PALM BEACH STATE COLLEGE
QUALITY ENHANCEMENT PLAN (QEP) PROPOSAL

OVERVIEW

The Quality Enhancement Plan is an integral component of the reaffirmation of accreditation process and is derived from an institution's ongoing comprehensive planning and evaluation processes. It reflects and affirms a commitment to enhance overall institutional quality and effectiveness by focusing on an issue that the institution considers important to improving student learning outcomes and/or student success. The document submitted by the institution demonstrates that its QEP:

a) has a topic identified through its ongoing, comprehensive planning and evaluation processes;
b) has broad-based support of institutional constituencies;
c) focuses on improving specific student learning outcomes and/or student success;
d) commits resources to initiate, implement and complete the QEP;
e) includes a plan to assess achievement.

Source: Southern Association of Colleges and Schools Commission on Colleges, The Quality Enhancement Plan

PROPOSAL A:

Topic Title

ℹ️ *First Time Success (Subject to Change)*

Panther Strong 2023 Alignment

ℹ️ Evaluate and Align offerings, Strategic Enrollment management, accelerate completion

Project Description

ℹ️ Organize and enrich resources that would assist entry level students to be fully prepared to successfully complete gateway courses, ENC1101 and MAT1033and MAT1100, on their first attempt.

PROPOSAL B:

Topic Title

ℹ️ ***Employability Habits of Mind Micro-credentialing***

Panther Strong 2023 Alignment

ℹ️ Our proposal aligns with multiple Panther Strong 2023 Strategies

Excel – Through instructional excellence and integration, teaching employability skills and the creation of habits of mind provides students with the core and soft skills not only necessary to be successful academically, but also to excel in the workforce. This category will align to Panther Strong outcomes with regard to 25% student attainment of micro credentials, 45% completion rate with equitable graduation rates.

Engage – strengthen partnerships with external stakeholders

1. Collaboration with employers and partners to develop employability competencies
2. Generating employable graduates which creates lasting relationships with community employers and contributes to the dimension measuring factors for great colleges and engagement.
3.

Expand – To support greater retention and completion by creating a more inclusive curricula and course content as a mechanism to increase the worth of higher education and employability.

Project Description

ℹ️ The purpose of this proposal is to provide a means to integrate soft skills with core skills. Soft skills include knowledge, life skills, thinking skills and technical skills, which when integrated into course content support employability and career growth. This proposal suggests that the institution offer established and connected, cross-functional, interdisciplinary, employability certifications and micro credentials, which incorporates academic and career readiness competencies. Additionally, this proposal seeks to prepare students for real-world industry by educating them holistically by identifying and expanding the educational experience beyond the assignment, course credit or clock hours by cultivating the skills necessary to be a successful student and employee in a multidimension workforce.

PROPOSAL C:

Topic Title

ℹ️ *PBSC Gets Gritty*

Panther Strong 2023 Alignment

Expand and Excel (Increase retention, completion and equitable graduation rates; Amplify instructional excellence)

Project Description

ℹ️ Create a program at PBSC that nurtures the individual psychological, social and emotional qualities that promote learning and offset socio-economic disadvantage, fuel motivation, and lead to achievement as identified in Angela Duckworth's GRIT theory, Carol Dweck's Growth Mindset, and other Emotional Quotient, Social Emotional Learning (SEL), Well-Being Theory, and soft skills research. By raising awareness of these non-cognitive skills and providing intentional opportunities for students to exercise them, the program would not only enhance their overall educational experience and support student success at PBSC, it may promote College retention and completion, and would instill life skills that would serve students beyond PBSC.

Grit, according to Angela Duckworth, refers to "passion and persistence for very long-term goals." The practices intended to promote grittiness include believing in the ability to change and excel (Growth mindset), persisting despite obstacles (Resilience), taking personal responsibility for one's actions (Independence), and sticking with something from start to finish (Tenacity). PBSC Gets Gritty will include the combined efforts of faculty (especially faculty teaching SLS 1501 Introduction to the College Experience), Academic Advisors, Student Activities personnel, the Student Learning Center, eLearning, College Relations and Marketing, and other college staff in the development and delivery of an evidence-based program that promotes these traits to support student success.

Students will participate in a variety of workshops, co-curricular activities and classroom presentations focused on the traits of gritty behavior. Evidence of completion of theme-based activities will be documented and gamification of incremental milestones will be used to promote persistence to complete the PBSC Gets Gritty program. Successful completion of milestones can be recognized through a system of internal rewards and an internal certificate can be awarded upon full program completion as a micro credential in keeping with our Guided Pathways model.

The program will be structured to allow for integration with further innovations and future non-cognitive soft skills initiatives, work readiness, 21st Century Skills, as well as development of technological infrastructure capabilities, such as e-portfolios and digital badging.

PROPOSAL D:

Topic Title

ℹ️ *"Soft Skills for Student Success!"*

Panther Strong 2023 Alignment

ℹ️ The previous QEP of Critical Thinking would be enhanced through a QEP focused on employability/soft skills by providing a continuum of efforts to reach the college's goals. Critical Thinking is a highly valued quality to prospective employers as are the Soft Skills. The stage was set with the Critical Thinking QEP to follow through and address the employability/soft skills – attitude, communication/listening, organization/time management, interpersonal skills, teamwork, and professionalism to name a few - that are also necessary for success. This topic aligns with the Panther Strong 2023 Goals and Strategies in the following areas:

ENGAGE

This project is aligned with the strategies under the goal to Engage – improving students' soft skills will help to increase the probability of achieving engagement, both internally and externally through strengthening their abilities to work and connect with teams of diverse cultures and for an increased community awareness and involvement.

EXPAND

Increasing our online presence to include course and assignment offerings that promote improvement of students' employability/soft skills could also provide more opportunities for students to accelerate completion which is a strategy under the Excel goal. The majority of our student population does not consist of the traditional student profile – many are working, married, have children, and other commitments that the traditional student does not face. Working towards maximizing our online resources would allow enrollment to increase without the need of increased physical space in many cases. The parking lot crisis at Lake Worth is real– students tardy or absent from class due to lack of parking spaces is a serious issue – increased online offerings could relieve this situation somewhat without curbing enrollment.

EXCEL

This project is aligned with the strategies under the goal to Excel – as students become more aware of the value of these basic soft skills, not only in their learning but also in their future employment and advancement, it will lead to increased levels of creativity and growth as well as continuous improvement. By growing our online platform, students would be more likely to enroll in multiple courses per semester, therefore accelerating their completion rate. The incorporation of employability skills in their journey could provide them with that finishing touch for success.

Project Description

ℹ️ The scope of this project would be college-wide with a focus on incorporating employability or soft skills into all programs and coursework. This inclusiveness could consist of assigning more written papers and oral presentations for communication skills, group projects for teamwork skills, etc. It would be imperative for faculty and staff to model these behaviors to project the value. A key component of implementation could be to offer one of the online assessments that includes strategies for improvement as a college-wide professional development. On an outreach level, employability skills could be added to the Workforce Development/Corporate Continuing Education course offerings to provide the opportunity for community businesses to assist employees with continued growth in these skills.

PROPOSAL E:

Topic Title

ℹ️ *P.A.C.E. (Panthers Achieve, Complete & Excel)*

Panther Strong 2023 Alignment

ℹ️ Panther Strong 2023 Alignment

Accelerate Completion, Apply Strategic Enrollment Management and Connect to Community

Project Description

ℹ️ Project Description

An overview of goals includes:

1. a positive, supportive first- year experience,

2. a comprehensive new student orientation program that informs and engages,

3. increased opportunities for new students to build connections with full-time faculty in SLS 1501 and gateway courses,

4. meaningful advising experiences through case management,

5. a comprehensive faculty and staff development program that focuses on student development theory, creating an environment of equitable success, and

6. curriculum-based experiences that will enhance learning from classroom to community, and

7. improved retention and success rates from first year to second year and beyond.