

34730  
RECEIVED AND PLACED ON  
FILE – BOARD OF TRUSTEES  
COMMUNITY COLLEGE  
DISTRICT NO. 508  
February 2, 2023

# Truman College

Center Of Excellence in Education and Human and Natural Sciences

February 2, 2023

Shawn L. Jackson, Ph.D.  
President

Hollie Ware-Jaye, Dean of Education and Teacher Programs

Sandy De Leon, Executive Director, CELWS

Rachel Oppenheimer, Executive Director, ECACE

Josiel Marrufo, Director, SEED

Lorenzo Craig, Executive Director of Education and OST

**HARRY S TRUMAN COLLEGE**  
CITY COLLEGES OF CHICAGO

# Our Agenda

**Part One:** Update: Center of Excellence

**Part Two:** The Center for Equity in STEAM Education

**Part Three:** Education Workforce Center

# Truman College Center of Excellence

Center of Excellence in Human and  
Natural Sciences

**HARRY S TRUMAN COLLEGE**

CITY COLLEGES OF CHICAGO

# Our Opportunity

With our strong faculty and robust partnerships, Truman has the opportunity to build a Center of Excellence in Human Natural Sciences that builds upon the strong history of academic excellence that exists here at Truman

We look to achieve this through:

1. Learning from the build out of the Center of Excellence in Education
2. Utilizing our faculty expertise to develop and support how we define and brand ourselves as a Center of Excellence in the Human and Natural Sciences
3. Leveraging our experience with incubating district wide practices (i.e. Innovation One, Caring Campus) to support a focus in equity across STEAM disciplines
4. Continuing to cultivate our external partnerships (4-year institutions and industry) to support our work

# Methodology and Key Themes

## Methodology

### *Complete*

- Program Review Analysis
- Labor Market Analysis
- Internal Proposal Process and Review

### *Pending*

- External partnership Review and  
Analysis

## Key Themes

- Inclusiveness for Departments in  
development of identity
- Community Engagement
- **Need for additional resources**
- **Continued investment in Education COE**

# Investments and Next Steps

## Investments

Commitment from the District to support our work:

- Renovation of Biology Labs
- Support to create a Dean of Human and Natural Sciences

## Next Steps

Re-Engage our internal/external stakeholders for:

- View of preliminary findings
- Program and resource alignment
- Development of final proposal for approval

# Continuing our charge as the COE in Education

In our new COE model, Truman will continue to serve as the lead college in the field of Education. In this role, we will continue to build upon the initiatives, programs, and partnerships we have accrued over the last five years.

In addition, we will be supporting:

- Expansion of STEAMBassadors Program (partnership with DFSS)
- Development of a “University Center” to support 2+2 model from selected schools of education (DePaul, Chicago State, Roosevelt, and NEIU)- currently with Illinois State
- Expansion of our Community Café model (Chicago Commons, LSNA)
- Training hub for First Robotics (Education and CIS Department)
- Expansion of Innovation One (Apple Inc)
- Development of The Center for Equity in STEAM Education
- Development of Education Workforce Center

# Truman College Center of Excellence

Center for Equity in STEAM Education



# Expanding our Role as a “The Hub” of Education

Over the last three years, Truman College on behalf of City Colleges of Chicago, has positioned itself to be a leader in technology training for educators, students, and community. Through our efforts, Truman College has worked tirelessly to help close the equity gaps that exist for our youth and communities throughout the city of Chicago.

***Truman college has specifically addressed issues in equity by:***

- Training educators in both informal and formal learning spaces
- Creating learning opportunities for students and community members
- Providing access to resources and supports for educators, students, and community

# The Center for Equity in STEAM Education

- As we move into the next phase of our work, Truman College through Innovation One, along with its satellite sites, will house The Center for Equity in STEAM Education (CESE) beginning in Fall 2023.
- With equity as its core driver, CESE will prioritize supporting individuals who face the greatest challenges in reaching their full potential
- CESE will be taking the place of The Center for Excellence in Computer Science Education (CECSE) operated by the Office of Community Education Partnerships in the School of Education and Social Policy at Northwestern University

***Shifting the work of the “center concept” from computer science to equity provides a more comprehensive approach which will allow us to:***

- Create a professional learning community that is more inclusive of a diverse set of practitioners
- Expand our learning opportunities to with a focused effort on developing opportunities where learners can create
- Use equity as a driver to push instructional practices in both informal and formal learning spaces

# Support and Resources

## Northwestern University

Office of Community Education Partnerships in the School of Education and Social Policy will continue to support both CESE and our Steambassadors program by:

- Developing and managing the platform
- Curating curriculum
- Developing training modules
- Serving as the research lead

## Apple Inc.

Apple Inc. through its Community Education Initiative will continue to support both CESE and Innovation One by:

- Providing resources to support professional development
- Providing equipment and software to support learning through the use of technology

# Aligning to our work at Truman

As we work to build out the Human and Natural Science portion of our COE and develop the new Center for Equity in Steam Education, we have a unique opportunity to engage our entire school community in these efforts.

In solidarity, Truman College will identify itself as The Hub of Equity in STEAM. Our efforts in STEAM disciplines will be centered around access to resources and opportunities with a community-based focus.

This distinction will be of great importance to our college, as it allows us to:

1. Engage all disciplines in our Center of Excellence, with an emphasis on equity in instruction, program offerings, and services
2. Exemplify the college's commitment to access and opportunities for students across multiple backgrounds and identities
3. Develop a model for the District in engaging faculty in equity related efforts

# Truman College Center of Excellence

Education Workforce Center

**HARRY S TRUMAN COLLEGE**

CITY COLLEGES OF CHICAGO

# Our Why

When we talk about the needs of employers in the field of education, we often forget of the needs of the professional

The life-cycle of a professional educator starts before formal training and education, and spans beyond when they enter the profession

We recognize that professional educators would greatly benefit from the creation of a learning community that works with the professional educator's life cycle in mind

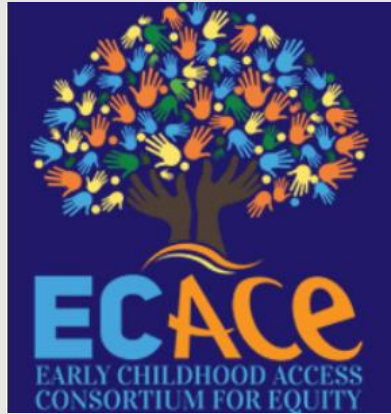
In our work, we have defined the life-cycle of the professional educator into three phases:

- Phase One- Development
- Phase Two- Discovery
- Phase Three: Reflection, Growth, and Support

These phases will be supported in our Education Workforce Center opening in Fall 2023

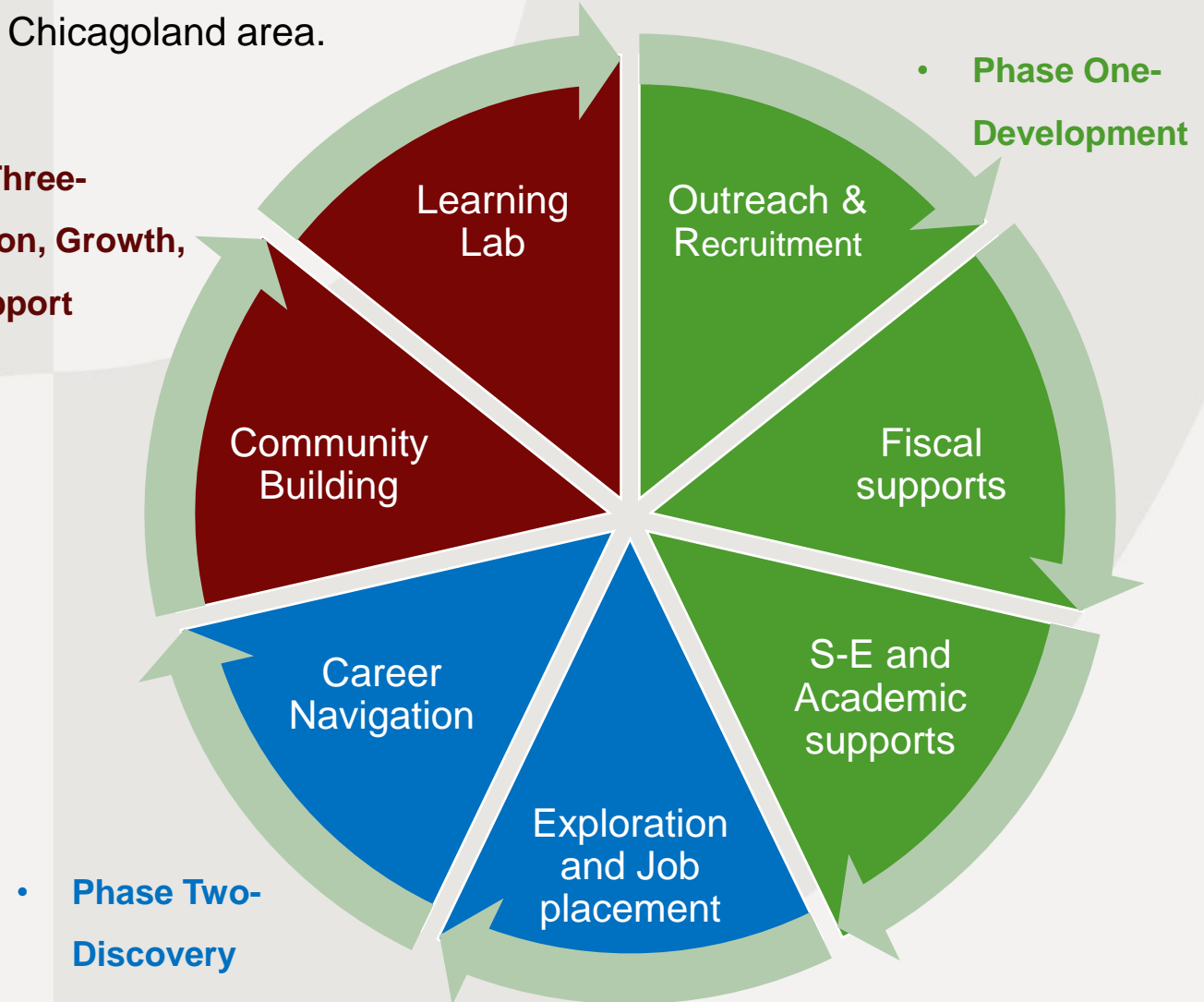
# Our Why

Truman College currently manages three initiatives that are designed to support the needs of professional educator. The Education Workforce Center will provide us the opportunity to combine these efforts and develop a comprehensive professional learning community designed to support educators across the Chicagoland area.



- **Phase Three- Reflection, Growth, and Support**

These three initiatives will support seven key areas we have defined in the life-cycle of the education professional



- **Phase Two- Discovery**

- **Phase One- Development**



**CHICAGO EARLY LEARNING**

**WORKFORCE**

**SCHOLARSHIP**



# Early Learning Scholarship

**Chicago Early Learning Workforce Scholarship** supports Chicagoans and the current Chicago Early Learning workforce as they pursue coursework to earn a credential, degree, endorsement, or licensure to work with young children (birth through Pre-k) and families in Chicago Early Learning programs.

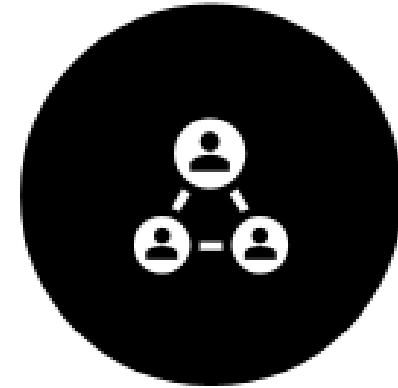
**Partnering IHEs:** City Colleges of Chicago, National Louis University, Roosevelt, and University of Illinois at Chicago



FROM CHICAGO FOR  
CHICAGO



ECE RECRUITMENT &  
RETENTION STRATEGY



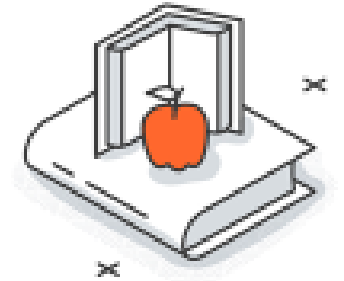
SERVES COMPREHENSIVE  
EARLY CHILDHOOD FIELD



2021-22

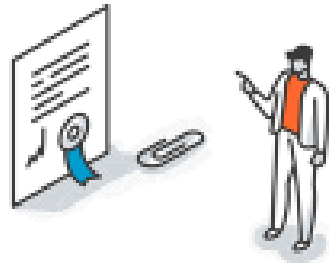
# ACADEMIC YEAR

- 32 Associate to Bachelors Transfer Scholarships Awarded
- 46 Endorsements (ESL, ECSE, ECE)
- 118 Gateway Credentials (ECE, FSC, ITC)
- 80 Content exams passed for Licensure



# 142

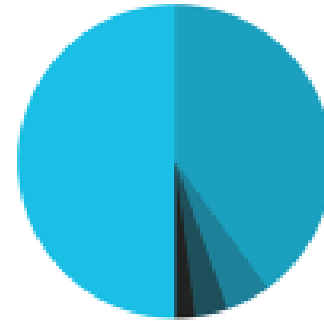
New Scholarships Awarded



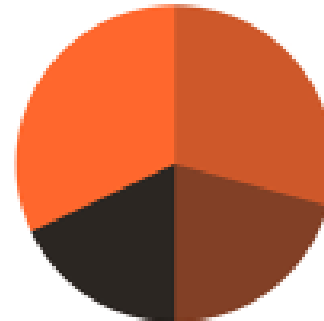
# 192

Degrees and Academic pathways completed

- 43 Associate degree
- 52 Bachelor's degree
- 42 College Certificate
- 3 Master's degree
- 38 Alternative Licensure program
- 14 Coursework for leveling up or transfer

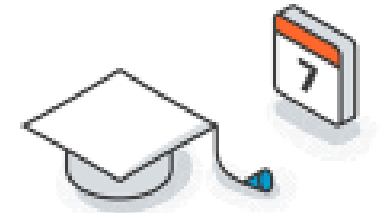


- 50% Hispanic or Latino
- 42% Black or African American
- 5% White or Caucasian
- 2% Asian or Pacific Islander
- 1% Two or more races/ethnicities



Age  
Average: 40  
Mode: 34

- <33 28%
- 33-39 24%
- 40-46 19%
- >46 29%



# Our Impact

**1005** Scholars awarded across IHE partners

- City Colleges of Chicago, National Louis University, Roosevelt University, University of Illinois at Chicago (UIC)

**471** currently active

**518** degrees and/or academic pathways have been earned or completed (includes transfers)

**49 AA→BA** Transfer Scholarships awarded began Bachelor's

**82%** Retention rate across years

**Post- Graduation take-aways:**

**10%** received a promotion since graduated/completed

**45%** reported receiving an increase in salary



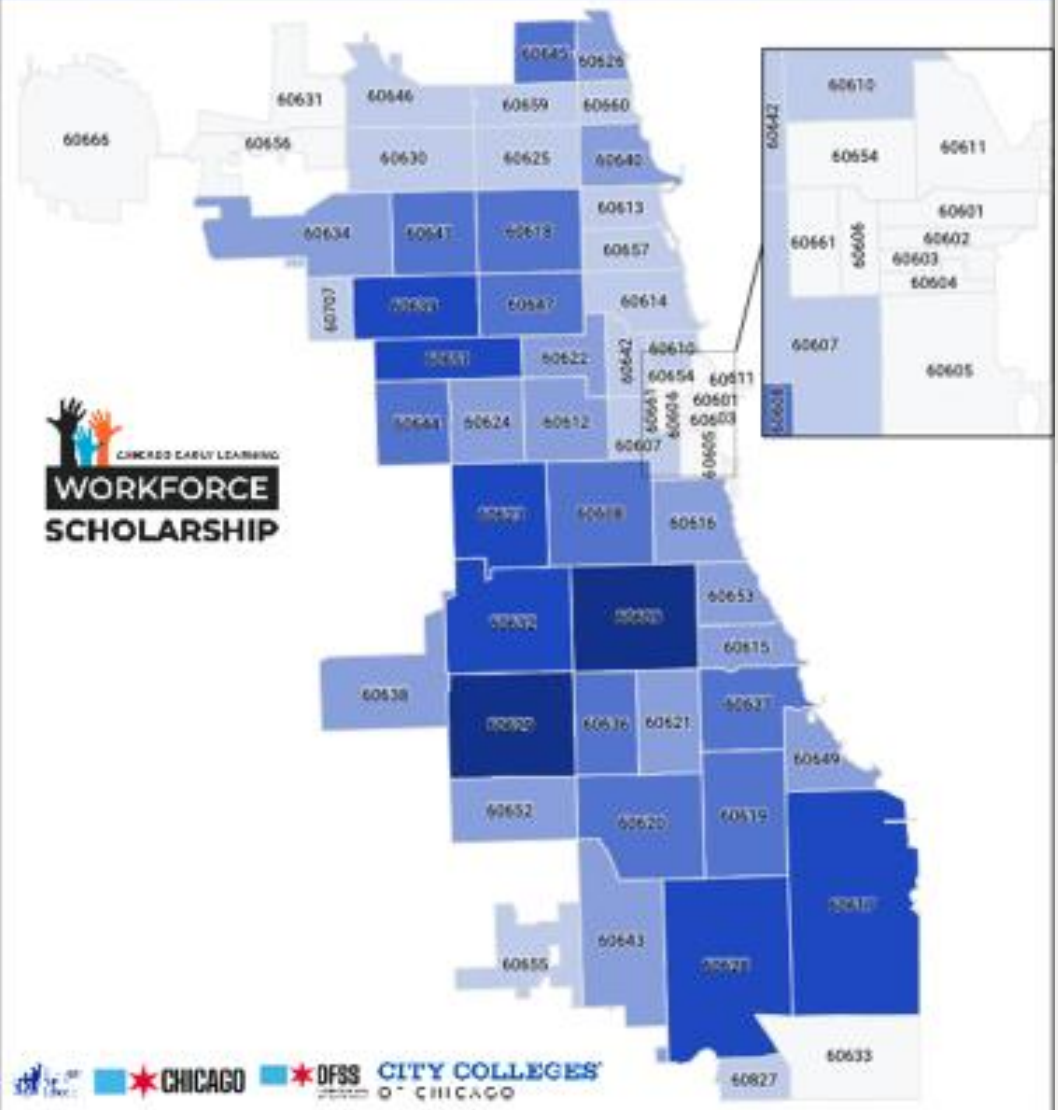
# Our Impact



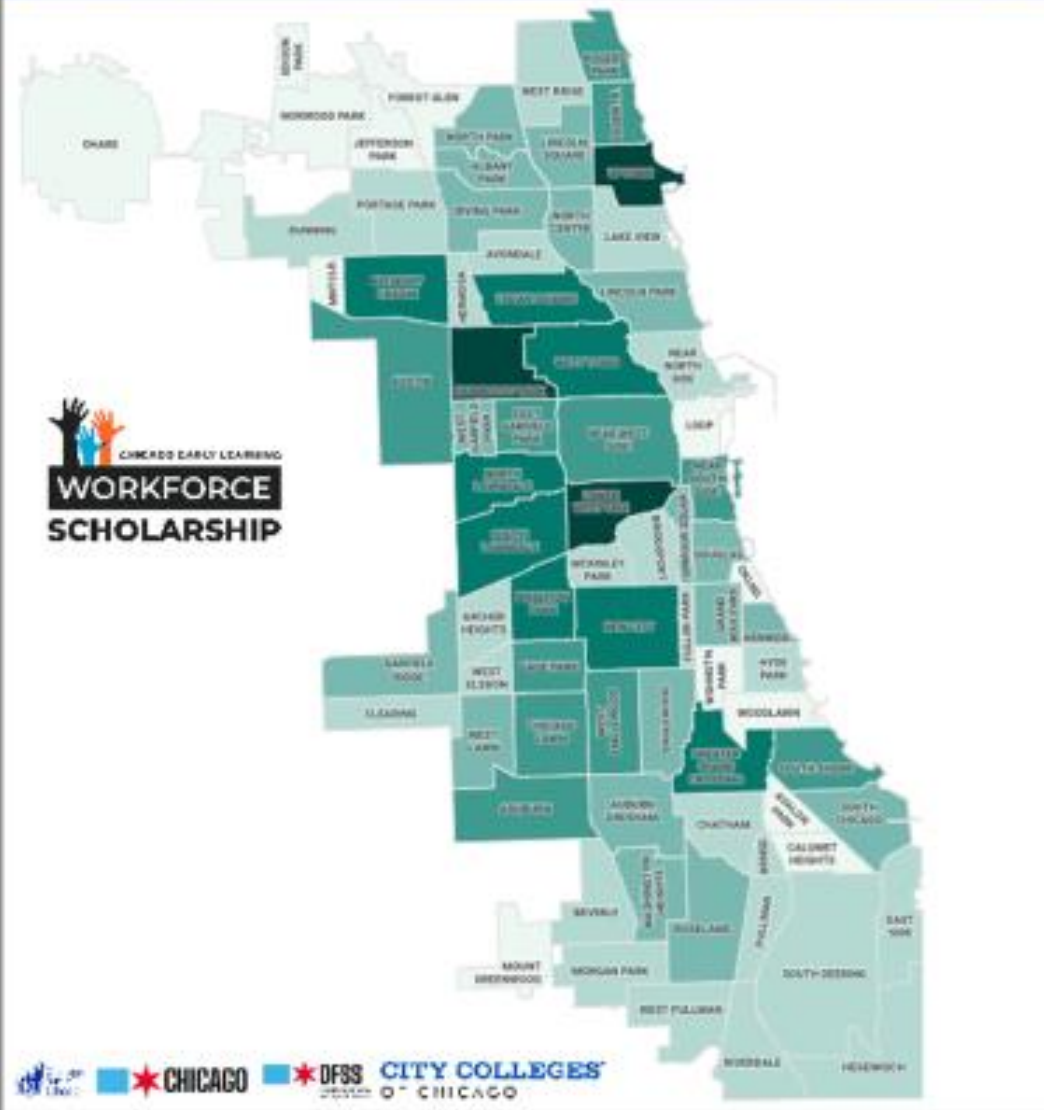
Historical through Fall 2022	CCC	TR	MX	HW	DA	OH	KK	WR
Total engaged	672	309	92	72	85	43	59	12
Total current Awardees/Scholars	261	119	49	15	29	19	26	4
Total Grads and Completers	260	116	31	42	40	13	16	2
Total Transfers	49	9	11	9	12	3	4	1
Total new awarded during year	122	57	25	4	11	11	10	4

# Our Reach

### Historical Scholarships by Residing Zip Code



### Historical Scholarships by Community Area of Work



# Community Partnerships

## Who are we working with?

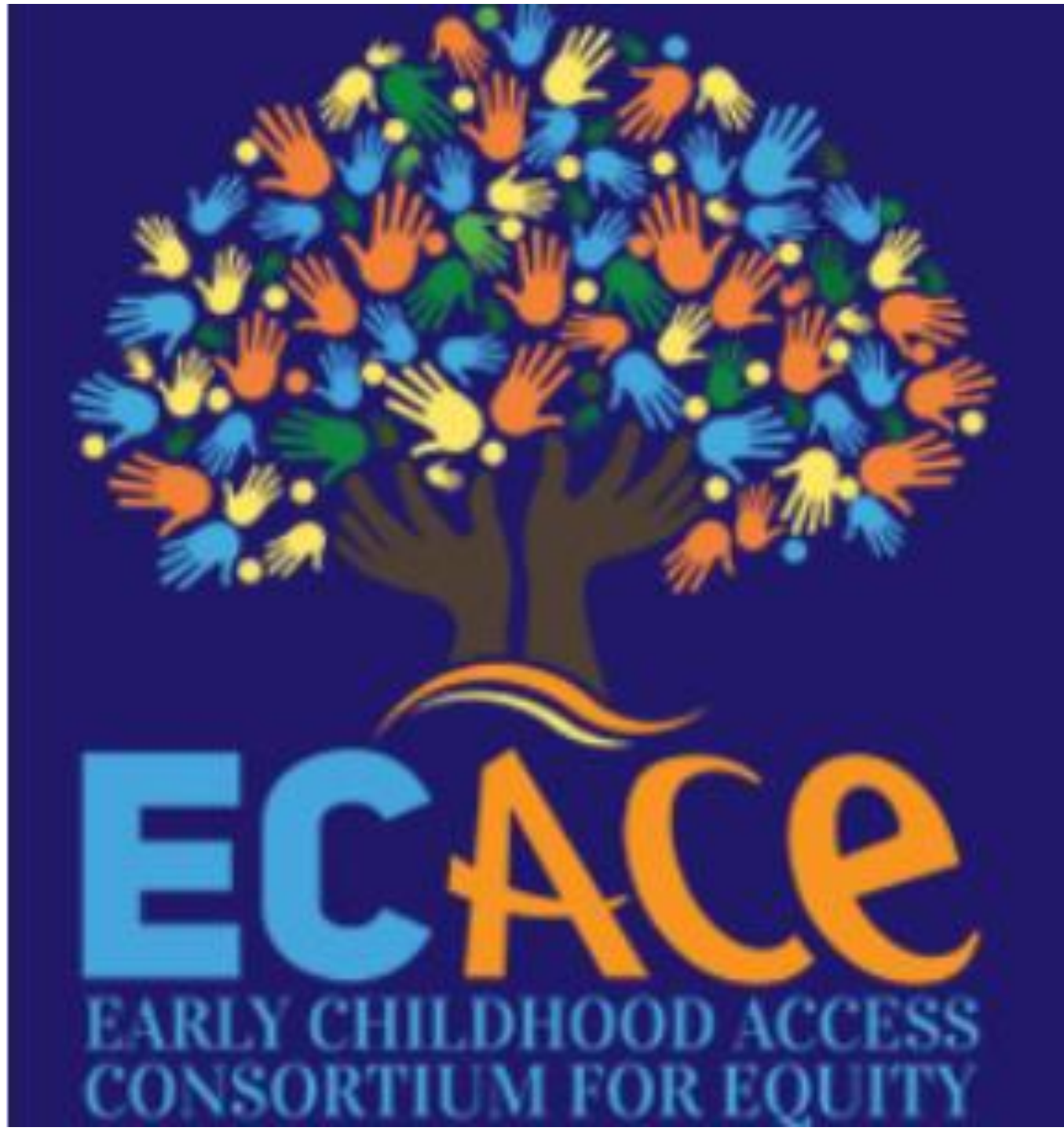
### Community cohorts- Pathways for Parents

- CELWS is partnering with Truman College, Malcolm X College, Chicago Commons and its delegate agencies to offer community cohorts in Child Development and Human Development Family Studies geared toward parents of children enrolled in early childhood and interested in joining ECE workforce.

### Pipeline development- Parent Mentor program

- CELWS is exploring pipeline development to CELWS through partnership with Illinois' Parent Mentor program. Mentors are placed in classrooms across Chicago to assist teachers.
- Organizing agencies include Palenque- Logan Square Neighborhood Association (LSNA), Southwest Organizing Project (SWOP), Teamwork Englewood, Brighton Park Neighborhood Council (BPNC) and The Resurrection Project





# ECACE Initiative

**The Early Childhood Access Consortium for Equity (ECACE)** is a state initiative to increase the number of individuals in the incumbent early childhood workforce with Gateway credentials in associate, bachelor's, and master's degrees.

The initiative includes meeting enrollment targets that were set for each participating college and university in the Consortium. In addition, students enrolled in eligible ECE programs will receive a scholarship from the initiative to support their ability to persist and complete the program.

As the CCC stewards of the Early Childhood Access Consortium for Equity, our team's mission is **to center and support the experience of the early childhood workforce as they move through the City Colleges of Chicago system, *from contemplation to graduation (and transfer)***. We do this by:

- Outreaching to and engaging Chicago's Early Childhood Workforce
- Supporting students in enrollment and retention via holistic coaching services and accessing key funding (in particular, the ISAC-ECACE scholarship)
- Investing in Child Development Programs (Faculty, Training, Curriculum, Prior Learning Assessment)



# Our Impact

The ECACE team engaged upwards of 300 early childhood workforce members and Child Development students in 2022 to support enrollment, persistence and scholarship access.



Academic Year	Home College						Grand Total
	DA	HW	KK	MX	OH	TR	
	CCC Enrolled to Date	CCC Enrolled to Date	CCC Enrolled to Date	CCC Enrolled to Date	CCC Enrolled to Date	CCC Enrolled to Date	
2021-2022	49	40	25	88	29	92	323
2022-2023	62	52	43	113	41	143	454

← In fall 2022, we saw a 40.5% increase in enrollment of Child Development BC, AC, AAS students compared to fall 2021.

Academic Year	Home College						Grand Total
	DA	HW	KK	MX	OH	TR	
	CCC Enrolled to Date	CCC Enrolled to Date	CCC Enrolled to Date	CCC Enrolled to Date	CCC Enrolled to Date	CCC Enrolled to Date	
2021-2022	50	40	24	83	31	108	336
2022-2023	52	54	43	125	42	147	463

← In spring 2023 (to date), we saw a 37.8% increase in enrollment of Child Development BC, AC, AAS students compared to spring 2022.

# Student Experience

# Child Development Success Coaching

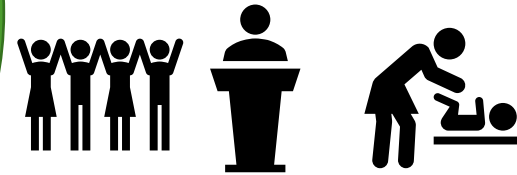
**Early Childhood Workforce Members** get a Welcome Coach /Recruiter to provide hands-on support in (re)starting their higher ed journey.

From Contemplation to Enrollment



**Each Child Development Student (AAS, AC, BC)** receives a warm handoff/ introduction to a Success Coach who holistically coaches them in persistence through graduation/transfer

From Enrollment to Graduation/Transfer

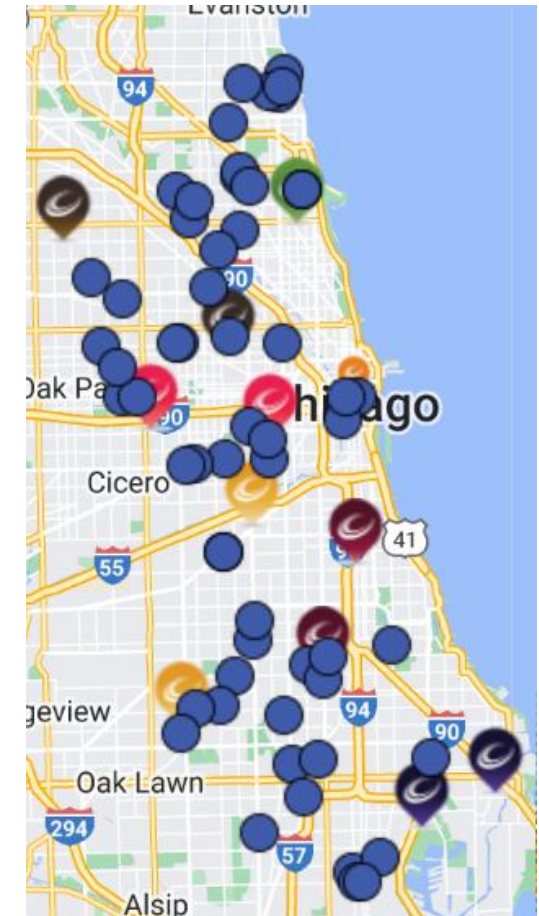


Coaching: Financial, Academic and Wellness Skill-Building, Self-Advocacy, Resources and Connections

College	Neighborhoods	Zip Codes
<b>Daley</b> Southwest Side (5)	Ashburn, West Lawn	60652, 60629
	Midway, Archer Heights	60638, 60632
	Back of the Yards	60609
<b>Harold Washington</b> The Loop (15)	Near Northside, Douglas	60610, 60654, 60611, 60616
	The Loop	60661, 60606, 60601, 60602, 60603, 60604, 60605
	Albany Park, North Park, Irving Park, Portage Park	60625, 60630, 60659, 60641
<b>Kennedy King</b> Englewood (8)	South Shore, West Woodlawn	60649, 60637
	Englewood	60621, 60636
	Bronzeville, Hyde Park	60653, 60615
	Auburn Gresham, Chatham	60620, 60619
<b>Malcolm X</b> West Side (14)	Near West Side, Belmont Cragin, Logan Square, Humboldt Park, Austin,	60639, 60647, 60651, 60644, 60622, 60612, 60624
	West Garfield, East Garfield, West Town, North Lawndale, South Lawndale	60607, 60614, 60623
	Montclair, Pilsen	60707, 60608
	Avalon Trails, Altgeld Gardens	60633, 60827
<b>Olive Harvey</b> Far South Side (6)	Mt Greenwood, Morgan Park, Beverly, Pullman	60655, 60643, 60628
	Calumet	60617
	Uptown, Edgewater, Rogers Park, West Rogers Park	60640, 60626, 60660, 60613, 60618
<b>Truman College</b> Uptown (12)	West Ridge, Jefferson Park, Norwood Park, Edison Park	60631, 60634, 60646, 60645, 60657, 60656
	Dunning	60635

# Our Reach

Saturating the City of Chicago – connecting with over 50 Childcare Centers in nearly every corner of Chicago



# Community Partnerships

## Who are we working with?

- **It Takes a Village** – enrolling a Spring 2023 cohort for Child Dev 107 of ~20 Workforce Members from ITAV; this required partnership from the top down and bottom up, including enrollment and scholarship workshops at each site.... A Truman-hosted college + departmental orientation to onboard group.
- **Gads Hill** – 4+ virtual recruitment session/open houses to engage their teachers across all sites
- **Carole Robertson** – In person workshops across 5+ sites, connecting to their Grow Your Own CDA program
- **Christopher House** – In-person workshop at the hub to reach Site Directors, followed by 4+ site visits to engage workforce members



**SEED SCHOLAR**

# SEED Scholars

- The **S.E.E.D Scholarship at City Colleges of Chicago** (CCC) provides a stipend for students at the end of each semester.
- The stipend can be used to cover all tuition, books, and class materials, not already covered by financial aid, for CCC courses on an approved academic pathway.
- If students are not eligible to file for financial aid (via FAFSA) or are not awarded financial aid, the **S.E.E.D scholarship** covers all CCC-approved expenses

Students who are accepted to receive the S.E.E.D Scholarship will be placed in one of two tracks:

- *Teach Chicago Tomorrow*
- *Emerging Educator*



# Our Impact

**79** current SEED scholars

Estimated **800** applicants over the last three years

**89%** retention rate



# Student Experience

***Mentorship*** - All SEED scholars have been provided with a mentor that is a CPS teacher. They meet to discuss personal, professional and academic development in addition to providing insight into what a career consists of.

***Counseling Center*** – A handful of scholars used the counseling center found on campus and there was an increase of scholars that were looking for counseling/therapy services.

***Tutor services*** – Truman tutoring services has been very helpful for those scholars that come to Truman for class and support. Scholars are beginning to branch out into tutoring services across CCC.

***OMD Tutoring & Support*** – For scholars that have a difficult time making it to a CCC campus, we have personalized tutoring through One Million Degrees. They can also find emergency funds, laptop support and professional development workshops.

***Teach Chicago Tomorrow Emergency Funds***- Scholars have access to the Teach Chicago Tomorrow emergency fund to help pay for books, rent, laptops, equipment and school supplies. A little less than \$8,000 was provided in emergency funding for 2021-2022 academic year – does not include Fall 2023.



# Community Partnerships

## Who are we working with?

Grow Your Own Illinois - GYO

My Brother's Keeper - MBK

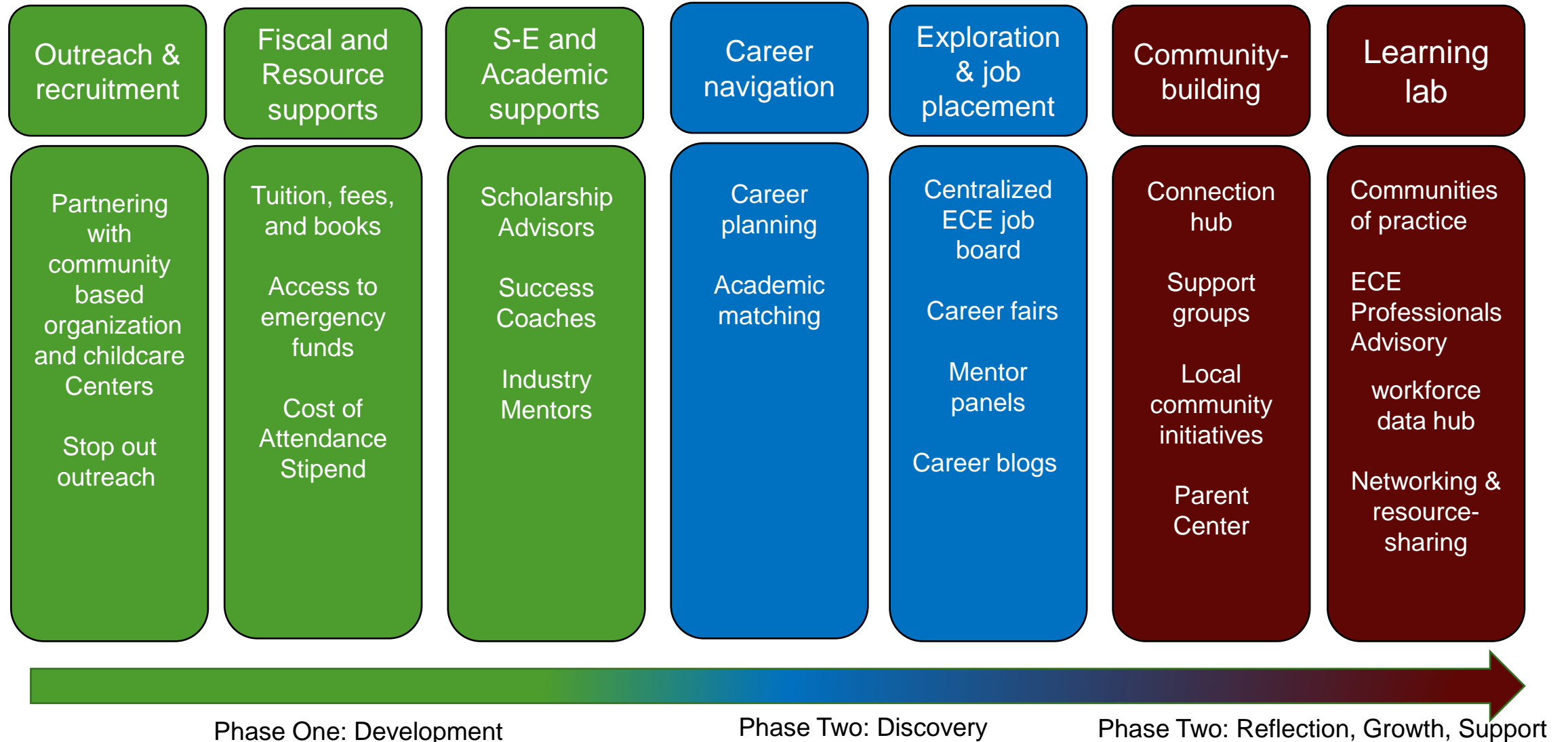
Latinx Digital Leaders Now - LDLN

Network for Undocumented Student Access - NUSA

# Connecting Our Work

# Practice Alignment

The Education Workforce Center aligns our practices with the common goal of meeting the needs of the professional educator



**Q and A**