Supplemental Instruction at UTSA

Promoting Student Success through Peer Facilitated Study Groups

Presented July 2015
Student Success Summit
Maggie Floyd, Director SI
Tomás Rivera Center
Presentation Goals:

• Overview of UTSA SI Program
• Four Administrative Keys:
  – Program Evaluation
  – Program Funding & Strategic Resource Allocation
  – Recruiting, Training & Supervising Student Employees
  – Campus Partnerships
Overview of UTSA

- Public research HSI offering 158 degree programs
- 28,628 Students in Fall 2014
- 58% of UTSA students come from groups underrepresented in higher education.
- 55% are first-generation college students.

View our VSA page at http://www.collegeportraits.org/TX/UTSA
Tomás Rivera Center

• Supplemental Instruction

• Tutoring Services
  – Quantitative Skills Tutoring Lab
  – Course Prep & Non-Course Based Developmental

• Learning Assistance – study skills workshops and academic coaching for both undergraduate and graduate students

• Access College and Excel Program (ACE) – Scholarship program for students from low income school districts in San Antonio

Visit the TRC online at: http://www.utsa.edu/trcss/
Overview: The SI Model

- Peer-assisted study sessions
- SI leader attends class and facilitates 3-5 study sessions each week
- Study Skills – Integrates “how” to learn with “what” to learn
- Distinguished from traditional tutoring and TA models of academic support
- SI Supervisor Training

Visit the International Center for Supplemental Instruction at: http://www.umkc.edu/asm/si/trainings.shtml
Benefits for SI Participants

Students who participate in SI study sessions:

– consistently earn higher grades compared to their non-SI counterparts.
– learn to work together to reach common academic goals.
– construct knowledge and understanding through dialogue with others.
– become proactive participatory learners empowered through collaboration to take control of their learning processes.
Benefits for SI Leaders

- On campus job
- Leadership skills
- Mentor relationships with faculty and staff
- Reinforcement of material for higher level courses or graduate school entrance exams
- Becoming part of a community
- Multifaceted employment experience for resume enhancement
Supplemental Instruction at UTSA

• Support for historically difficult core courses at UTSA since 1996

• 34 Courses & 294 Course Sections (158 F-2014 & 136 SP-2015)

• 9,987 SI Students & 41,056 Contact Hours AY 2014-2015

• 6 Full-time Staff & ~ 120-145 SI Leaders

• SI Operations largely funded by Student Fee on Supported Core Curriculum Courses
SI Program Staff

Director of SI

Administrative Associate II

Senior Program Coordinator

PC Specialist

Assistant Director (DT Campus)

Program Coordinator

Senior Program Coordinator

3 Senior SI Leaders
~ 50 SI Leaders

Student Development Specialist

3 Senior SI Leaders
~ 50 SI Leaders
Program Evaluation

Program Effectiveness: Semester & Annual Reports

Student Needs & Satisfaction

SI Leader Training & Experience Evaluation
Semester & Annual Reports

- 39 Courses & 346 Course Sections
- 10,524 Students (25% enrolled students)
- 45,028 Contact Hours
- 10,524 Students (25% enrolled students)
- 45,028 Contact Hours
- 23.3 point positive impact

AY 2013-2014 SI Impact Summary
All Courses

<table>
<thead>
<tr>
<th>Course Grade</th>
<th>SI</th>
<th>Non-SI</th>
</tr>
</thead>
<tbody>
<tr>
<td>AB</td>
<td>56%</td>
<td>44%</td>
</tr>
<tr>
<td>C</td>
<td>24%</td>
<td>24%</td>
</tr>
<tr>
<td>DFW</td>
<td>20%</td>
<td>31%</td>
</tr>
</tbody>
</table>
Program Evaluation: AY 2013-2014

• Executive Summary
  – Highlight scope of operations
  – Students & Contact Hours
  – Effectiveness Measures

• Course Impact Table
  – Organized by College
  – Detailed difference on A/B & D/F/W grade outcomes

Sample Reports:  utsasimaggiefloyd.weebly.com
### UTSA Supplemental Instruction Program
#### 2013 - 2014 Gateway / Milestone Course Impact Summary

<table>
<thead>
<tr>
<th>Milestone Courses</th>
<th>Sections</th>
<th># of Students</th>
<th>A/B Rate</th>
<th>D/F/W Rate</th>
<th>&quot;Positive Impact&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACC 2013 Principles of Accounting I *</td>
<td>23</td>
<td>456</td>
<td>992</td>
<td>41.4%</td>
<td>28.6%</td>
</tr>
<tr>
<td>BIO 2313 Genetics *</td>
<td>5</td>
<td>219</td>
<td>471</td>
<td>43.8%</td>
<td>32.7%</td>
</tr>
<tr>
<td>CHE 1003 Chemistry for AHS *</td>
<td>2</td>
<td>78</td>
<td>114</td>
<td>43.6%</td>
<td>23.7%</td>
</tr>
<tr>
<td>CHE 2604 Organic Chemistry I *</td>
<td>8</td>
<td>333</td>
<td>363</td>
<td>49.5%</td>
<td>15.7%</td>
</tr>
<tr>
<td>MS 3043 Business Statistics w/ Computer Apps II *</td>
<td>9</td>
<td>179</td>
<td>870</td>
<td>49.2%</td>
<td>42.2%</td>
</tr>
<tr>
<td>PSY 2073 Statistics for Psychology *</td>
<td>7</td>
<td>153</td>
<td>252</td>
<td>63.4%</td>
<td>43.7%</td>
</tr>
<tr>
<td>PSY 2573 Psychology of Thought *</td>
<td>3</td>
<td>75</td>
<td>127</td>
<td>46.7%</td>
<td>29.9%</td>
</tr>
<tr>
<td><strong>Total / Average</strong></td>
<td>57</td>
<td>1,493</td>
<td>3,189</td>
<td>43.3%</td>
<td>32.5%</td>
</tr>
</tbody>
</table>

Note: "Positive Impact" is the positive effect calculated by adding the absolute difference in A/B and D/F/W rate for SI participants vs. Non-participants.
Program Evaluation continued

- Student Satisfaction Surveys
- Needs assessed through first week surveys & biannual core course grade analysis
- SI leader training evaluations
- SI leader focus groups
Questions regarding
Program Assessment & Reporting
Funding & Resource Allocation

Revenue Sources

Program Expenses

Resource Allocation
Funding & Resource Allocation

- **Funding Sources**
  - 1996 Pilot with South Texas Boarder Initiative Grant
  - Current: Learning Resource Fee & Some State Funds

- **Expenses ($664,500)**
  - 65% for SI Leader Wages ($430,000)
  - 31% for Staff Salaries ($208,000)
  - 4% for Maintenance & Operation ($26,500)
  - At ~10,000 students, cost per student is $66.45
Funding & Resource Allocation

• Resource Allocation
  – Core Curriculum Courses
  – Large section enrollments (average 100)
  – 30% or higher D, F or W grade outcomes
  – Some Gateway / Milestone courses as funding allows
  – Biannual Core Course Grade Analysis
  – Goal: To compliment tutoring and learning assistance services toward offering students comprehensive level of academic support at UTSA.
Questions regarding
Program Budget & Resource Allocation
Recruiting, Training & Supervision

**Recruiting**
- Application Process
- Referral Sources
- Outreach

**Training**
- SI Leaders
- Senior SI Leaders
- Weekly In-Service

**Supervision**
- Team Structure ~ 50 SI Leaders Each
- Weekly SI Leader Meetings
- SI Session Observations

http://sis spotlightcrlacasp2012.wikispaces.com/
Overview: Recruiting SI Leaders

- SI Leader Qualifications & Characteristics
- Application Process
- Referral Sources
- Recruiting Outreach

Would you like to become an SI Leader?
Ask us how!!
Recruiting: SI Leader Qualifications

- Currently enrolled UTSA student
- 3.0 or higher GPA
- A or B grade in assigned course
- + 24 credit hours (no freshmen)
- Good interpersonal skills
- Faculty recommendation

Graduate student candidates must demonstrate ability to relate to undergraduate students as peers.
Recruiting: Application Process

• Application Intake Year-round
  – SI Leader Job Description

• Application File:
  – Completed SI Leader Application
  – Faculty Recommendation
  – Student’s Academic History
  – SI Leader Position Overview & Interview Questions

http://sis spotlight crlacasp2012.wikispaces.com/
Recruiting: Referral Sources

• Faculty Referrals
  – Faculty Consent Form

• Current SI Leader Referrals
  – Recruiting Hand Flyer

• Campus Postings & Recruitment Tables
  – Recruiting Campus Flyer
  – Recruiting Table Guidelines

• Recruiting Outreach (Email & Telephone)

http://sisspotlightcrlacasp2012.wikispaces.com/
Overview: Training

• Senior SI Leader/Graduate Assistant Training

• Pre-Semester SI Leader Training
  – Tiered Training System for Experienced versus New SI leaders
  – 2 ½ days (16-18 hours) Pre-Semester Training
  – Online Training Modules (2-3 hours)

• Weekly Meetings (15 hours per semester)

• Mid-Semester General Meeting / Training (2 hours)
New SI Leader Training

• Day 1: Orientation
  – Goals/History/Results of SI
  – SI model
  – Important relationships
  – Ideal SI Sessions
New SI Leader Training

• Day 2: Content
  – Methods focused
    • SI Session Strategies
    • Collaborative Learning Techniques
    • Session Planning
  – Collaboration with experienced SI leaders
  – Afternoon mock sessions
New SI Leader Training cont.

- **Day 3: Administrative**
  - Review program processes and university policies
  - Establish weekly team meetings
  - Prepare for first week survey and marketing
Experienced SI Leader Training

• Day 1: Content Day
  – Refresher quiz and session planning workshop
  – Workshop rotations: semi-conference style
    • Mandatory:
    • Options: Various topics

• Day 2: Mentor day

• Day 3: Administrative day
On-going Training

• Weekly Meetings
  – Provide weekly training and opportunity to collaborate with peers
  – Topics include: study skills, affective domain, Bloom’s taxonomy, learning theory, session promotion techniques, and more

• Mid-Semester SI Leader Training
  – 2 Hour Workshop to provide training around a relevant topic for that academic year
Overview: Supervision

- Team Structure
- Weekly Leader Meetings
- Session Observation Process
- Tracking Performance Measures
- Disciplinary Policy / Process
- Promotion / Staff Development
Weekly Leader Meetings

• Our expectations

• Weekly contributions
  – Debrief
  – Administrative report
    • Summary Report
    • Paperwork submission
    • Marketing/Session promotion efforts
    • Communication with faculty

http://sispotlightcrlacasp2012.wikispaces.com/
Session Observation Process

- Observations occur 3 - 4 times/semester

- Feedback focuses on collaborative learning implementation and goal setting
  - Designed to build leadership skills through empowerment
  - Provides task-oriented suggestions
  - Encourages leader reflection
  - Incorporates leader-generated goals
Tracking Performance Measures

• Meeting Attendance
• Office Hour Attendance
• Session plan / Sign-In sheet submissions
• Weekly session attendance measure / average session attendance
Position Guidelines & Progressive Discipline Policy

• SI Leader Position “Guidelines” agreement establishes expectations
  – SI Leader Performance Guidelines

• Progressive discipline policy cultivates transparency with employment decisions
  – Progressive Discipline Policy
  – Verbal/Written Warning Form

http://sis spotlightcrlacasp2012.wikispaces.com/
Promotion: Cultivating Senior SI Leaders & Graduate Assistants

- Session Observations results
- Contributions in Leader Meetings
- Interpersonal Skills / Schedule Availability
- Senior Leader Position Description
Questions regarding Recruiting, Training & Supervision
Campus Partnerships

- Faculty
  - Consent
  - Resources

- Department Administration
  - Information
  - Resources

- University Community
  - UTSA Libraries
  - Classroom Scheduling
SI Partnerships at UTSA: Faculty

- Faculty consent to have an SI Leader assigned to their course section.

- Between 90-110 faculty each semester
  - TT to NTT
  - Full-time to Part-time
  - Graduate Teaching Assistants
Faculty Resources

- **New Faculty Outreach Letter**
- **What to Expect from Your SI Leader Handout**
- **Sample Email Communications with Faculty**
SI Partnerships at UTSA: Faculty

What we ask of our faculty:

• Class time to conduct 1st week survey and to promote SI sessions

• Weekly “meeting” with SI leader who is prepared to share plans and learning resources

• Session attendance endorsements to students

• Communication with SI Director if concerns arise

• Recommend students for SI Leader positions
SI Partnerships: The Departments

• Department chair meeting prior to beginning SI for a new course:
  – Information gathering / insight on factors driving high DFW rates
  – Informal gauge of administrative support

• Report program assessment results to Department administration - Chair, Assistant Chair or Course Lead Instructor annually.

• Help with books, recruiting SI leaders and feedback on resource allocation
SI Partnerships: Our Community

- UTSA Libraries
  - Office Space
  - Small group study rooms house 60% of our SI sessions
- Registrar’s Office – Classroom Scheduling
  - 30% of our SI sessions are held in reserved classroom space
- UTSA Advising Community
  - Student referrals, information regarding difficult courses
Contact Information & Website

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