



Quality Enhancement Plan 2020 - J. Sargeant Reynolds Community College

The J. Sargeant Reynolds Community College 2020 Quality Enhancement Plan, *Minding the Gap: Professional Development for Inclusive Instruction* is a plan designed to increase retention and completion rates for all Reynolds students and to close the achievement gap that currently exists among students of color and their white peers. An investment in faculty professional development is critical element for student success and the foundational component of the QEP. Reynolds will create a comprehensive approach to professional development through an equity lens. Reynolds continues to experience a cultural shift in student demographics, mirroring the communities we serve. At the writing of the QEP, Reynolds had a majority-minority student population. Student success rates show an alarming gap between students of color and their white peers.

The purpose of *Minding the Gap: Professional Development for Inclusive Instruction* is centered on promoting a culture of student success informed by four overarching principles: first, support and guide the development of an engaging and inclusive learning environment for students, second, increase student course completion, third, increase completion rates for all programs of studies, and fourth, close the educational attainment gap at Reynolds.

The faculty professional development plan will focus on transforming the classroom culture to reflect the equity-mindedness necessary for reducing inequitable learning outcomes. Delivery of training topics will continue from year-to-year and be revised as needed. The Association of College and University Educators (ACUE) provides a rich professional development experience for faculty online. Built upon decades of scholarship, there are four core competencies that comprise ACUE's Effective Practice Framework including a comprehensive statement of essential knowledge and skills in five major areas of teaching. In addition to ACUE participation, the QEP includes other major efforts to support faculty development around inclusive practices in the classroom including enhanced best-practices faculty symposiums, recognition awards for excellent instruction and tailored training initiatives to provide faculty with the skills necessary to help all students persist and complete. Reynolds is also engaged in a study on implicit bias in instruction with Harvard University.

The three primary metrics to measure success of the QEP are: 1) overall success rates for all courses to increase from 80% to 85% by 2025, while reducing by half the gap between African American (75%) and white (82%) student course success rates from 7% to 3% by 2025; 2) overall retention for all students will increase from 50% to 60% by 2025 and to reduce by half the gap between African American (43.4%) and white (64%) student retention rates from 21% to 10% by 2025; and 3) overall graduation rates will double from 18% to 36% by 2025, the gap between African American (10%) and white (22%) student graduation rates will be reduced by half from 12% to 6% by 2025.

For questions about the QEP, please contact Tim Merrill, AVP Planning & Effectiveness, tmerrill@reynolds.edu