

# FY25 Q2 Summary Report

By the Return on Learning Committee

[Plan Goals](#) | [Montgomery College, Maryland](#)

## Goal 1: Strategic Alignment and Integration

*Strategic alignment includes integration with MC's organizational strategies and across MC's divisions, management strategies, and approaches. Grounded in access, equity, and equal opportunities for employee success, our goal is to support and navigate the changing landscape of higher education by developing focused leadership, good communication, building new skills and preparing a future-ready workforce willing to take risks and innovate.*

### Vision

Align all ELITE professional development opportunities to MC's goals and strategic priorities defined by MC2025 and leadership priorities and goals.

### Objectives

- Evaluate ELITE-sponsored professional development opportunities to ensure alignment with MC2025 goals and/or leadership priorities.
- Embedded leadership, communication, skill building, and future-ready workforce competencies in all professional development opportunities.
- Expand professional development support for MC's Virtual and East County Campuses.

### [PDMP](#)

Goals Alignment  
and Integration with  
[MC Strategic Plan](#)  
(Refreshed)

## Goal 1: Enhance connections between MC and the community

### Community Engagement & Outreach

- Supported community engagement initiatives through volunteering efforts that brought external participants onto campus.
- Assisted in recruitment for campus events, such as Red Cross blood drives, strengthening relationships between MC and the wider community.

### Digital Communication & Outreach

- Empowered faculty and staff to enhance community outreach by conducting digital communication workshops, such as Adobe Express.

## Goal 2: Cultivate a sense of belonging for everyone at the College

### Community Building & Engagement

- Facilitated Community of Practice sessions to promote ongoing dialogue and collaboration among faculty and staff.
- Led college affinity groups and professional development committees, such as MC Pride & Allies and the MCRPA PD Committee, to foster an inclusive and welcoming environment.
- Hosted First Faculty Friday and Super Staff Tuesday workshops, creating spaces for continuous learning, collaboration, and skill-building.

- Provided Expedition Leadership Coaching to support personal and professional growth, ensuring employees felt valued and empowered.
- Organized Book Circles to encourage informal networking, idea-sharing, and relationship-building.

#### Instructional Support & Faculty Development

- Offered tailored faculty support, professional development, and one-on-one consultations to ensure instructors felt supported and engaged.
- Helped faculty engage students through modern teaching strategies based on 21st Century Skills.
- Conducted introductory workshops on large language models (e.g., ChatGPT) to explore AI's role in education and its impact on learning.

#### Technology & Accessibility Training

- Empowered faculty and staff by making technology easier to use, reducing frustration, and encouraging engagement in professional development.
- Provided UDL and digital accessibility training to ensure employees could create inclusive learning environments for all students.

### Goal 3: Enhance educational and organizational effectiveness

#### Leadership & Workforce Development

- Developed leadership and management skills through Global Leadership Cohort (GLC) and Fundamentals of Supervision Cohort, improving institutional efficiency and workforce development.
- Supported faculty and staff growth by providing engaging and reflective learning experiences through ELITE cohorts, fostering lifelong learning.
- Encouraged faculty and staff to adapt to new challenges and develop innovative teaching and engagement strategies through IDEA's "Motivation and Engagement in the Changing World of Higher Education" initiative.

#### Instructional Design & Digital Learning

- Refined self-paced online learning and design projects by identifying gaps and redundancies, leading to more effective instructional materials.
- Ensured high-quality workshop design and facilitation, delivering well-structured, engaging learning experiences that enhance faculty teaching and professional growth.
- Integrated educational technology, teaching innovation, and digital transformation into faculty development programs.
- Designed high-impact teaching workshops and the first Academy for Teaching Transformation course in the new structure, equipping faculty with tools to elevate student engagement and learning outcomes.

#### Technology & AI Integration

- Led workshops that encouraged faculty to integrate AI, YuJa quizzes, and Blackboard Ultra to modernize teaching practices and improve digital learning experiences.
- Trained faculty through Online Teaching and Digital Fundamentals courses, supporting best practices in online learning and making courses more engaging and student-centered.
- Provided technology-focused training sessions that enhanced individual effectiveness, equipping faculty and staff with essential digital skills.

- Offered self-paced training to expand access to professional development with flexible learning options.
- Facilitated professional development workshops on Adobe Express, AI, and digital accessibility, helping faculty and staff stay current with digital teaching best practices.

## Goal 4: Increase economic impact for our students and community

### Workforce-Oriented Training & Career Preparation

- Supported faculty in integrating real-world skills into the classroom through workforce-oriented training in Adobe Express and AI, equipping students with digital tools for career readiness.
- Guided faculty in career-focused curriculum integration, helping them incorporate video, blogging, and digital storytelling into assignments with real-world applications.

### Institutional Innovation & Support Systems

- Encouraged employees to develop creative solutions through GLC Phase II – Innovation through Integrative Problem-Solving, enhancing institutional effectiveness and ultimately improving student engagement and educational experiences.

### Digital Accessibility & Industry Standards

- Contributed to the Digital Accessibility Best Practices Guide for the Universal Design Center, ensuring faculty and students develop skills that align with industry standards.

### Student Career Readiness & Skill Development

- Supported student success through programs like the STaR Network, where students gain valuable skills that may lead to future employment opportunities.

## Goal 2: Employee Satisfaction

*Research tells us that professional development is an important factor in job satisfaction. Grounded in access, equity, and equal opportunities for employee success, our goal is to provide a coordinated system of professional development opportunities that address employees' behavioral, technical, and leadership skills.*

### Vision

Cultivate an environment of collegiality and collaboration whereby all members of the MC community have the opportunity to increase their knowledge, impact, performance, and job satisfaction.

### Objectives

- Engage the MC community in the identification and planning of professional development.
- Execute a wide range of employee professional development to address behavioral, technical, and leadership development.
- Provide multiple modes of professional development (e.g., virtual, face-to-face, etc.) to support employee agency.
- Routinely evaluate and share professional development satisfaction ratings with the MC community.

Data from 10/01/24 - 12/01/24, ELITE presenters received 182 responses to the end-of-workshop Zoom poll questions for one-hour workshops:

- Did you learn something? 181 (99.45%) replied YES and 1 (.55%) replied NO
- Was the workshop presented well? 181 (100%) replied YES and 0 replied NO
- Can you apply this information to your work or life? 180 (98.9%) replied YES and 2 (1.1%) replied NO

For the longer survey sent to participants within 24 hours after a workshop, presenters received 102 responses. The three quantitative questions received the following results:

- I am satisfied with the overall workshop experience:
  - 99 (97%) agree or strongly disagree, 2 (2%) neutral, 1 (1%) disagree or strongly disagree
- I understood the concepts presented during the workshop:
  - 100 (98%) agree or strongly disagree, 2 (2%) neutral, 0 (0%) disagree or strongly disagree
- I feel confident applying what I learned to my work:
  - 96 (94%) agree or strongly disagree, 6 (6%) neutral, 0 (0%) disagree or strongly disagree

The following qualitative responses were shared with presenters via the survey, email, or another form:

- "...it's always good to talk to you and get your advice. You are the embodiment of what instructional design should be."
- "It was a great book and great sessions....My thinking is challenged greatly."
- "The last book circle I attended was excellent - I was able to implement a lot of the content in my syllabus and teaching."
- "Thank you for an excellent course! I wanted to take a moment to thank you for another outstanding learning experience in the Crucial Influence course. As always, I learned so much under your guidance, and I truly appreciate the thoughtful and engaging way you conduct the coursework. Being part of a cohort made the learning even more enriching, and I'm grateful for the opportunity to share ideas and insights with others in the class. Your dedication and skill in teaching have made a lasting impact on my time here at MC. Thank you again for your time and effort in creating such a valuable learning environment."
- \*"...you are the best! Your words of encouragement mean so much to me. I cried little happy tears reading your email because it makes me feel proud of myself that you have noticed my growth and improvement from LDI. I am happy to be part of this year's MC Management cohort and hoping I can inspire and help others on their journey to lead from where they are. THANK YOU! "
- \*"I have to say, the more we progress into your program's classes, the more I see everything fitting together like a big-picture puzzle infused with deep self-awareness/development, where we are learning to take on a leader stance in every situation, sometimes subtly and sometimes overtly! Thank you for having such a wonderful program...!"
- "The explanation and demonstration of the basics of Pivot Tables was excellent and very easy to understand." "The instructor spoke clearly and took pauses for us to have questions or speak freely"
- I immediately printed the chart of the SAMR format - I think that will be an effective tool.

- The most significant learning was authentically put the SAMR Level (Substitution, Augmentation, Modification, Redefinition) into practice by writing about two or more technology that I use in my course and describing the level at which I use them regarding the SMAR rubric. I am very excited about this new knowledge.
- I enjoyed...learning some new techniques that I can incorporate into my classroom
- I love this material - it represents in a few hours what my whole Master's program involved.

### Goal 3: Innovation & Creativity

*Creativity and innovation are characteristics that employees seek to develop to help them look at the world in new ways and form ideas to improve or add to it. Grounded in access, equity, and equal opportunities for employee success, our goal is to empower MC employees to generate ideas, take risks, and recognize opportunities through problem-solving, relationships, and self-expression.*

#### **Vision**

Identify and address employee skill gaps and knowledge needs through ideation, collaboration, and ongoing assessment.

#### **Objectives**

Explore the combination of facilities, skills, and technologies to produce, deliver, and support MC products or services.

- Leverage communities of practices to explore technological advancements, changes in employee requirements, or outdated professional development opportunities.
- Differentiate and diversify the levels of professional development offered by the ELITE Professional Development team.

#### **New Initiatives and Topics:**

- Crucial Teams is a new certificate class that was piloted as a Beta test site and received excellent feedback. It has been scheduled for enrollment in April and June.
- A workshop on burnout and Adobe Creative Cloud
- A Community of Practice is being developed on AI in higher education
- The Leadership Development Institute committees have empowered participants to make their experiences meaningful to themselves and others.
- Developing content for asynchronous courses in the Academy for Teaching Transformation

#### **Continuing Efforts:**

- Incorporating Universal Design for Learning principles in work planning and delivery
- Creating responsive training schedules based on constituent feedback
- The International Dialogue Excellence in Academia (IDEA) project, launching its second year, uses a new theme, "Motivation and Engagement in a Changing World." The project involves monthly sessions with 20 faculty members representing 12 countries.

