed to administer NRS tests?
- Can the system office conduct a statewide salary study and share that info with providers?
- How can providers engage in advocacy for adult education?
- When will 'We Speak NYC' be approved?
- How can we retain and support directors? We are losing talent.
- How can we best use Power BI?
- Can we have soft skills membership classes that count attendance hours?
- Is there a way to avoid redundancy in grant questions?
- Is there a timeline for development of membership classes for AHS?
- Is NCCCS considering providing a single/common program for AHS?
- What is the SO vision for 2023-2024?
- Could we have a membership class that combines math and RLA by level?
- Now that there's been a recent 'changing of the guard' what opportunities for policy change are available?
- How do we conduct membership classes when all our classes are multi-level labs?



## Ideas

- Implement a mentor program for all CCR roles
  - E.g. data management; directors; ESL instructors, etc
- Mentorship program for new directors
- More site visits to learn about our programs
- Insight and guidance on how to best use allotted funds
- Written guidance on how to provide membership courses at small colleges
- Regional trainings that circulate throughout the state
  - On IELCE, Corrections, HSE pacing, etc.
- Share ideas and best practices but filter them to things that are widely replicable
- Conduct CCR instructor pay study to drive change
- More in-person regional meetings with grant representatives occasionally present
- Curriculum sharing website
- Provide a statewide common curriculum
- Create a CCR portal for compliance questions on the new website
- Provide CCR training for provider president and VPS
- Allow for instruction in other languages
- Provide an option to apply for unused funds
- Provide more events for instructors (over directors)
- More regional in-person trainings (especially for instructors)
- More support and guidance for family literacy
- Allow instructors to test students
- Create a CCR Developmental Education Leadership team
- Increase pay and provide raises for coordinators
- Setup provider-to-provider visits for best practices amongst similar-sized colleges

## DELTA: Things We Should Improve

- Find more funding for smaller programs
- Educate our college presidents on CCR benefits
- Update the State Board code and memos
- Conduct more coordinated state and national-level advocacy
- Reduce compliance and monitoring requirements
- Communicate more closely with state compliance team to better mentor providers
- Advance notice and communication required
  - I.e.: meetings, trainings, potential funding for the year, etc.
- Better clarity needed concerning IETs and IELCEs
- Increase advocacy for small schools regarding FTE funding model
- More site visits to see our program and how it runs
- Messaging is inconsistent
- LEIS form needs to be condensed
- Share with all providers the details of what is expected during monitoring
- Need a cohesive overview for new directors (no 'bits and pieces' communication)
- What is coming after March due to college spending restrictions
- Answers to questions need to be consistent
- Staff should keep updated on legislation items or opportunities
- Provide guidance on creative ways to spend Title II funds for marketing
- Provide help with starting multi-level membership courses at small colleges
- Consistently post recordings of meetings and make them available online



- Great support from Arbyony, Brandy, Dan, Lindsay and Sandra
- Planning and preparations for training sessions (i.e.: convocation)
- Communication concerning ADVANSYS
- Makes an effort to listen and provide feedback
- Advocates for us
- Staff accessibility
- Finds answers to our questions
- Offers a variety of PD opportunities
- Provides positive feedback
- Open and responsive to questions
- Sensitive to the unique needs of CBOs
- Supportive of providers

## ALPHA: Things We Do Well

- Positive attitude
- Appreciative of what providers do
- IET and IELCE sharing document
- IET template
- The grant representative assignments are 'on point'
- 'Down to earth' team
- Treats us like professionals
- Responds in a timely fashion when help is asked
- Posts helpful guides and documents on the NCCCS website
- Approaches and treats providers individually (meets providers at their level)



\*\*\*\*\*