

## Teaching Excellence Internship Program



TEI participants are celebrating the end of a successful program at CCC's Three Seasons Restaurant. (left to right): Christopher Wu, Dave Nakaji-intern coordinator, Annette Ha, Tonesha Russell, Elizabeth Schwarz, and Darrell Lim.

An innovative pilot program called Teaching Excellence Internship (TEI) has been implemented this year to attract talented faculty who reflect the increasing diversity of our students, and possess the sensitivity to the needs of the students served by the District. The goal is to hire and retain new faculty from the internship talent pool.

There are two project coordinators of the TEI program: retired LMC faculty member Dave Nakaji is the intern coordinator and retired LMC faculty member Janhavi Stewart is the mentor coordinator. Both are responsible for the formative and summative evaluation of the entire program as well as activities involving either mentors or interns.

"I believe this is the first time the District has offered a program like this," says Nakaji. "We held an orientation and conducted weekly training seminars to give these aspiring teachers a great foundation in teaching strategies. The program is giving these talented folks the tools to be wonderful classroom leaders."

In addition, the program also recruited and matched interns with tenured faculty for mentoring relationships. Faculty members were selected and assigned to an intern to serve as a role model and coach: CCC's **Jon Celesia** and **Nader Sharkes**, DVC's **Patrick Leong**, and LMC's **Mara Landers** and **Maria Tuttle**.

Judging by their comments, the TEI program gave the interns an experience they will never forget.



Tonesha Russell

"I saw this internship as an opportunity to be better. I had just received a certificate in Teaching Composition from SFSU, but I felt I needed a bit of practicality without the pressure of a complete classroom. This internship was the best of both worlds: professional development and practitioner experience."

"We appreciated the initiative of our mentors to share their classrooms with us and give us feedback. However, the leadership and mentorship of Dave Nakaji in the weekly teaching seminars (as well as the collegiality and experience of my fellow interns) are what made this Teaching Excellence Internship truly excellent."



Darrell Lim

"The contents and depth of philosophy in this program blew my mind. Again with my naive expectations, I didn't expect the component of this program with Dave to be so intellectually invigorating. The most profound thing that I have learned about myself from this program is that I am now equipped to potentially revolutionize teaching. About teaching, I learned that it is far more complicated than a simple transfer of knowledge: it is perhaps more like an invited infiltration of the mind."

"The Teaching Excellence Internship gave me the confidence and teaching strategies needed to succeed in the classroom. It sends a strong message to other faculty when administration supports programs that encourage teacher development. Thanks to this program, all five interns got a part-time faculty teaching job. That speaks to the program's success and merits its continuation."

As the District continues to focus on increasing student success, it is programs like TEI that are helping to prepare the future classroom leaders who have the day-to-day responsibility for transforming the lives of our students.



Christopher Wu



Annette Ha

### Highlights:

- Great Teachers Internship Program
- 4CDLI Advanced Training
- District Welcomes New Employee
- November/December 2012 Board Reports
- November 2012 Cabinet Highlights



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## 4CDLI Advanced Training

The Chancellor's Cabinet designed a professional training and development program called Contra Costa Community College District Leadership Institute-Advanced (4CDLI-Advanced) to enhance the capabilities of the District's leadership team. Up to 20 mid-managers were accepted into the program that focused on how to ensure student success; human resources management; the intricacies of state, district, and college budgeting (finance) and enrollment management; and District and college governance and decision-making.

At a recent seminar led by senior dean of district educational programs **Richard Livingston**, the cohort focused on the strengths and weaknesses of shared governance as practiced at the colleges and in the District. Participants also explored the managers' role in a shared governance environment, and discussed effective skills and strategies in leading teams.

"Everyone understands that working in a governance environment has its challenges," says Livingston. "It sometimes can be frustrating because it may take a little longer to reach consensus, but we must remind ourselves that when it is working effectively, it moves the entire organization in the right direction."

"I think the notion of training new leaders, whether you are a dean, department chair or committee chair is a good one," says San Ramon campus dean **Kathleen Costa**. "It's great to have managers meet and get to know each other, discuss issues, and share ideas and solutions."

Participants of the 4CDLI-Advanced program have already completed a Budget/Finance and Enrollment Management seminar along with this Shared Governance workshop. Still to be completed this academic year are sessions on the Manager's Leadership Role in Student Success, and Human Resources Management and Union Contracts.



Participants in the 4CDLI-Advanced program completed the second of four seminars designed to increase their knowledge and experience as community college leaders.

### Board Report

To review the highlights of the November 14, 2012, Governing Board meeting, click on the link below:

[http://www.4cd.edu/crpa/board\\_reports/November%2014,%202012.pdf](http://www.4cd.edu/crpa/board_reports/November%2014,%202012.pdf)

To review the highlights of the December 5, 2012, special Governing Board meeting, click on the link below:

[http://www.4cd.edu/crpa/board\\_reports/December%2005,%202012.pdf](http://www.4cd.edu/crpa/board_reports/December%2005,%202012.pdf)

### District Welcomes New Employees

Please welcome the following new employee who was approved by the Governing Board in November.

| Location | Name        | Title                                  |
|----------|-------------|--|
| DO       | John Brooks | Senior Computer and Network Specialist |

### Cabinet Highlights

To review highlights of the November 2012 Chancellor's Cabinet meetings, click on the link below:

[http://www.4cd.edu/crpa/chancellors\\_cabinet/November%202012.pdf](http://www.4cd.edu/crpa/chancellors_cabinet/November%202012.pdf)