Leadership as Learning to Support Equity and Success or Why it Pays to BSIL
Agenda

• BSILI Overview
• Introductory Activities
• BSILI Survey Data Discussion
• Network Representation Activity
• Institutional journey
• Statewide Professional Learning Initiatives
California Community Colleges’ Success Network (3CSN): Mission in a Minute
The Basic Skills Initiative Leadership Institute (BSILI): a Leadership Community of Practice

Participation in this week-long leadership retreat and year-long Community of Practice:

• Strengthens leadership capacities among community college professionals
• Supports development of student success initiatives and the professional learning required for them to succeed
• Facilitates networking and learning for institutional transformation
• Provides ongoing follow-up support for implementation, data inquiry and evaluation
Grounded in Theory

• Networked Communities of Practice & Organizational Learning (Wenger’s evolving work with Lave and others; Brown and Duguid; Daft & Weick)

• Improvement Science & Diffusion of Innovation (Bryk, Gomez, & Grunow; Berwick; Elmore; Rogers; Jenkins; Siemens)

• Metacognitive Apprenticeship & Mindset (Vygotsky; Palinscar & Brown; Schoenbach, Greenleaf, & Murphy; Costa & Kallick; Dweck)
3CSN Beginnings/History

• 2007-2008: Convened leaders and experts from across CCCs to envision building the infrastructure for meaningful PD in support of student success.

• 2008-2009: Proposal Funded by the CCCCCO for 5 Years

“TOGETHER, WE CAN”
An Invitation to Pilot the BSI Success Network

You are invited to be part of an exciting professional learning community dedicated to increasing student success. If you choose to participate, your college will connect with other colleges in your area and across California to build a highly coordinated, collaborative network that will expand to include all 110 community colleges over the next five years.

Colleges engaged in this transformational pilot, focused around data and inquiry, will receive the following benefits:

• Funds for professional learning through the Network, above and beyond BSI funds
• Sustained, ongoing support from a designated regional network coordinator
• Participation in a summer leadership institute designed to support successful implementation of your BSI action plans
• Participation in a post-leadership institute project geared specifically toward the needs of your campus and basic skills program
• Campus visits from the leadership institute mentors, who will answer questions, provide support, and help with your post-institute project
• Participation in regional workshops where you’ll get to discuss ideas, problems, solutions, and where you’ll get to build camaraderie and community with colleagues from regional colleges
• Participation in not only your own regional networks but in the larger network as well—where you can gain ideas, get insights, and work together to seek answers to thorny questions
## BSILI Beginnings/History

<table>
<thead>
<tr>
<th>Year</th>
<th>Curriculum Focus</th>
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<tbody>
<tr>
<td>2009</td>
<td>Building regional networks</td>
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<td>2010</td>
<td>Network building statewide</td>
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<tr>
<td>2011</td>
<td>Campus leadership</td>
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<td>2012</td>
<td>Building communities of practice</td>
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<td>2013</td>
<td>Building professional learning hubs</td>
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<td>2014</td>
<td>Bringing professional learning to the center of student success initiatives</td>
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Leadership Capacity and Institutional Transformation

“I have a renewed conviction that I can help lead institutional change on my campus and on other campuses and across the state.”

Shelagh Rose, Pasadena City College
BSILI Class of 2014

What will they do next?
Norms and Introductions

• BSILI College participants introduce themselves and describe their initiative in one sentence
• New to BSILI participants introduce themselves and say what brought them to the session
• BSILI participants welcome newbies by introducing them to the whole group
Reading Activity

- Read Learning As Leadership excerpt
- Respond to prompt in writing
- Discuss responses at your table
- Share out a couple of highlights with the whole group
BSILI Survey Data

• Skim through the selected results from BSILI survey data
• As you read, make note of what strikes you as interesting, remarkable, problematic or otherwise worth talking about.
Data Discussion

• Discuss what the results suggest about the following:
• ---connection between BSILI participation and campus engagement
• ---evidence of network connections established
• ---comparison between results regarding local vs. statewide engagement and awareness
Network Representation

• If you have already created a representation of the connections made so far as you have worked on your initiative, post it.
• If not, use lunch time to create an imperfect, unbeautiful representation of the individuals and groups with whom you have connected so far.
Gallery Walk

- Use your post-it notes to
  - Make appreciative observations about areas of strength in the network
  - Ask questions
  - Suggest additional connections that might be supportive and useful
  - Identify evidence of the impact of the initiative so far; in other words, identify what has happened
Network Discussion

• Return to groups and discuss:
  -- how you might apply lessons from posters to enhance your own campus/regional networks?
  --where you might look for evidence of the impact of your own initiative?
• Share outs (what is one thing you learned that could improve your work?)
Institutional Journey Poster Activity

Each campus/CoP team thinks about how their efforts fit into the institutional journey toward a shared goal (institutional can mean department, division, campus, region or state)

--In what ways do you see your initiative fitting into your college’s journey?
--Think about this in an aspirational way.
--What is still needed to move farther along the path to the destination?

Represent this on a poster, making an effort to include the role that network connections play (campus, region, state) in forwarding the initiative
Gallery Walk

• Have a look over the break at how others have represented their initiatives in relation to the larger institutional journeys toward equity and success.
Spring LINKS 12 Event

- 3CSN’s plans for event
- Ideas from you
- Statewide Student Success Initiatives
Johari Window Activity

Each person at table fills in the windows regarding statewide support for student success work

Discuss shared knowledge and gaps in knowledge

- 2:30 – 2:50 Discussion
- --Explain what we have in mind for our spring event and how we want it to be informed by the discussion here.
- --What does the Johari window activity tell us about what we would like to learn and share at our big spring event?
- --what other kinds of activities (campus and regional) can be done to increase awareness of available resources and programs?
Discussion

• What does the Johari window activity tell us about what we would like to learn and share at our big spring event?
• What other kinds of activities (campus and regional) can be done to increase awareness of available resources and programs?
Evaluations

• Thank you for your participation!
• Connect with a 3CSN coordinator to learn more about BSILI!