Cañada College

Position Request: The DE Crew

Requested by:

Allison Hughes, David Reed, Nick DeMello, John Perez

About the DE Program

The Cañada DE Program has these responsibilities.

- Develop and deliver training and certification of online teaching. *We help instructors improve their online teaching.*
- Manage and distribute local, state, and federal DE support and regulation. *We help the campus stay DE informed and compliant*.
- Be a resource for the development and delivery of quality online classes. *We help faculty build quality online classes.*

Online Teaching Education

- Develop and deliver training and certification of online teaching.
  We help instructors improve their online teaching.

  How we do that:

  1. We built and offer QOTL 1 / QOTL 2 courses each semester.
  2. We coach and mentor faculty in learning best practices and tools of online teaching.
  3. We maintain regular office hours and host flex day DE workshops.

DE Regulation and Research

- Manage and distribute local, state, and federal DE support and regulation. *We help the campus stay DE informed and compliant*.

  How we do that:

  1. We attend DE information meetings to collect, digest and distribute new regulations & opportunities.
  2. We test and explore new DE tools and techniques.
  3. We coordinate, cooperate, and present with district and state partners.

Quality Online Course Construction

- DE is a resource for the development and delivery of quality online classes. *We help faculty build classes.*

How we do that:

1. We offer QOTL 1 and QOTL 2 online teaching courses.
2. We maintain and develop quick-start canvas shells.
3. We are building the CCCO endorsed “Quality Class” POCR process to allow Cañada courses to earn certification

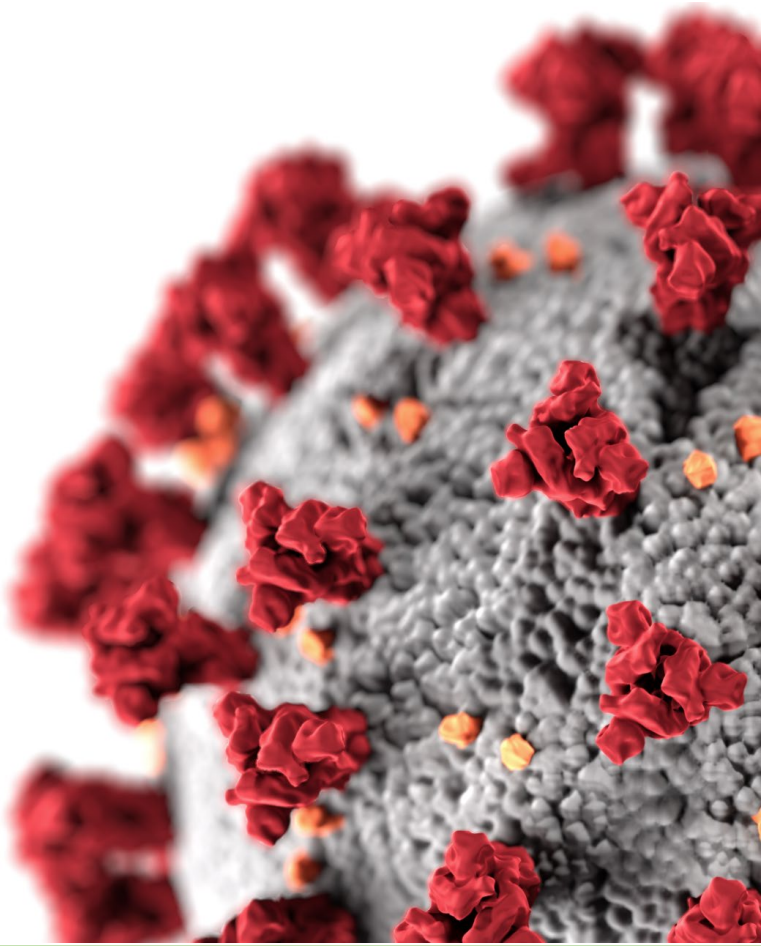
Rise in Online Learning

Has the workload increased?

Rise in Online Learning

Has the workload increased?

Seriously?



Rise in Online Learning

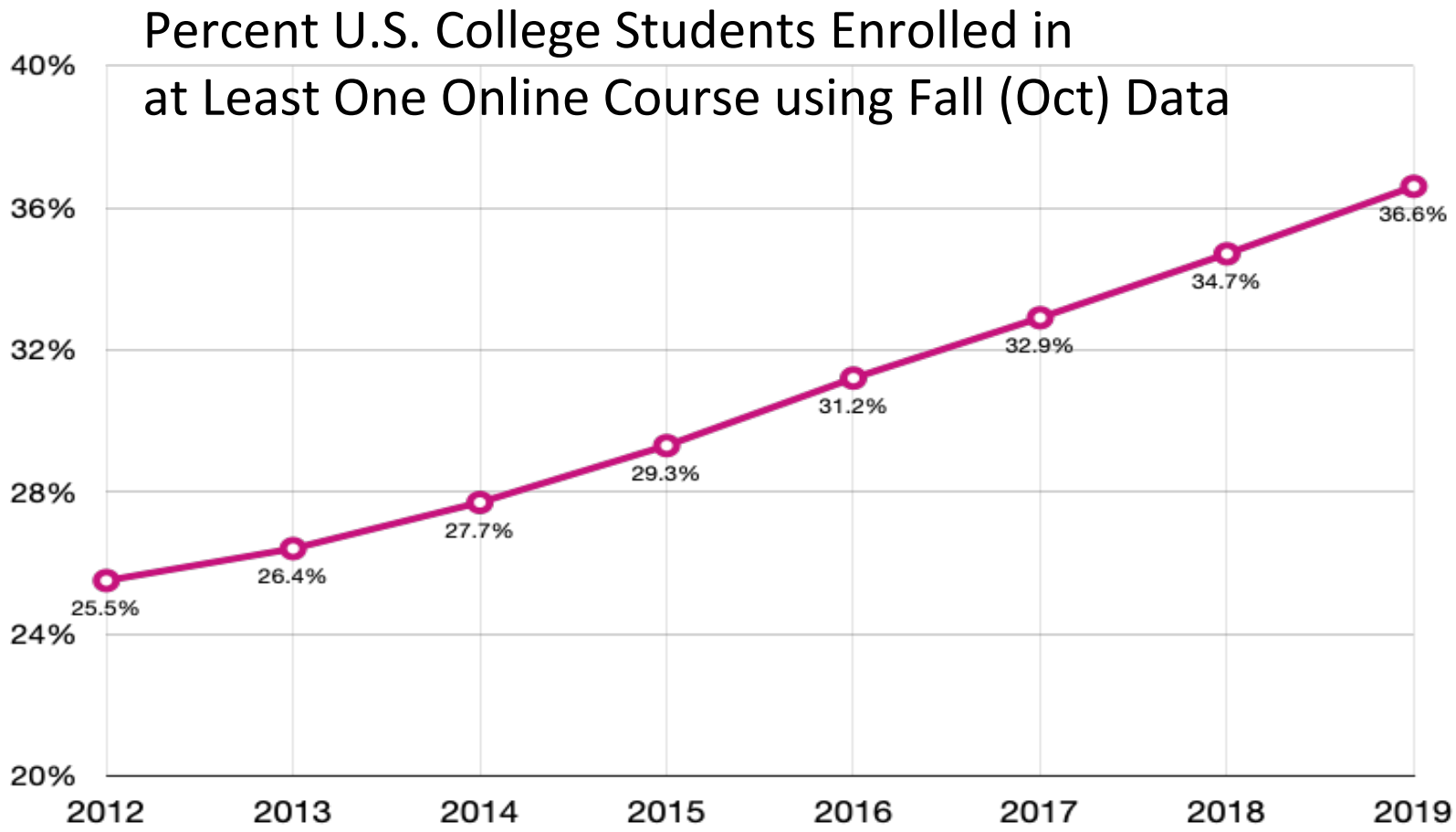
The National Center for Educational Statistics reports…

Using Fall Census numbers:
online learning has been steadily rising.
They claimed in 2020 that…

1 in 3 students

take online courses (as of fall 2019).

There were wrong.



2012-2019 data from: https://nces.ed.gov/ipeds/TrendGenerator/app/answer/2/42

Rise in Online Learning

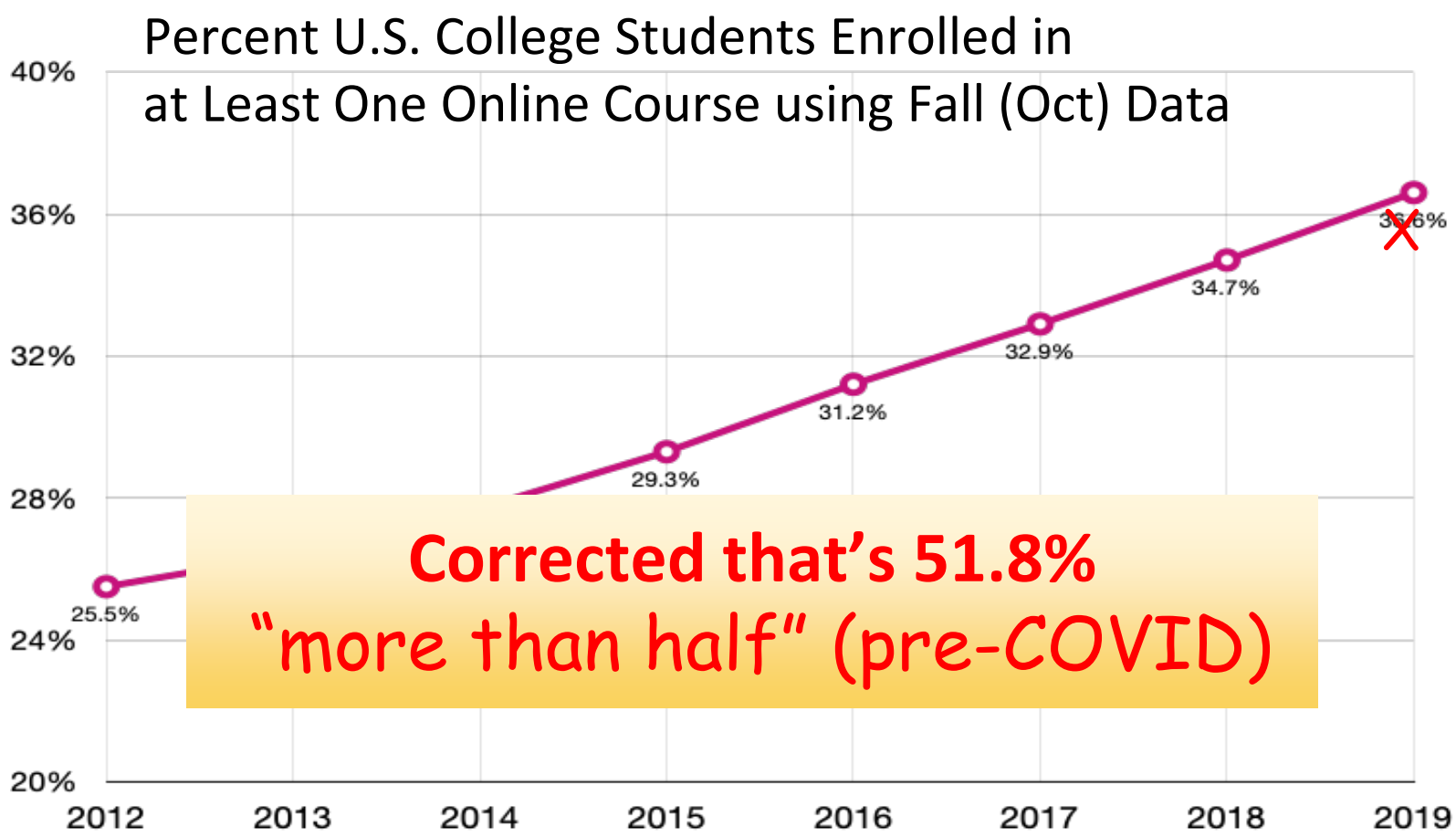
Updated analysis indicates this is a large underestimation...

"[using] unduplicated students ... over a 12-month period, from July 1 through June 30 ... from this mostly pre-pandemic period the number of US higher ed students taking online courses was far greater ...

Based on 12-month reporting, **51.8% of students took at least one online course in 2019-20**, much higher than the roughly 37% reported from Fall 2019 reporting."

Phil Hill, Oct 7th 2021

https://philonedtech.com/alternative-view-more-than-50-of-us-higher-ed-students-took-at-least-one-online-course-in-2019-20/



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Quality Online Course Construction

Has the workload increased?

Even as we return to campus in the wake of the pandemic, online modalities represent much higher percentages of our enrollments than pre-pandemic. There was need for an Instructional Designer when online and hybrid modalities made up 30% of our enrollments and there is severe need now that they make up over 50% of our enrollments.

Instructional Modality	Fall 2019	Fall 2021	Spring 2021
Face to Face	69%	6%	41%
Online (Sync and Asynchronous)	22%	90%	45%
Hybrid	9%	3%	14%

Quality Online Course Construction

Has the workload increased?

We often hear that we have a smaller DE Team at Cañada than our sister colleges, because we are a smaller college. But by looking at the percentage of our planned sections by modality, we see that the DE Team at Cañada is supporting a majority of our sections, just like our sister colleges are. And in reality face-to-face sections also require support from DE due to increased reliance on Canvas and Zoom, even for in person courses

% of Planned Sections By Modality Spring 2022	SKY	CSM	CAN
Face to Face	60%	48%	41%
Hybrid		14%	14%
Online	40%	38%	45%

The Usual Suspects

Who gets DE done? The usual suspects of a DE crew include:

Technologists:
developers, artists, programmers, and builders of kool things

Designers:
teacher of teachers, innovators,
mentors, the folks who bring us
new ways to teach and show us
how to get it done

Coordination:
recruiters, presenters, organizers, promoters and evangelists

Cañada's DE Investment

Currently Cañada has insufficient DE Resources.

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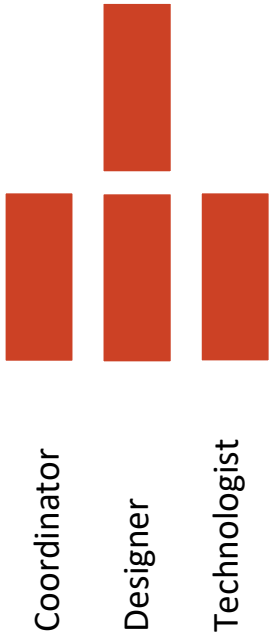
Currently Cañada has insufficient DE Resources.

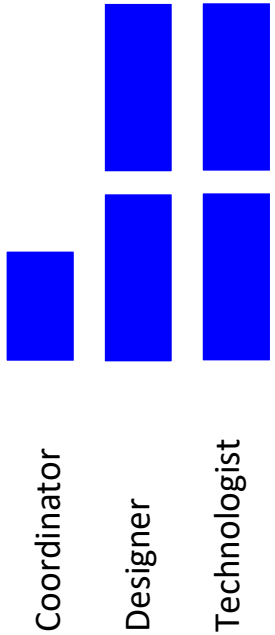
Skyline

1 + 3 + 1 = **4**



CSM

0.6 + 2 + 2 = **4.6**



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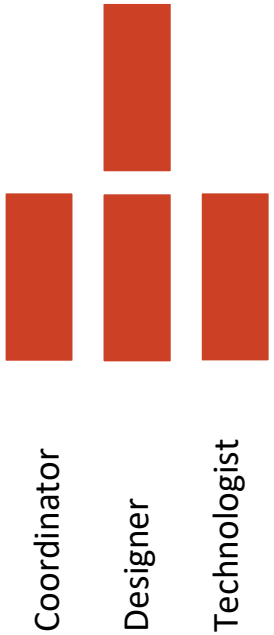

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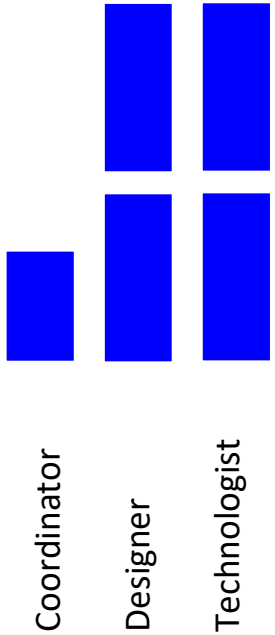
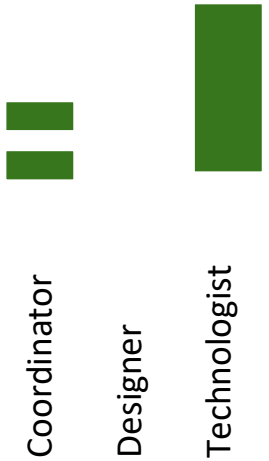


Cañada

0.2 +

0.2 + 0 + 1 = **1.4**



Cañada College

Position: Instructional Designers (2)

Requested by:

Allison Hughes, David Reed, Nick DeMello, John Perez

The need...

- Instructional Designers are professional learning experience architects.
  - Most industries hire industrial designers to build classes.
  - We're a college, building classes is the job of ***all*** faculty.
  - But the landscape is changing rapidly, we need help keeping up...
    - schools are moving into unfamiliar modalities (plural)
    - students expectations of quality are rapidly rising and evolving
    - competition from for-profit, big-tech, and other players is increasing
    - new faculty onboarding and existing support is needed to adapt

We need a scout and a trainer to help us adapt and navigate the changing landscape—instructional designers define those skills.

The DE training program

QOTL Training

- Fully online course to onboard instructors new to online teaching.
- Workshop to build new course ideas into MVP.
- Introduces primary tools of online teaching.
- 1-2 sections offered once per semester (second half of the semester to support new hires).
- Participants assessed by development of a minimal viable canvas course shell (course final project).
- Facilitated by POCR Table faculty or DE core team members as needed.

POCR Certification Course

- Fully online course to certify instructors with CVC POCR process.
- Normalization process for POCR table participants.
- Involves applying POCR to 1-3 QOTL final projects (of the same semester or prior semesters).
- 1 section offered once per semester.
- Participants assessed by review of a QOTL final project consistent with concurrent review by POCR Table.
- Facilitated by POCR Table faculty or DE core team members as needed.

POCR Table

- 2-4 POCR certified faculty
- Receive 0.2 reassignment time
- Provides POCR certification for campus classes
- Each facilities either QOTL, POCR or Second Level class each semester

Second Level Training

- Rotating topics course for updating courses and instructor skill sets, in two forms:
- fully online course with a selection of 6 modules each exploring a pedagogy or ed tech topic, participants complete modules of their choosing
- hybrid synchronous/asynchronous online course with round table discussions and projects on current topics synced with the campus development plan
- Explores a selection of topics in teaching and educational technology.
- Offered in the spring, with the option to complete course updates over the summer break.
- Participants assessed by POCR review of an updated course incorporating 4 new or refreshed pedagogical or ed tech topics.
- Facilitated by POCR Table faculty or DE core team members as needed.

One is not enough.

- Every college in our district has found *one ID is not enough*.
  … and Cañada has zero.
- Things are moving fast. Cañada was leading the district in DE, now we're playing catch-up.
- Building and maintaining DE training programs…
  - Is a full-time job.
  - Requires presentation and teaching skills.
  - ID's provide the base skills to make this happen.
- At the same time, we need a course design consultant.
  - A separate skill set.
  - To support and assist designing and building new course shells.
  - To coach and guide faculty with one-on-one support.

  … and we bring on new instructors every semester.

The resources needed.

- Instructional Designer
  for program development.

- collaborator for program and class design
- consultant and partner in building new experiences
- content expert on best practices in instructional design

- Instructional Designer
  for instructor training.

- deliver new instructor training
- identify and develop new goals and methods of training
- manage instructor certification
- researcher & trailblaze innovations in course design

Cañada College

Position: Full-Time DE Coordinator

Requested by:

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The Coordinator.

- Most colleges & universities have a DE coordinator.
  - The DE Coordinator serves as a point of contact, facilitator, evangelist, ambassador, cheerleader & voice for DE initiatives.
  - The role represents colleges in industry and state meetings.
  - It promotes intercollegiate and intra-campus collaboration.
  - Coordinators bring back trends, new developments, legislation and opportunities to their campuses.

At Cañada this has been a part-time position (20%).

The Need...

- In the last 2-years…
  - Cañada defended our DE plans for accreditation.
    - COVID promptly made those plans obsolete.
  - SMCCD rebuilt our district DE advisory group.
    - Cañada lead a district initiative for SMCCD to join the CCCO California Virtual Campus collaborative.
    - Cañada gained access to CVC DE resources and opportunities.
    - Cañada participated in a district wide training, certification, and digital badging of 600 instructors for DE teaching.
  - Cañada helped establish the Virtual Campus and TeachAnywhere sites to support remote learning and remote teaching.
  - In compliance with Title V and to allow instructional continuity our campus developed DE modalities for 100% of current classes.
  - Began developing a POCR (peer online course review) program to allow Cañada courses to receive CVC “quality course”
  - Launched/supported HyFlex and multi-modal teaching pilots.

Support received...

In 2020 we added a second 20% Coordinator.

Having two people putting part of their time and attention into coordinating diverse DE initiatives has had problems.

Increasingly colleges and universities have converted DE coordination to a full time role.

Our school supports this role the least in our district.

We need more resources and it is counter productive to keep adding slices of different peoples time to the role of being the contact point for diverse projects.

DE Coordination at Cañada is a full time role.

Cañada College

Position: Instructional Technologist

Requested by:

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The need...

- Technology is the application of science for practical and immediate solutions.
  - Digital education relies on many important technologies.
  - Cañada has one technologist who specializes in, maintains, and supports the technologies of our LMS (learning management system).
  - This is a full time job requiring a special set of skills.
  - But there is more technologist work needed, with different technology skills.

The need...

- As DE matures, multimedia in online classes has become increasingly important.
  - Graphics production, videography, web layout, and programming are separate technologies and each is a separate expertise.
  - With ZTC, OER and ramped up online class construction faculty need coaching, assistance, and production support in multimedia technology.
  - Adding synchronous online classes and flipped classrooms faculty are seeking support and guidance in multimedia production.
  - Our college does not have a multimedia services coordinator or similar position to support instructional technology needs
  - We need a multimedia technologist to provide and support multimedia production.

The resources needed.

- Multimedia Technologist
  - Guide faculty in capturing and using quality video.
  - Develop graphics and multimedia content for courses.
  - Support video editing and recording needs.
  - Support instructional accessibility by training faculty on how to build accessible media.

- LMS Technologist
  - Support and Manage Canvas and whatever LMS comes next
  - Manage and Configure new technologies
  - Front line support for faculty in one-on-one and small group trainings.
  - Offer and support online teaching trainings.
  - Communicate and train faculty on new features and best practices in teaching online with Canvas and other tools.

The Flight Crew for DE

Your support team:

Technologists:
developers, artists, programmers, and builders of kool things

Designers:
teacher of teachers, innovators,
mentors, the folks who bring us
new ways to teach

Coordinators:
recruiters, presenters, organizers, promoters and evangelists