



# Education Committee Report

February 12, 2022

## New Committee Member

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### **Rodolfo Gil-**

- UWC-USA '93; originally from Venezuela, living in Geneva
- Working with education for more than 20 years; summer camps with students,, experiential education, professional development and adult education.
- Doctors Without Borders; designs and coordinates employee training.

# Reflections Arising from Academic Data- October Mtg

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- Chemistry- Several teachers over the two year period
- New group chair for Sciences with extensive IB experience now in place, will bring stability to the Sciences
- Economics- new teacher in place, will wait to see results over time, important to ensure that predicted grades are more accurate
- School Counselor now in place- a much richer menu of student support services is now available- Important to note that students of concern usually have associated issues of learning support, mental health and/or ELL.
- Ed Committee supports training beyond the content area for all staff related to thinking routines, differentiated instruction, and DEI amongst others.
- Deans indicate they are working in an integrated manner to recover learning loss coming out of COVID and well as restore emotional regulation and wellbeing.

# Establishing Indicators of Residential Health

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SLT is formulating a set of school-wide educational objectives that our three program curricula (academic, experiential education, and residential life) support, a common approach they share, and the distinctive ways each contributes to these objectives. Traditionally UWC-USA has sought to measure:

- Student IB scores
- Discipline/Restorative Justice Referrals
- Physical and Mental Health trends
- Attendance Rates
- Graduation Rates

Blimling's (2015) recent and extensive literature review of student learning in residence halls revealed eight key outcomes that constitute the greatest influence had on college students through their residential housing experience. These are: • Academic performance • Social climate • Satisfaction • Retention • Personal growth and development • Peer relationships • Participation in cocurricular activities • Faculty interaction (Blimling, 2015, p. 122)

Traditional indicators often use a deficit approach; we also want to measure success and transformative experience.

Data gathering needs to be simple, sustainable, repeatable and analyzable; could build on wellness survey, focus groups

# Seeking more comprehensive, UWC-USA specific indicators

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Goals include preparing students to be leaders in solving global challenges of the 21st century, focusing on three areas--inequality, polarization and sustainable environment. Systems to support student success and mission-aligned two-year experience; develop long term relationship so that people give to sustain UWC-USA.

Current Student Life Board report appendices provide important but incomplete picture of student experience and satisfaction; seeking regular data which can speak succinctly to:

- Belonging and inclusion
- Health and wellness
- Readiness for future
- Basic life skills
- CEC: Developing strategies to dialogue across difference
- Capacity for Shifting and open perspectives

Goal is to develop tools which help track how the UWC-USA experience continues to connect students to their two-year start in Montezuma, beyond the lifetime friendships to give and tell our story and most important live the mission of the UWC in terms of peace, sustainability, global change and impact. Engaging students in setting expectations and responding to challenges, reflecting learning from residential life experiences, including as individuals, through dorm time and through physical activity, wellness and Capstone class.

# Recommendation

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- Utilize pre-arrival, arrival, midpoint and exit surveys - pilot this spring and summer
- Systematize process for goal setting upon arrival to frame experience which integrates student objectives with support from advisor and RC
  - Assist with individual transition and student success planning and coordination
  - Addresses student's support network at home and how will they transition to UWC-USA supports
  - Helps set expectations appropriate for student success
- Utilize external NAIS surveys annually in addition to internal UWC-USA surveys (wellness, focus groups, other) in order to benchmark and confidently report out to constituencies areas of success and needed growth - emerging from COVID, planning for next phase of strategic plan
- NAIS surveys to consider:
  - Resilience survey for coming out of COVID
  - High School Survey of Student Engagement (HSSE)
  - and in the future, AIM (Assessment of Inclusivity and Multiculturalism)
- Following survey administration and analysis, Education Committee will develop annual Board report dashboard with more succinct and nationally benchmarked data from High School Survey of Student Engagement or Assessment of Inclusivity and Multiculturalism

# New Leadership Structure

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Victoria Mora presented the new proposed structure to the Education Committee that had been received favorably by the Governance Committee

These are the advantages and needs covered by the new structure and the creation of an Associate Head:

- Focused at strategy level and integrates all educational programming
- First among equals working with CFOO and Advancement w President
- Frees Deans to focus on day to day work with students
- Vision, strategy in place - time to move forward with new structure
- '22-'23 - Todd Austin as Interim Associate Head of School for one year
- With turnover that we experience, having dedicated strategic leadership is especially important
- Serves as second for President when President traveling, focused on campaign