

# Breakout Room: Learner-Centered Teaching Practices for Black Learners



2024 STUDENT SUCCESS SUMMIT

# #REALTALK

Real Data | Real Action | Real Results



# Breakout Room Facilitators



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Vice Chancellor for Student Services  
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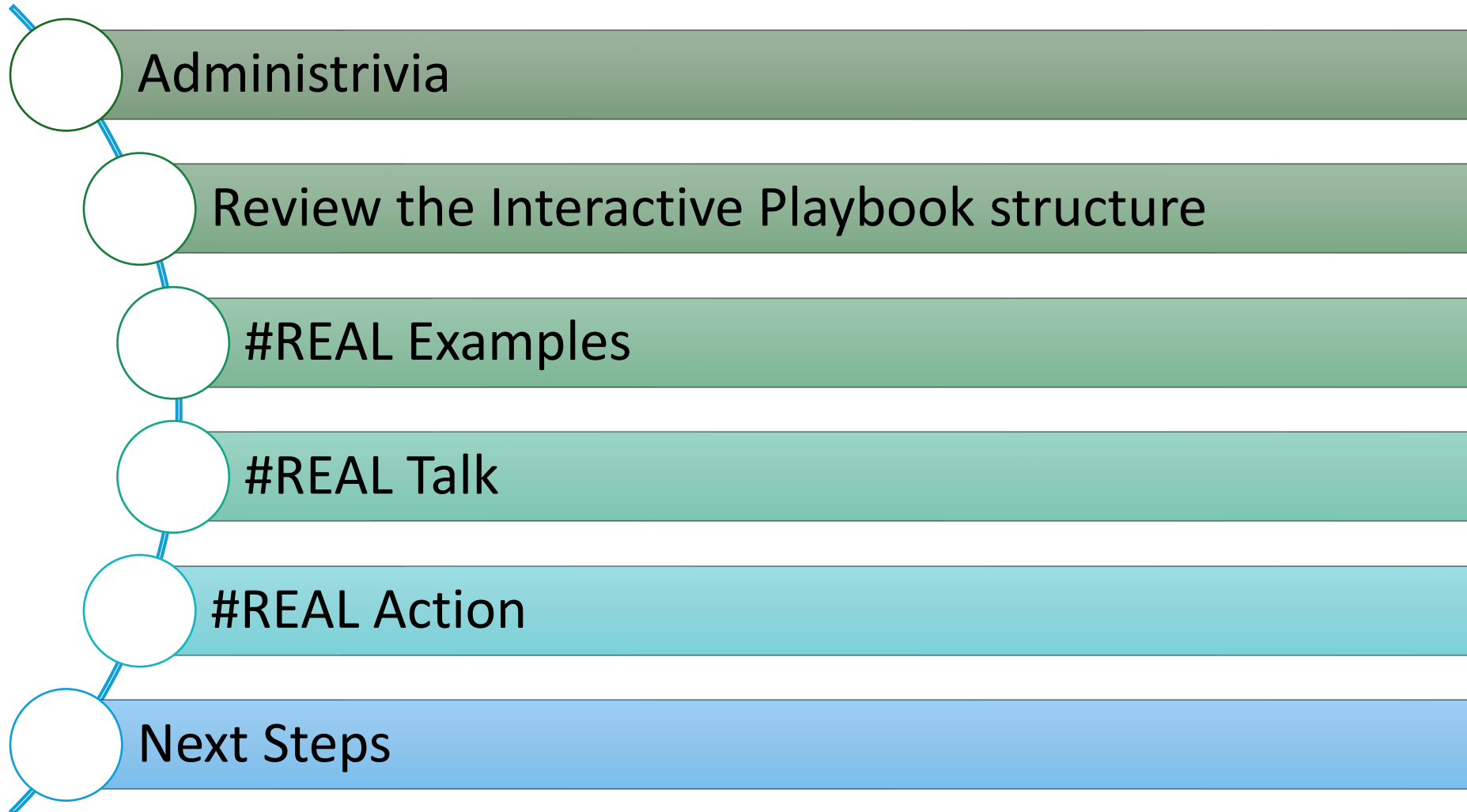


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Senior Director of Learning and Research  
Michigan Community College Association



# Agenda



# Numbers to Narratives

## During the 2022-2023 academic year:

**15,249** African American students graduated from Michigan high schools.





**1,668** of these students enrolled in a Michigan community college (**10.9%**).

**4,282** enrolled in a four-year institution (**28%**).

- Although Black learners represent 12.5% of undergraduate students across all postsecondary institutions, **only 6% of full-time faculty members are Black.**
- 2021 NSCI reports, 36% of Black students being **unsure how to find internships**, and 23% reported a lack of internship opportunities.
- Companies convert **58% of internships** into full-time employment.



In order to LEVEL UP, we have to Get REAL with:

-  Real Transparency and True Affordability
-  Ensured Success through Shared Ownership
-  Academic and Social Supports that Create a Sense of Belonging
-  Learner-Centered Teaching Practices for Black Learners



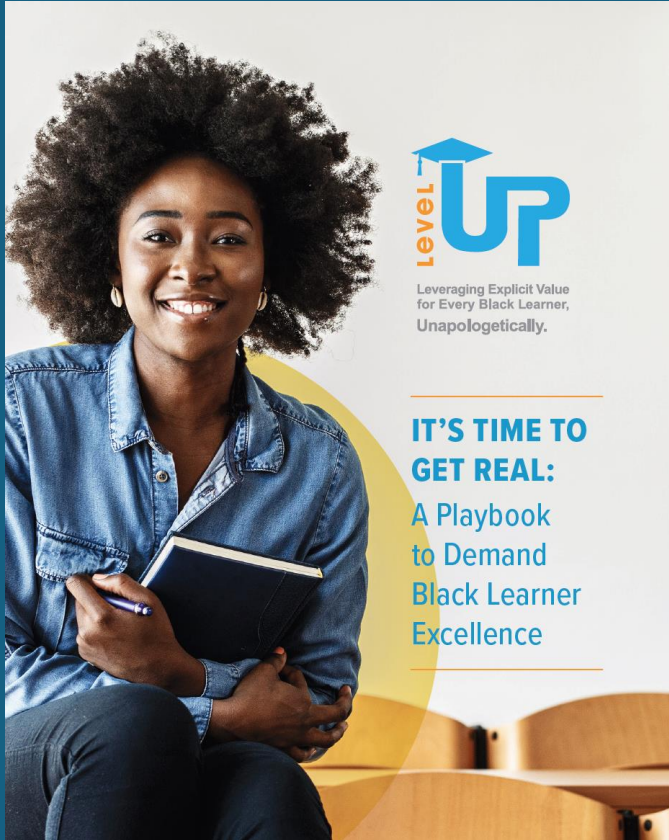
In order to **LEVEL UP**, key leaders are compelled to **GET REAL** with:



## Learner-Centered Teaching Practices for Black Learners

Teaching practices should center students' lived experiences, perspectives, strengths, and needs as grounding for learning.





Leveraging Explicit Value  
for Every Black Learner,  
Unapologetically.

## IT'S TIME TO GET REAL:

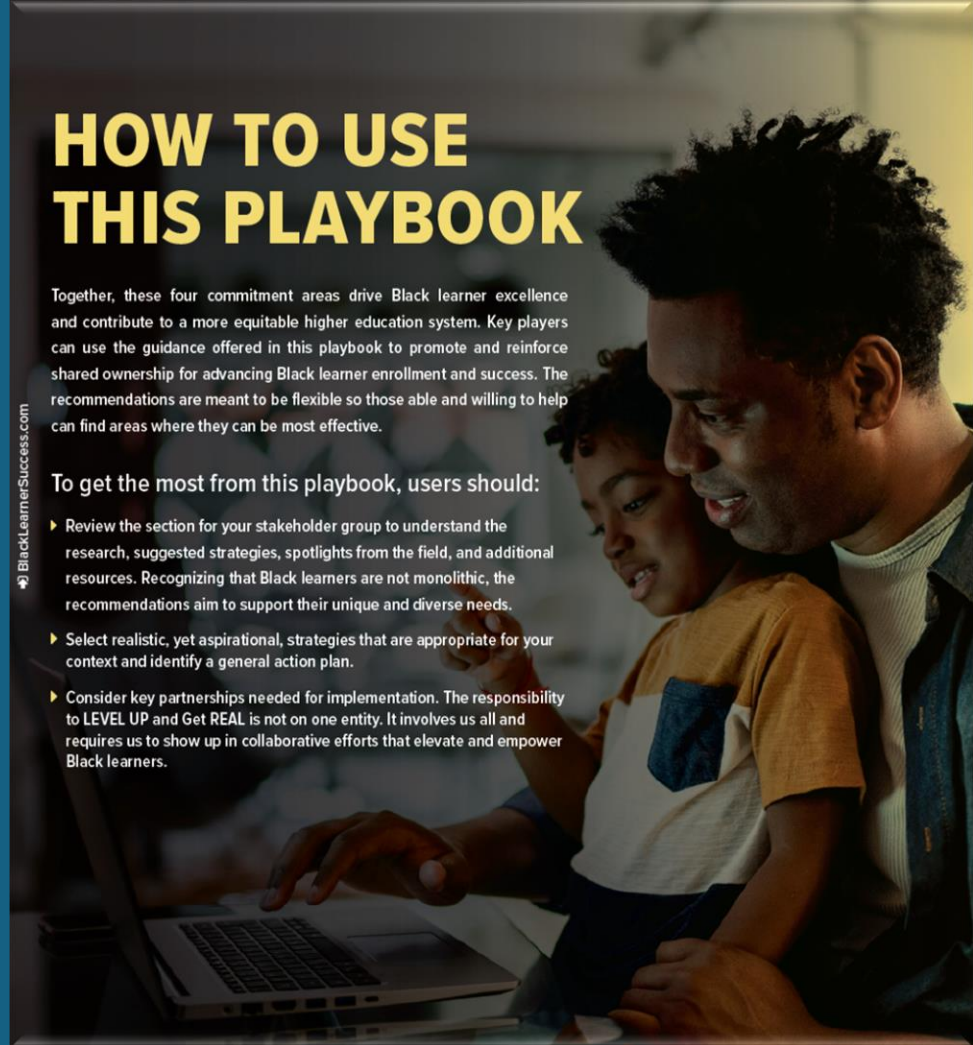
A Playbook  
to Demand  
Black Learner  
Excellence

# HOW TO USE THIS PLAYBOOK

Together, these four commitment areas drive Black learner excellence and contribute to a more equitable higher education system. Key players can use the guidance offered in this playbook to promote and reinforce shared ownership for advancing Black learner enrollment and success. The recommendations are meant to be flexible so those able and willing to help can find areas where they can be most effective.

To get the most from this playbook, users should:

- ▶ Review the section for your stakeholder group to understand the research, suggested strategies, spotlights from the field, and additional resources. Recognizing that Black learners are not monolithic, the recommendations aim to support their unique and diverse needs.
- ▶ Select realistic, yet aspirational, strategies that are appropriate for your context and identify a general action plan.
- ▶ Consider key partnerships needed for implementation. The responsibility to LEVEL UP and Get REAL is not on one entity. It involves us all and requires us to show up in collaborative efforts that elevate and empower Black learners.



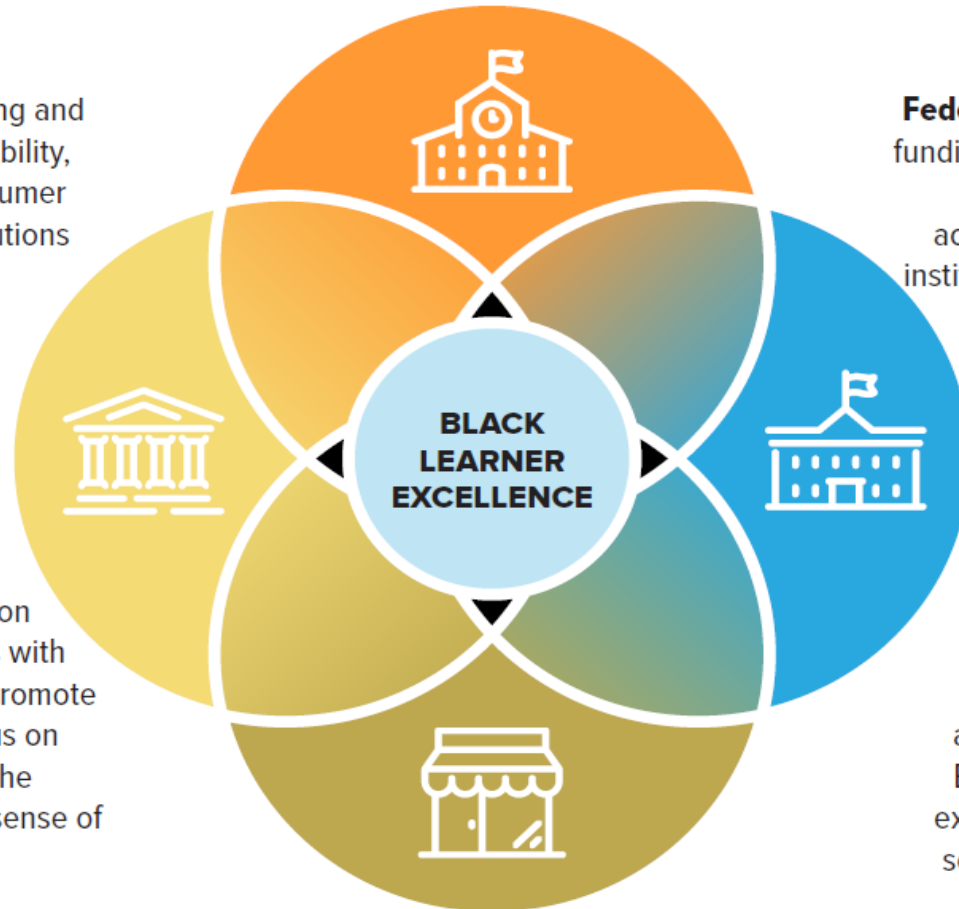
# How to Use the Playbook



**State policymakers** have law-making and budget authority to bolster accountability, affordability, transparency, and consumer protection, and they subsidize institutions where most Black learners enroll.



**Higher Education Institutions** are on the front lines serving Black learners with campus policies and practices that promote access and success, including a focus on increasing transparency, improving the value proposition, and cultivating a sense of belonging.



**Federal policymakers** have authority and funding to address affordability, strengthen data and delivery systems, oversee accreditation, and incentivize states and institutions to bolster foundational policies and target support to Black learners.



**Community and business leaders** are invaluable partners to advocate for Black learner excellence, provide work experiences, connect learners to human services, and foster community through mentorship.



# To strengthen learner-centered teaching practices for Black learners, institutional leaders should:

Review hiring, recruitment, and retention practices to diversify faculty, staff, and administration.

Continuously train faculty on culturally relevant pedagogical practices.

Offer paid internships and experiential learning opportunities through classes.

Form a student advisory review board offering Black learners pay and/or credit to enable them to inform strategies and implementation.



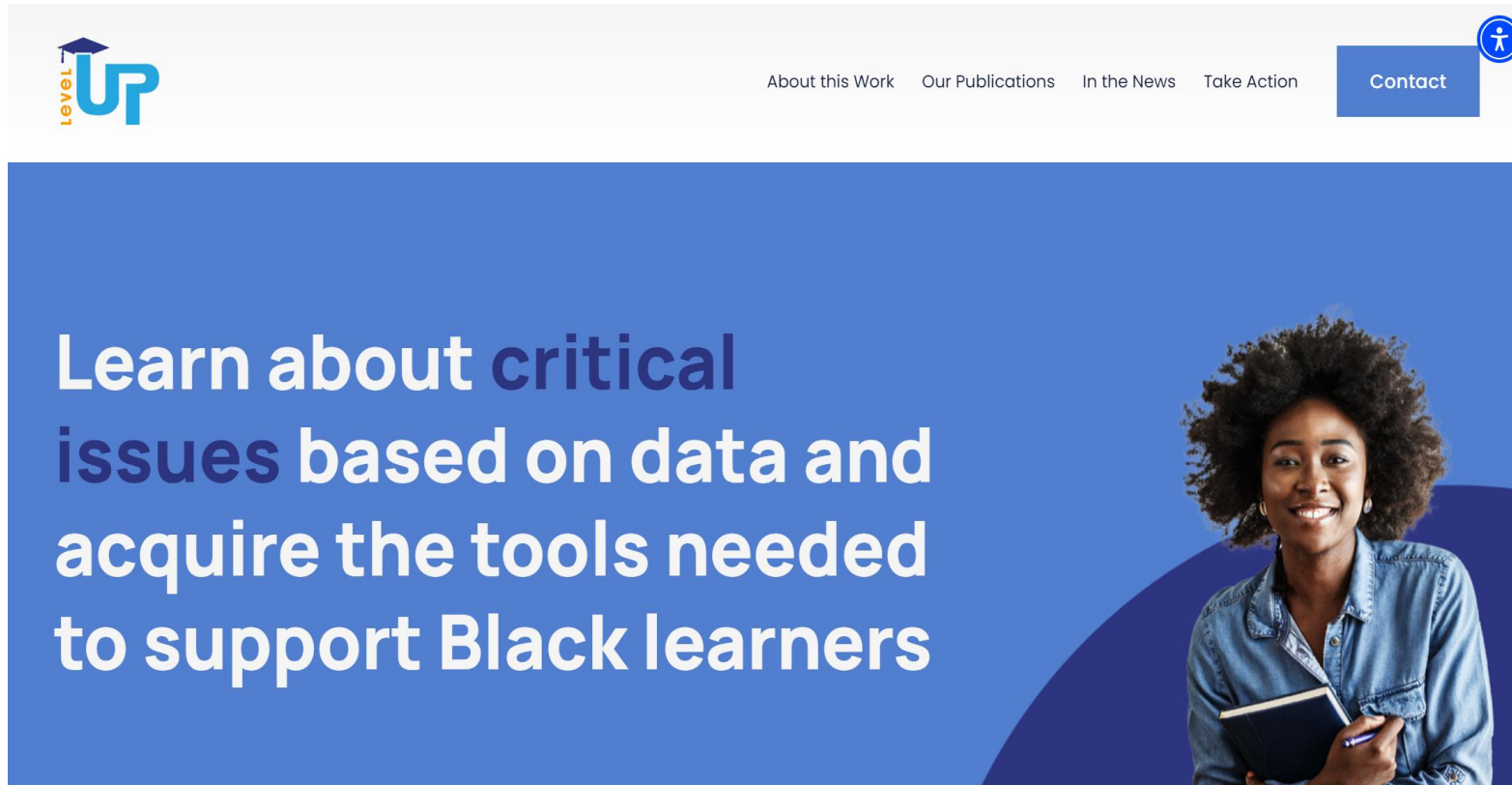
# Learner-Centered Teaching Practices for Black Learners

## TEACHING SPOTLIGHTS

- ▶ **SUNY DEISJ Fellows** is a new [faculty development](#) program. The fellows will provide content expertise and faculty mentoring to inform the new diversity, equity, inclusion, and social justice (DEISJ) requirement in general education courses.<sup>46</sup>
- ▶ As part of its strategic planning, the **University of Michigan** created a [Collegiate Postdoctoral Fellowship Program](#) to recruit faculty with a demonstrated commitment to diversity.
- ▶ **Washington State University's Tri-Cities [Equity Academy](#)** helps faculty remediate equity gaps in their courses and develop practices to better serve Black learners and other underrepresented students in their classrooms.
- ▶ [North Carolina State University](#) developed a common framework and resources for faculty designed to provide an inclusive educational experience for Black learners and other underrepresented students. The framework notes “the demonstrated skill of faculty to practice cultural competence in the classroom is a critical aspect of student retention, success and connectedness to the material.”<sup>47</sup>



# Explore the Interactive Playbook Online



[blacklearnersuccess.com/  
level-up-overview](https://blacklearnersuccess.com/level-up-overview)



**Who's in the Room?**



# Elbow Partners/Aisle Mates



# REAL Talk - Institutional Action

Which of the four learner-centered teaching practices for Black Learners resonated with you the most?

What are the common challenges colleges face with recruiting, hiring, and retaining diverse faculty staff and administration?

What strategies can your institution use to collaborate with faculty to enhance learning, grow academically, and increase skill development?



# 5-minute Large Group Share Out



# Elbow Partners/Aisle Mates



# REAL Talk - Individual Action

What actions can you take to contribute to a campus-wide culture of care for students and/or faculty?

What resources or trainings do you need to better understand and implement culturally responsive teaching practices?

How can you use student feedback, especially from Black learners, to continually improve your teaching methods and course content?



# 5-minute Large Group Share Out





## IMPACT ON BLACK LEARNERS

### As a Result of Learner-Centered Teaching Practices, Black learners will:

- ▶ Feel valued and acknowledged in the classroom setting.
- ▶ Contribute to campus-wide culture and classroom practices.
- ▶ Understand the leadership and faculty commitment to the success of Black learners.
- ▶ Engage with faculty and local organizations to deepen learning, grow academically, and increase skill development.



# REAL Action

## Podcast

- [#EquityAvengers Podcast](#)

## YouTube

- [DEI is Everyone's Job on Campus- Dr. Curry](#)

## Engage

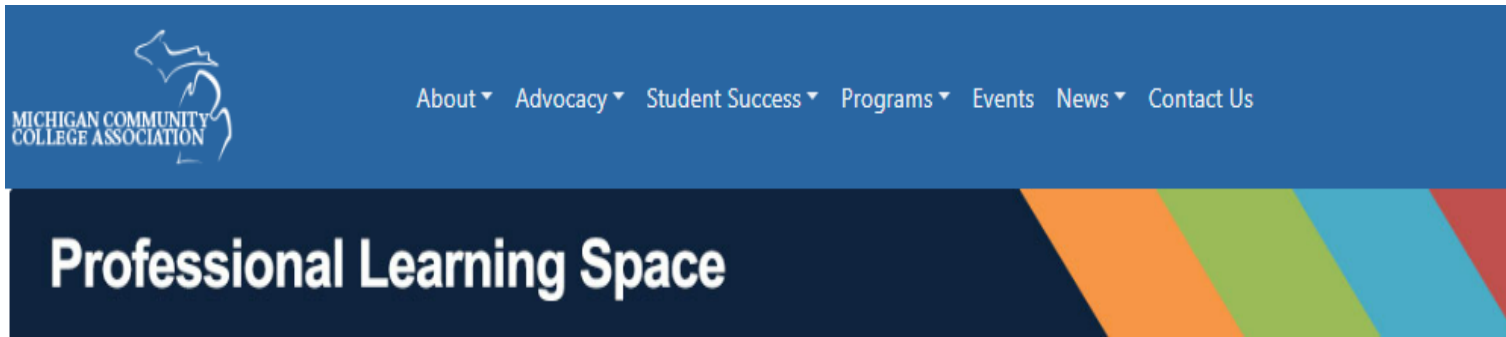
- [Join an Affinity/Alliance Group](#)
- Collaborate with your DEIB Office or other campus colleagues to center equity in your work

## Self-Paced Learning

- [Harvard University Implicit Bias Test](#)
- [Five Essential Competencies of Effective DE&I Leaders](#)
- [MCCA Professional Learning Space](#)



# 21-Day Professional Learning Space Challenge



Welcome to the professional learning space! As a Student Success Advocate, you'll find a wealth of resources and tailored lessons aimed at addressing the key areas that matter most to community college professionals. Our diverse modules cover a wide range of subjects, providing you with valuable knowledge and effective strategies to meet your students' unique needs. Feel free to explore any module that aligns with your learning goals and interests. Remember to complete all the lessons within each module to earn your well-deserved certificate of completion.

**Module 1: Gateway Course Success**

**Module 2: Transfer**

**Module 3: Student Basic Needs**

**Module 4: Career Exploration**

**Module 5: Data Discovery**



<https://bit.ly/3MpvX2s>



# What's Next?

Team Time

Reception

Dinner on your  
Own



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# Resources

- [Student Success Summit Webpage](#)
- [LevelUp Report](#)
- [LevelUp Playbook](#)
- [MCCA Professional Learning Space](#)
- [College Enrollment Data Dashboard](#)

**Thank You!**

