NC COMMUNITY COLLEGES | COLLEGE & CAREER READINESS

A Note from the State Director

North Carolina's weather is so lovely in the spring. I eagerly tuned up my bicycle for a ride and planted my garden, very glad for some time outdoors.

In April, a team of CCR folks attended COABE in Seattle, Wa. We focused our session time on innovations in digital literacy, career pathways, corrections, IELCE, and professional development.

CCR programs have certainly changed the digital equity landscape. Check out the article by Jennifer Bean from Coastal Carolina CC to learn how the Digital Navigators are assisting students.

And, to work with community partners, read the article by Lisa Escue of the Center of Excellence for ELL in the Workforce. And as you close out the year, IELCE providers must attend the *IELCE Welcome and End-of-Year Data Double-Check*. Our new Director of Career Pathways for ELLs, Jessica Rieger has a lot of good information about how to ensure your IELCE data is accurate.

And we have good news. OCTAE approved our NC Assessment Manual. The big change in the manual is regarding the look-back period. Thank you for all the committed time and recommendations on changing this policy.

I look forward to seeing you soon. We will begin to visit your programs to get a firsthand experience of your innovative work.

Gilda Rubio-Festa, State Director, Title II
AVP for College and Career Readiness, NCCCS

Judy Howell Retires!

It is with mixed emotion that we announce Judy Howell, a dedicated team member, is retiring as of May 1, 2022. Judy has worked in College and Career Readiness in various capacities with increasing responsibilities for 25 years. As the Grants Management Technician, she was a key contributor to the first WIOA competitive RFP process. She has also been instrumental in developing workflows for financial monitoring and other compliance regulations.

We could always count on Judy's calm manner and willingness to pitch in during crunch times. NC Title ll is fortunate to have had Judy as part of this team.
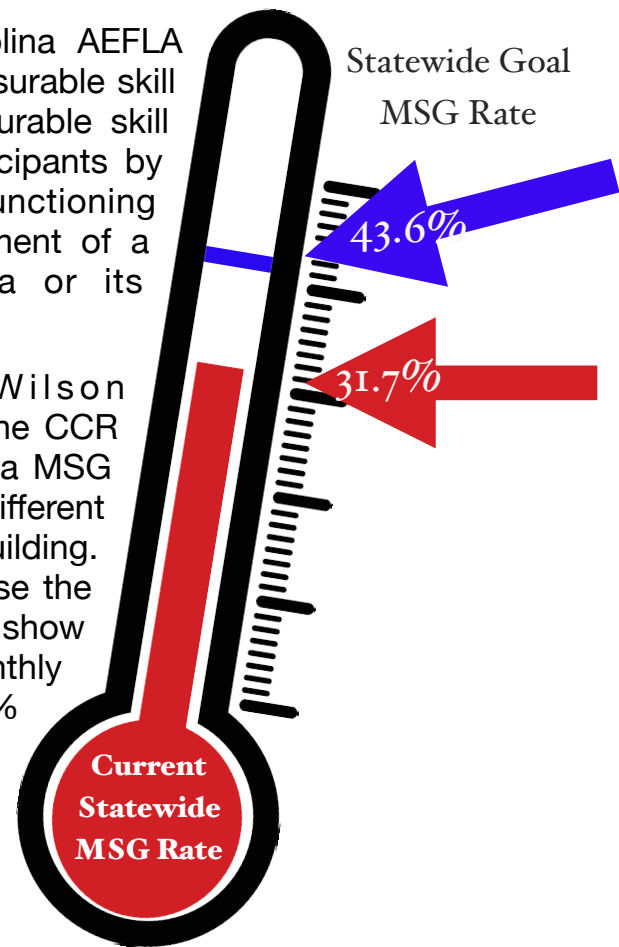
Though she will be missed, we wish her the very best as she enters this new chapter in her life!
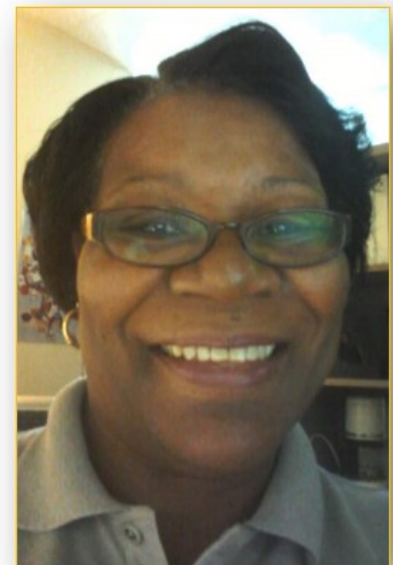
2021-2022 Measurable Skill Gains Rate

For the 2021-2022 program year, the North Carolina AEFLA negotiated level of performance is a state-wide measurable skill gain rate of 43.6%. Measurable skill gains are achieved for participants by earning an educational functioning level gain or by the attainment of a secondary school diploma or its recognized equivalent.

Suzanne Ross from Wilson Community College keeps the CCR department up to date with a MSG thermometer located on different walls throughout the CCR building. The newsletter is going to use the idea of the thermometer to show how we are progressing monthly towards our goal of 43.6% MSG rate statewide.

Thank you, Suzanne for sharing this idea.

Goal 43.6%

Our Goal: 145 MSGs

Out of all students enrolled in the program, 43.6% need to show progress by making a Measurable Skills Gain (MSG) on the TABE/CASAS Assessments.

WILSON COMMUNITY COLLEGE

140
135
130
125
120
115
110
105
100
95
90
85

Statewide Goal MSG Rate

43.6%

31.7%

Current Statewide MSG Rate

Welcome Jessica Rieger to the System Office Team

We would like to welcome Jessica Rieger, Director of Career Pathways for ELL. She has over 16 years of experience in Adult Education serving in many roles, including teaching and in administration. Most recently, Jessica was at Wake Technical CC where she served as Director of Program Performance and Accountability. Previously, she was Department Chair of College and Career Readiness at Johnston Community College (JCC). Her teaching career includes time spent as an ESL instructor, HSE instructor and Community Spanish Interpreter instructor for curriculum, where she was selected as JCC's Faculty of the Year and a semi-finalist for the state's Excellence in Teaching award.

Her vision is to assist all providers in building strong career pathways and community partnerships that generate increased opportunities for students to gain unsubsidized employment in essential occupations throughout North Carolina.

When not at work, she enjoys spending time with her son, Colin, and two daughters, Lillian, and Chloe, in the mountains of Boone, NC.

NCcareers.org
DREAM IT. PLAN IT. BE IT.™

The NC Workforce Credentials Advisory Council has identified priority non-degree credentials that are valued by employers and put those who earn them on a path to a sustainable wage career.

For a complete list, check out
NCcareers.org/credentials/credentials-list
This collection of certificates is a source for building career pathways for students that lead to a certification.

Congratulations to Claudia Farnandez!

Claudia has taken a position as Dean of Career and Academic Engagement at Central Carolina Community College. Thank you Claudia for your service as the HSE State Administrator / College & Career Navigator. We look forward to working with you in your new capacity.

For questions contact the following:
HSE - Gilda Rubio-Festa
Digital Navigator Project - Michael Tilley
Coastal Region Grant Rep - Arbony Cooper-Gibbs
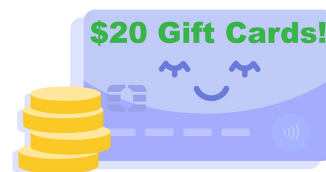
CASAS®

$20 Gift Cards!

CASAS needs 4,000 adult learners to field test the new CASAS Math GOALS series

Students earn a $20 gift card for each math field test they complete!

- Now through May 31, 2022
- ABE and ASE students are eligible
- ESL students at NRS 4, 5 & 6 are eligible
- Students can complete two field tests
- Administer via eTests or paper tests
- Programs receive 100 WTUs

For more information visit Field Testing Opportunities.

Professional Development Update:

Ongoing Professional Development Opportunities

- 2021-22 LEIS Form Training
- An Introduction to Title II Performance and Accountability Requirements
- Conquering Your Data Challenges
- IELCE Certificate of Completion Training Course (2021)
- Title II Performance and Accountability: Post-exit Primary Performance Indicators

Please visit the NCCCS CCR Professional Development Web Page for registration and information.

IELCE Welcome & End-of-Year Data Double-Check

Presented by: Jessica Rieger, Director of Career Pathways for ELLs, NCCC System Office

Monday, May 16, 2022, 2:00pm - 3:00pm

Target Audience: This is a **required** training for all IELCE Program Directors. IELCE faculty and staff supporting local IELCE programs are encouraged to attend.

Description: Opportunity to meet Jessica and receive end-of-year guidance for closing out IELCE (PY 2021-22)

REGISTER HERE

COABE LIVE WEBINAR
COABE
Coalition on Adult Basic Education

BURLINGTONENGLISH
THE PUBLISHER THAT CARES

Integrated Education and Training- A Teacher's Guide to Building and Surviving an IET!

This webinar addresses teaching models, integrating standards, and contextualization. Participants will review "Things to Consider" while planning and implementing an IET with fidelity!

Date: Friday, May 13, 2022
Time: 2:00 - 3:00 pm EST

Register Now with COABE to attend

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essentialeducation

Date: Monday, May 23, 2022
Time: 2:00 - 3:00 pm EST

Contextualized Teaching and Learning for Integrated Education and Training (IET)

Contextualized Teaching and Learning (CTL) is critical to the success of any Integrated Education and Training (IET) program. Learn about its critical components, implementation, and supporting research to ensure student success in these programs. Explore how CTL is applied in full display through demonstrations, hands-on activities, sample lessons, and other resources.

Register Now with COABE to attend

BRAINCHILD
STUDY BETTER · SCORE HIGHER

Date: Tuesday, May 24, 2022
Time: 2:00 - 3:00 pm EST

A Comprehensive Look at Accommodations; How to Start the Conversation

Learn how to help students with disabilities advocate to create the productive, efficient workplace environments. This webinar will include rights under the ADA, how to request workplace accommodations, and how instructors can help students navigate the process.

Register Now with COABE to attend

Approved 2022-2023 Assessment Manual, Look-back Period

The Office of Career, Technical, and Adult Education (OCTAE) at the U.S. Department of Education has approved the 2022-2023 Assessment Manual. One substantive change in the manual is an updated Look-back Period Policy. A 270-Day Look-back Period Policy was approved by OCTAE and will be discussed in further detail in our upcoming Annual Assessment Training - invitations are forthcoming. Some details about the new policy are below. If you have questions about the new Look-back Period Policy, reach out to Michael Tilley at tilleym@nccommunitycolleges.edu.

- Continuing Student - A student with continuous enrollment from one program year to the next will automatically have the last test within the 270-day window (Oct. 1 – June 30) pulled forward as their initial placement in the new program year.

- Returning Student in Same Program Year - If the student has exited the program for at least 90 days and then begins a new Period of Participation (PoP) in the same program year, his/her test scores are valid for initial placement and calculating EFL.

- Returning Student in New Program Year - If the student has exited the program for at least 90 days and then begins a new Period of Participation (PoP) in a new program year, his/her test scores are NOT valid for calculating EFL gain, and a new assessment must be administered within the first 12 hours of instruction.

The benefits of expanding the look-back period are:

- Students and staff spend less time testing
- Saves money on testing supplies
- Resources better used by testing at recommended timeframes
- Increase the possibility of capturing MSG gains
- More tests are being analyzed
- Less loss of MSG gains previously not captured
- Better reflection of the work being done in the classroom and student progress
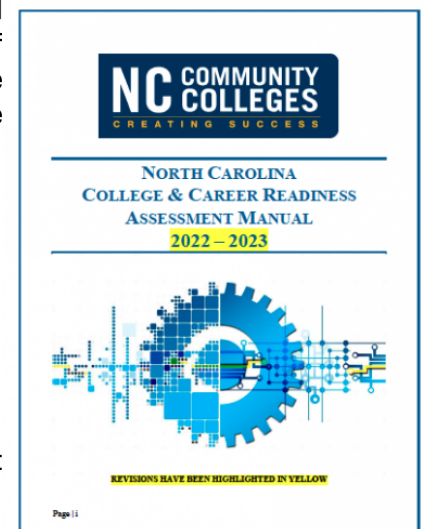
Annual Assessment Manual Update Webinar

Target Audience: The target audience for this class includes College and Career Readiness directors, coordinators, administrative staff, instructors, and any other staff who support Basic Skills through the implementation of NRS assessments.

Description: This webinar focuses on the updates published in the 2022-2023 NC Assessment Manual. The webinar will begin with a broad overview of assessment.

Objectives: The objectives for this session are to:

- Provide training to Basic Skills staff on changes made to NC's Assessment Policy
- Review data collection and reporting requirements
- Support colleges in the proper implementation of NRS approved assessments
- Analyze purposes and uses of NRS approved and informal assessments
- Review the updated Look-back Period Policy

When: May 23, 2022 2:00 - 3:00
Presented by: Michael Tilley, Adult Ed Coordinator of Assessment
Registration: Annual Assessment Manual Update Webinar

IELCE Update - Cultural Brokers and Community Partnerships - Submitted by Lisa Escue

Suppose the goal of IELCE is to prepare adult English language learners for jobs that provide self-or family sustaining wages. In that case, it follows that people from those language communities should be involved in the program development.   However, even providers with a wealth of knowledge and the best intentions often struggle to engage meaningfully with different cultural communities in their service area. There are two specific types of people who can help to breach silos and build bridges, cultural brokers and community partners.

A cultural broker is a person who connects individuals or groups of people from different cultural backgrounds. Cultural brokers usually provide culturally sensitive support to the parties involved for a particular purpose, such as mediation or advocacy. A cultural broker might act as an interpreter. Still, in addition to translating words and messages, they also add contextual and background knowledge to deepen understanding, a practice that fosters trust. Cultural brokers have long been used in business, healthcare, and human services. Recently they are being used more frequently in education, too. A word of caution: not everybody who belongs to a different cultural group is interested in representing the group as a whole as a cultural broker. Those who do usually self-identify by asking nuanced questions and offering explanations for the behavior of their community members. It is common for ESOL instructors to act as cultural brokers, but you might also identify one or more among your students or staff members. Just as you would ask an occupational training partner to introduce you to potential employer partners, you would ask a cultural broker to introduce you to potential community partners.

A community partner is a well-respected hub of their community with a vast social network. They are more than just members of the cultural group you wish to collaborate with. A community partner is a person who can help you collect information about community interests, needs, and challenges. Their input ensures that you are designing culturally relevant programming and, in turn, effective marketing, and recruitment strategies. Look for them in community-based organizations, faith-based organizations, advocacy groups, and local schools.   It is worth noting that a community partner might or might not be the most apparent leader of the organization. For example, the pastor of a church might be too busy to help you share information and build programming with their particular language community. Still, a woman in the church knows everybody and makes things happen. In this case, she's the one you want as a collaborator.

Occasionally, a cultural broker is also a community partner, though this is not the norm, and it would be a mistake to conflate the two. Both are crucial to the success of your IELCE program, but each serves a distinct purpose. A cultural broker can connect you to the movers and shakers within their community. The movers and shakers are the community partners who can combine you with the community as a whole. Time invested in identifying and developing mutually beneficial relationships with cultural brokers and community partners will positively impact the success of your program and the outcomes for your students.

Managing to Find Leaders - Matthew Brown

Leadership and management have essential functions in education. The successful management of an organization, department, or classroom involves the need for leaders to emerge to support the organization's movement. Managers plan, organize, lead, and supervise the team. The manager uses all available resources to complete the goal or follow the organization's vision. One component of being a manager is leading, but leaders do not need to be managers. Leadership is not a position on the organizational chart. When a change to the organization is underway, managers will need to rely on leaders in the group to build buy-in from stakeholders and colleagues. To help implementing organizational change, whether, in structure, processes, or vision, researchers have suggested leaders follow the following steps:

1. Explain the importance of the change
2. Build a team to use their influence and knowledge to introduce the change.
3. Create a vision to direct the change
4. Communicate the vision, build enthusiasm, explain the importance of the change
5. Empower employees to undertake essential tasks
6. Plan for and achieve short-term wins to reinforce the momentum
7. Consolidate improvement and produce more change
8. Institutionalize new approaches and ways to work.

Many of the steps above rely on positive relationships to be successful. Managers can use bureaucracy to force compliance into a new vision or change. On the other hand, leaders use complex relationships based on trust, obligation, comment, and vision to empower colleagues by acknowledging progress and communicating plans. Many programs are changing in some form or another. We should recognize change as an opportunity to grow a team of leaders at your institution. If we work together, trust and communicate, we can provide responsive opportunities for our students.

Change Management in Adult Educational Organizations
Leadership for Adult and Continuing Education
Melding Theories of Organizational Change, Adult Learning
Effective Education Leaders Make the Right Decisions

Digitally Speaking

Digital Navigator Network Update: Submitted by Jennifer Bean, Coastal Carolina CC

Greetings from the Digital Navigator Network (DNN)! Throughout the month of April, DNN participant programs have had the privilege to *shower* students with digital skills and resources. We look forward to seeing what these students accomplish as they *flower* in the future!
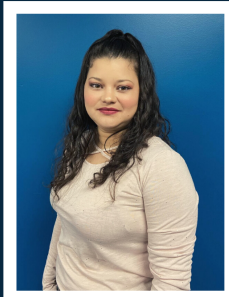
One of the ways that digital navigators are helping CCR students to achieve a brighter future is through advising and referrals. This activity is what separates North Carolina's digital navigation programming from the activity in other states. Not only are DNN participants connecting people with Broadband access, affordable devices, and digital skills classes; digital navigators are also assisting students with clarifying career goals, then finding and contacting the employment and educational resources that will help them take the next step toward accomplishing those goals. Here are some examples of advising and referrals that DNN programs are reporting:

DIGITAL LITERACY SUCCESS

Originally from El Salvador, Milagro Henriquez, has made amazing strides in the Northstar digital literacy program! While she was at first a little intimidated working on the computer, she has now gone on to complete all 14 lessons! Milagro says," NorthStar is a good and very beneficial program. It's easy to use and learn. I have learned many new things that I did not know before. Now, I know how to use the computer, how to send an email, and how to operate Microsoft Office. NorthStar has also helped me improve my English vocabulary." Congratulations from her teacher, Aimee Gordon, and from all of us at ACR!! Great Work!!

- A student who will be enrolling to take CIS 110 in the Summer 2022 semester (South Piedmont)

- Another student who has expressed interest in a career working with computers (Catawba Valley)

- A student who is inquiring about a move into a career in nursing (Forsyth Tech)

- Students who were directed to NCWorks to find their first jobs after moving to a new town (Coastal Carolina)

Advising students helps them to find their new career path; referring them to appropriate people and organizations lets them start the process of moving down that path. Digital navigators are there to guide students through this process so that they know how to make steps toward the careers that they are seeking. We are very excited to see how students will bloom and grow as they begin to see and pursue the possibilities that are open to them!

For Colleges Only
ADVANSYS Recorded Trainings

Did you miss the AVANSYS training or are you new to CCR? Or, do you just want to watch the recorded training again as a refresher? There are two recorded trainings available to College and Career Readiness staff and instructors. They are located in the ServiceNow portal and can be accessed through the following steps.

1. Go to: https://ncccs.servicenowservices.com/sp
   a. If you are not a current user, you must register as a new user.
2. Select – Knowledgebase
3. Select – Application Support
4. Filter Category – College & Career Readiness
5. Search for and select a recorded training (there are multiple)
   a. ADVANSYS training
   b. ADVANSYS for teachers
6. Select the recording's file link in the upper right corner
7. Select – Save File to initiate the download
8. Allow a few moments for the download to complete.
9. Once the file is downloaded, it may appear at the bottom of your screen, depending upon your browser. You can also find it in your downloads through your computer navigation or use the shortcut: Control + J.
10. Open the zipped folder and select – Extract All
11. Select the location where you would like to save the file and save it
12. Select and double-click on your saved file to watch the recording.

* If you are a program manager, you may want to complete all of the file download steps yourself and then make the recording accessible on a shared network drive.

NC COMMUNITY COLLEGES
CREATING SUCCESS

Are you interested in developing new skills as an educator? Check out the NC Student Success Center's revised teaching and learning online courses. These self-paced courses can help you close gaps in your professional portfolio and acquire specialized training. Below are the two courses featured for the month of May.

COURSE: START RIGHT NOW

This faculty and staff onboarding course supports participants to become confident and competent about the mission of the community college system. Enroll at

https:// ncssc.org/faculty-and-staff-learning/step-ahead/

COURSE: UNIVERSAL DESIGN FOR LEARNING

This course covers the history and theories behind universal design, applications of the theory to teaching, and practical ways to approach instruction that incorporates the needs and preferences of the widest possible variety of learners. Enroll at https://ncssc.org/faculty-and-staff-learning/step-ahead/

NC SSC Summer 2022 Workshop Offerings

The NC Student Success Center (NC SSC) continues its commitment for supporting the work of the NC community colleges to provide every student a pathway. The Professional Development Workshops for summer 2022 will consist of 90-or 120-minute workshops featuring experts as thoughts leaders for equity and guided pathways. The summer 2022 workshop offering have been coordinated by Jairo McMican, Dean of Access & Services, Central Carolina Community College/NC SSC Director of Equity & Pathways. Fall 2022 Workshops to be held face-to-face or virtual will be provided in a separate announcement.

Location: All workshops will be virtual. Registration is required through the NC SSC website.

Website: NC Student Success Center – NC SSC (Scroll to View by Date for 2022 on the website to access the session description and registration link)

Date and Time: Will vary per workshop.

Goals:
- To enable students to obtain credentials and continue developing skills to advance in their careers.
- To help students enter pathways, build on experience, access career navigation services, and connect with work.
- To support students with learning aligned with planned outcomes in both the classroom and work-based settings.

SSC and Workshop Registration Links
- SSC Website
- Workshop Registration Link
- SSC Recorded Workshops on YouTube Link

May 26th
10:00-11:30
DACA and Undocumented Students
College Friendly Resources

June 15th
1:00-3:00
Stress and Self-Care for Faculty and Staff

June 23rd
10:00-11:30
Imposter Syndrome

Consider making a presentation at...

North Carolina Community College System Conference

The Great 58 - Building Our Economic Future
Teaching, Learning, & Student Success

October 9-12, 2022
Raleigh Convention Center, Raleigh, NC

Click here for more information on the call for presentations

Presentation submissions open until June 3.