



Humanizing Online Learning

4th Annual TOPkit Workshop
University of Central Florida

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Slides available at: brocansky.com/topkit

Slides and resources available at:

brocansky.com/topkit

#HumanizeOL



115
colleges



California
Community
Colleges

62,000
faculty



California
Community
Colleges

2.1 million
students

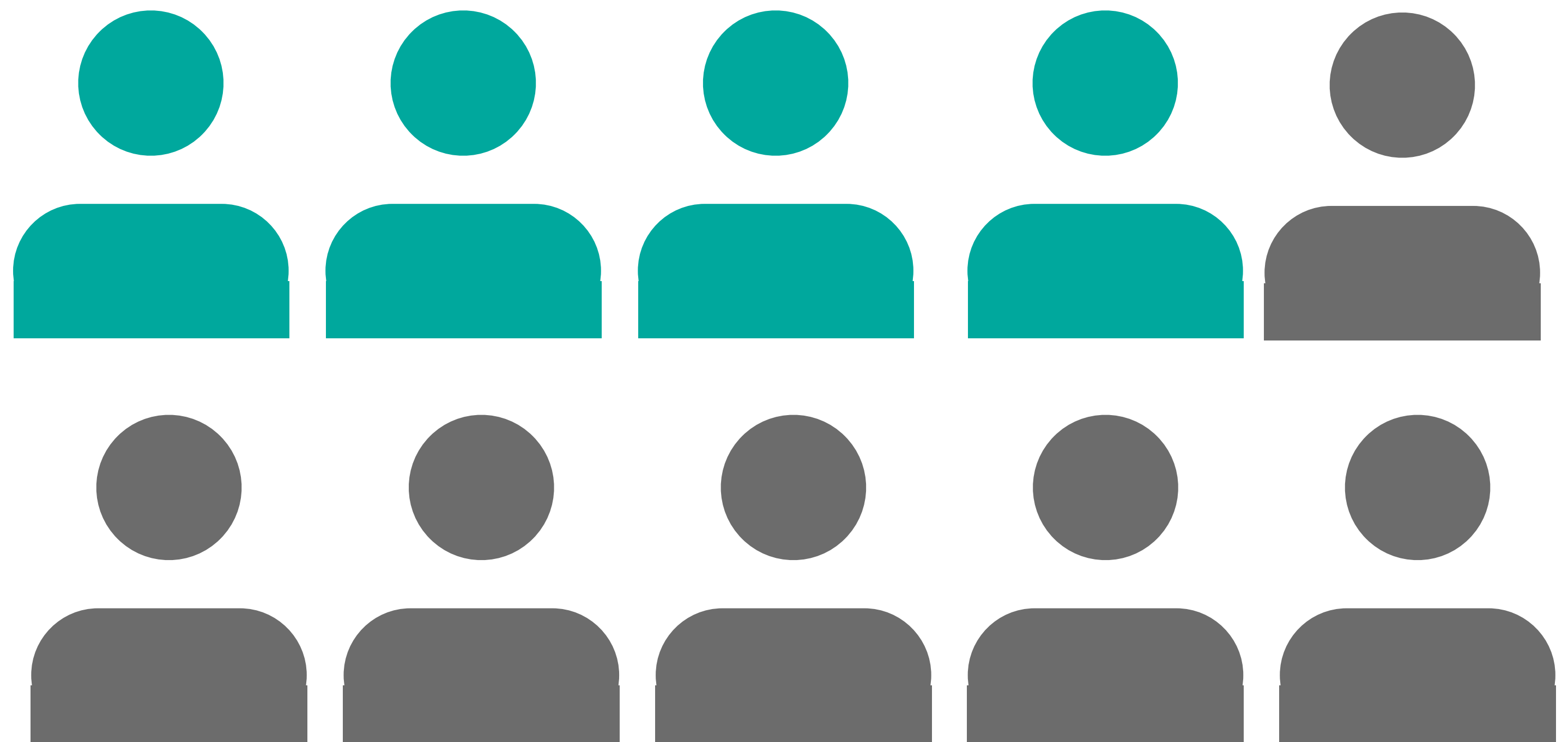


California
Community
Colleges

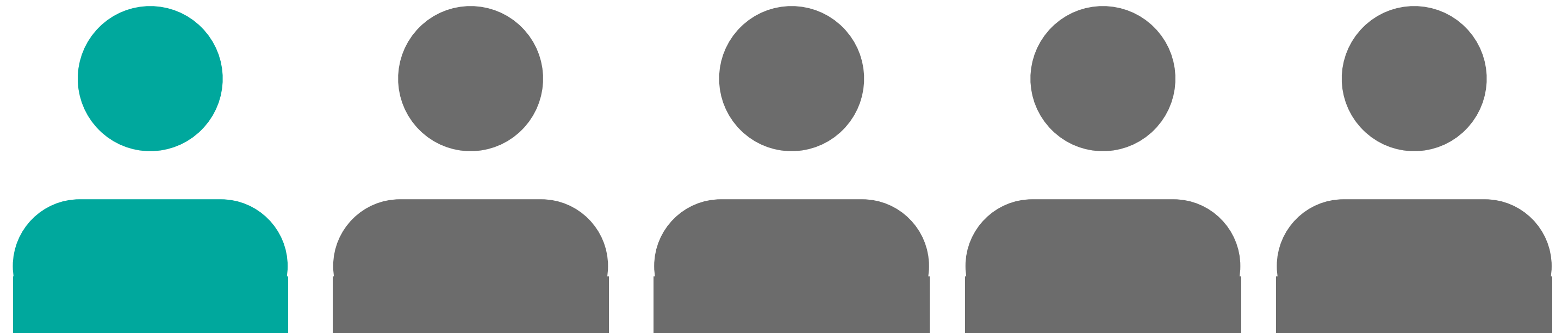
67%
of California
Community College
students identify as
an ethnic minority.



4 in 10
are first generation
students

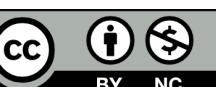


1 in 5
are homeless or do
not have a stable
place to live



Source: Goldrick-Rab, S., Baker-Smith, C., Coca, V., Looker, E. (2019) California Community Colleges #RealCollege Survey.
The Hope Center, California Community Colleges Chancellor's Office.

Slide by Michelle Pacansky-Brock



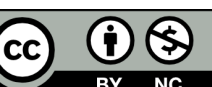
1 in 2

can't afford balanced meals or worry that food will run out before they have money to buy more.



Source: Goldrick-Rab, S., Baker-Smith, C., Coca, V., Looker, E. (2019) California Community Colleges #RealCollege Survey. The Hope Center, California Community Colleges Chancellor's Office.

Slide by Michelle Pacansky-Brock



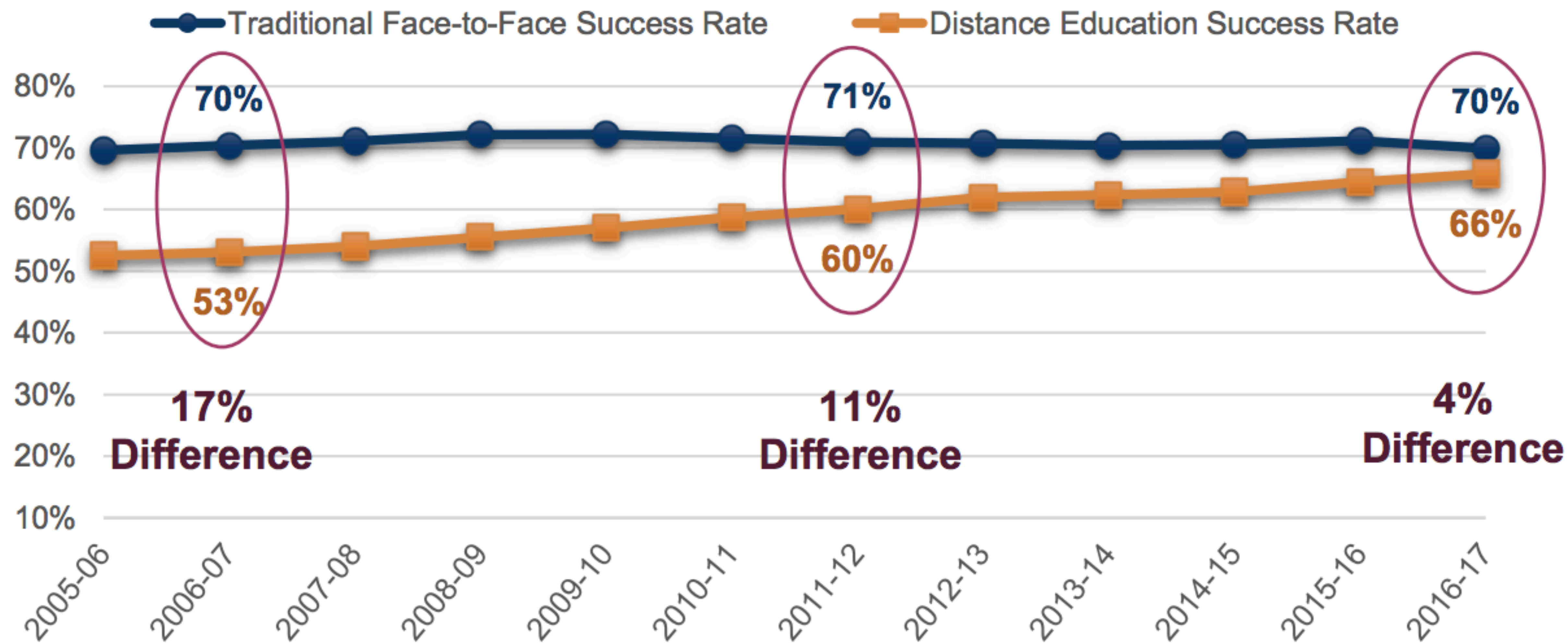
CCC students most likely to experience threats to basic needs:

- Transgender, bisexual, lesbian, gay
- African American or Black, American Indian, Alaskan Native
- Have been in foster care
- Served in the military
- Formerly incarcerated
- Have ADHD

online courses matter

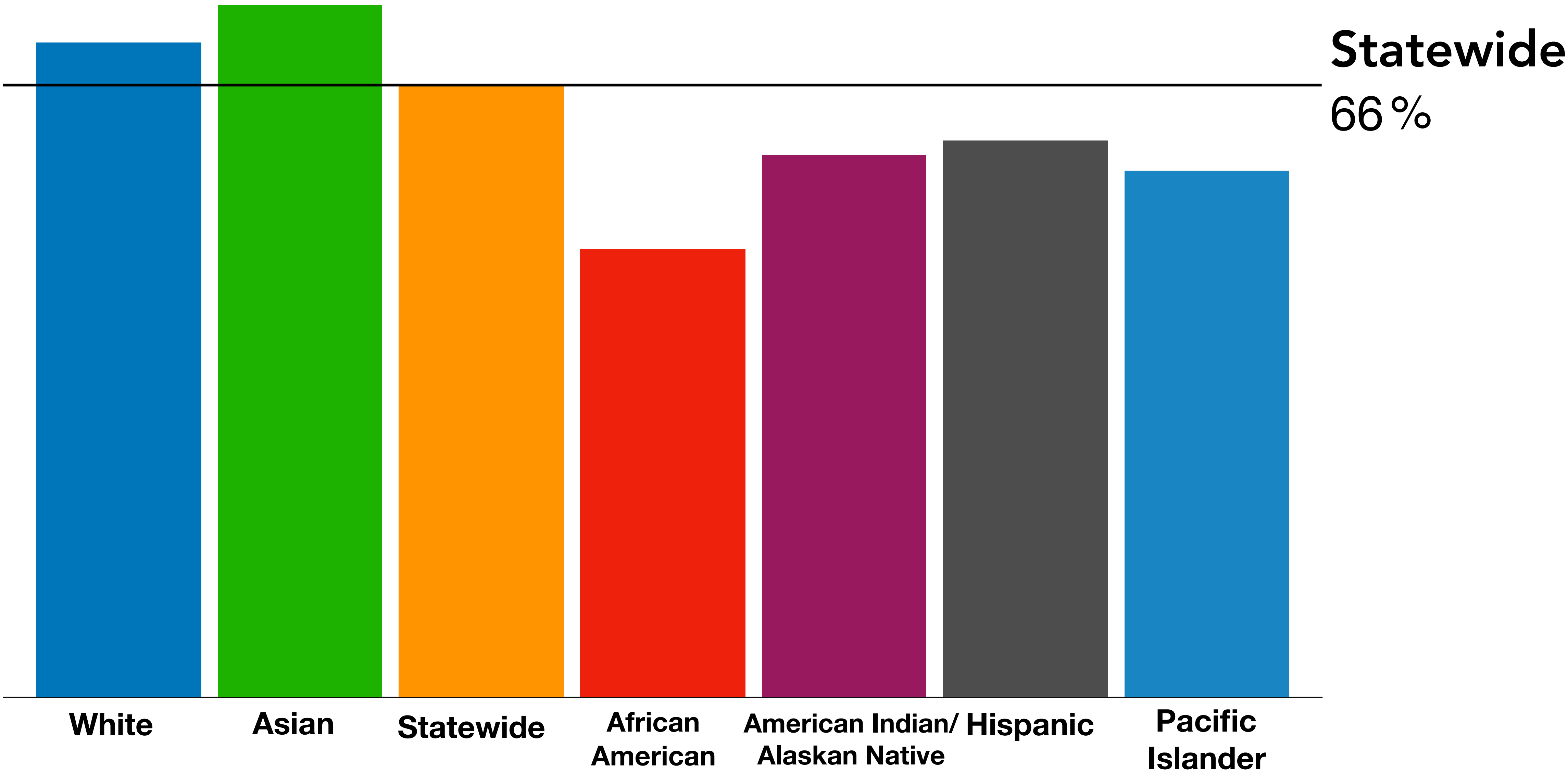
especially for students from minoritized groups

California Community Colleges Online Success Rates



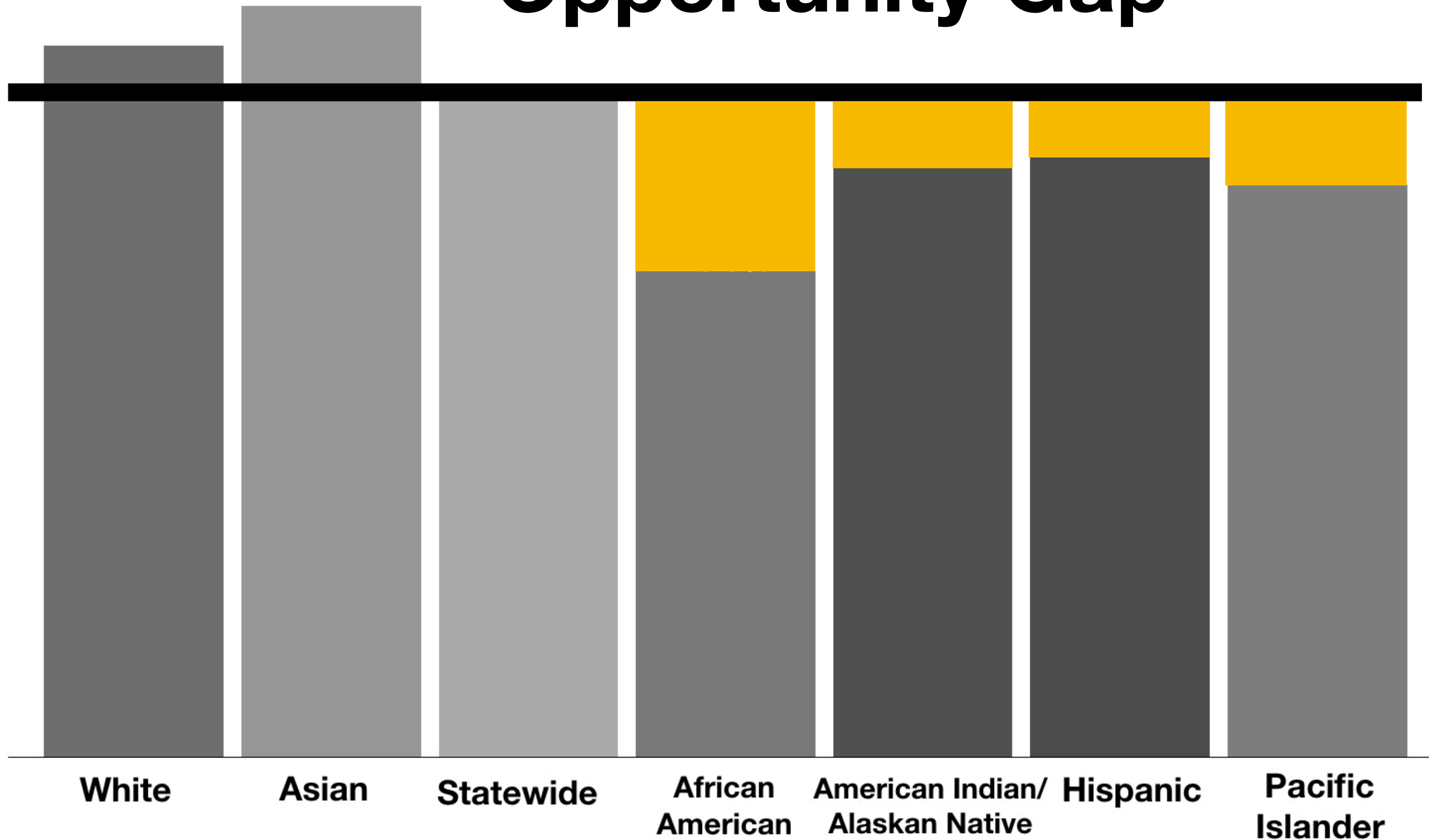
Source :2017 CCC Distance Education Report, CA Community College Chancellor's Office

2016-17 Online Success Rates, California Community Colleges



Source :2017 CCC Distance Education Report, CA Community College Chancellor's Office

The Online Achievement Opportunity Gap



The New York Times

ECONOMIC VIEW

Online Courses Are Harming the Students Who Need the Most Help

“... **less proficient students** tend to run into trouble. After all, **taking a class without a teacher** requires high levels of self-motivation, self-regulation and organization.”

<https://hechingerreport.org/weakest-students-more-likely-to-take-online-college-classes-but-do-worse-in-them/>

Weakest students more likely to take online college classes but do worse in them

“The interaction between a student and an instructor is an intrinsic part of the educational process and we need to be very, very cautious before watering down this requirement.”

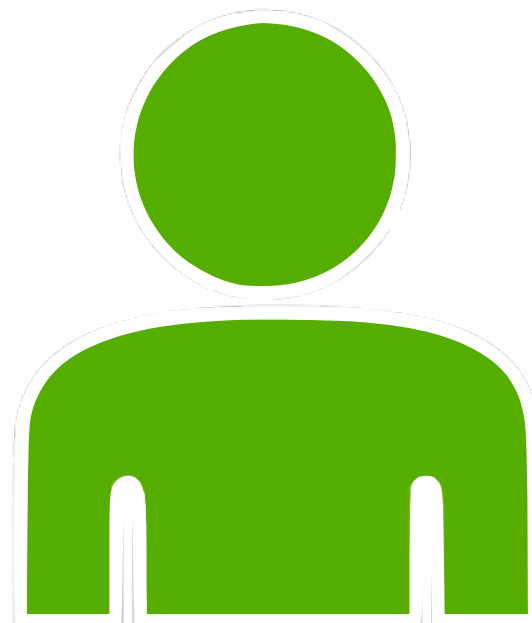
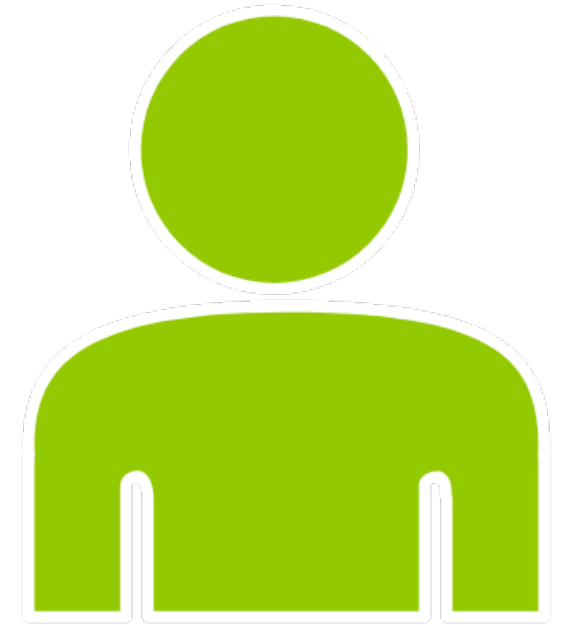
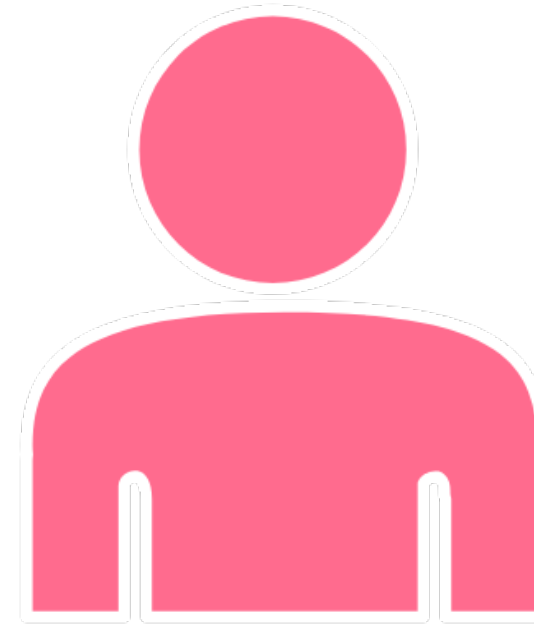
When a flower doesn't
bloom, you fix the
environment in which it
grows, not the flower.

-Alexander den Heijer

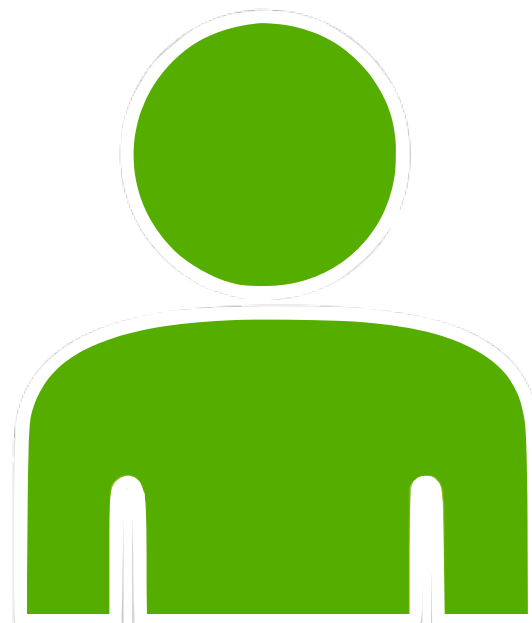
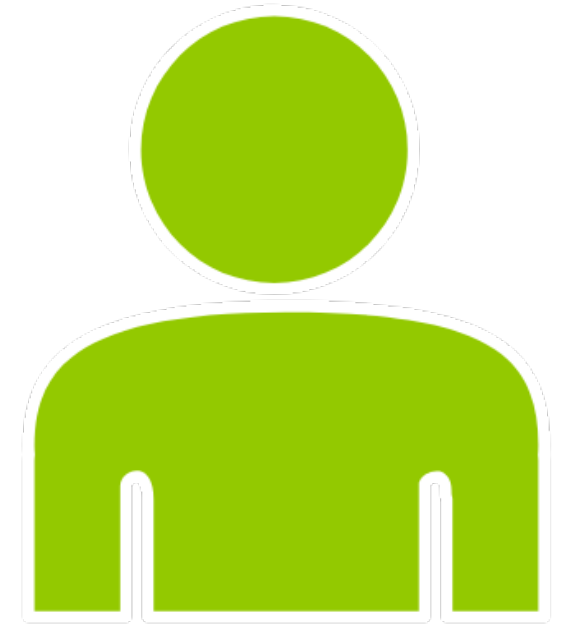
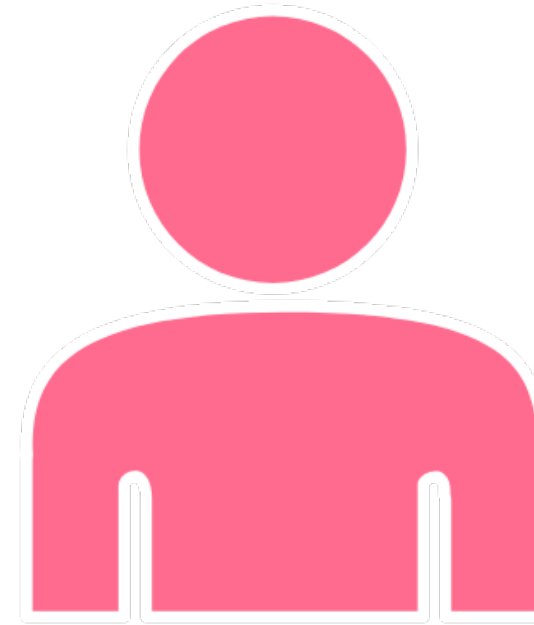


EQUALITY \neq EQUITY

EQUALITY: treat all students the same



EQUITY: provide students what they need to succeed



What **barriers** can we remove
to make online courses more
equitable to minoritized students?



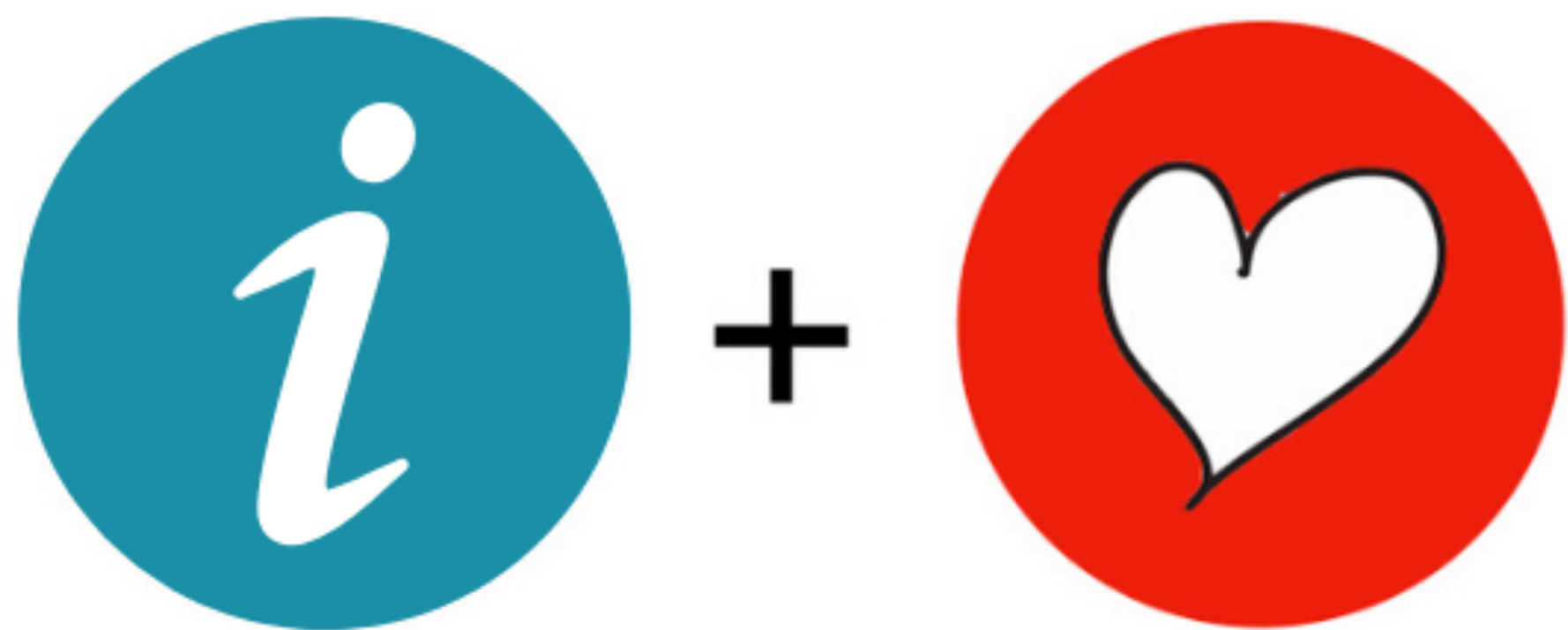
“I should just quit now while I’m ahead.”

“Who am I kidding?”

“I don’t belong here.”

“I can’t do this.”

“Who do I think I am?”



Educators must commit to...

Recognizing our own privileges.

Examining our own implicit biases.

Cultural Diversity

"People who seek connection as a source of self-worth" are "less willing to persist in an environment that is competitive, non-welcoming, rejecting, and even 'cutthroat.'"

- Estrada, Eroy-Reveles, Matsui

Estrada, M., Eroy-Reveles, A., & Matsui, J. (2018). The Influence of Affirming Kindness and Community on Broadening Participation in STEM Career Pathways. *Social issues and policy review*, 12(1), 258–297. [doi:10.1111/sipr.12046](https://doi.org/10.1111/sipr.12046)

VALIDATION THEORY

“When did you know you could be successful in college?”

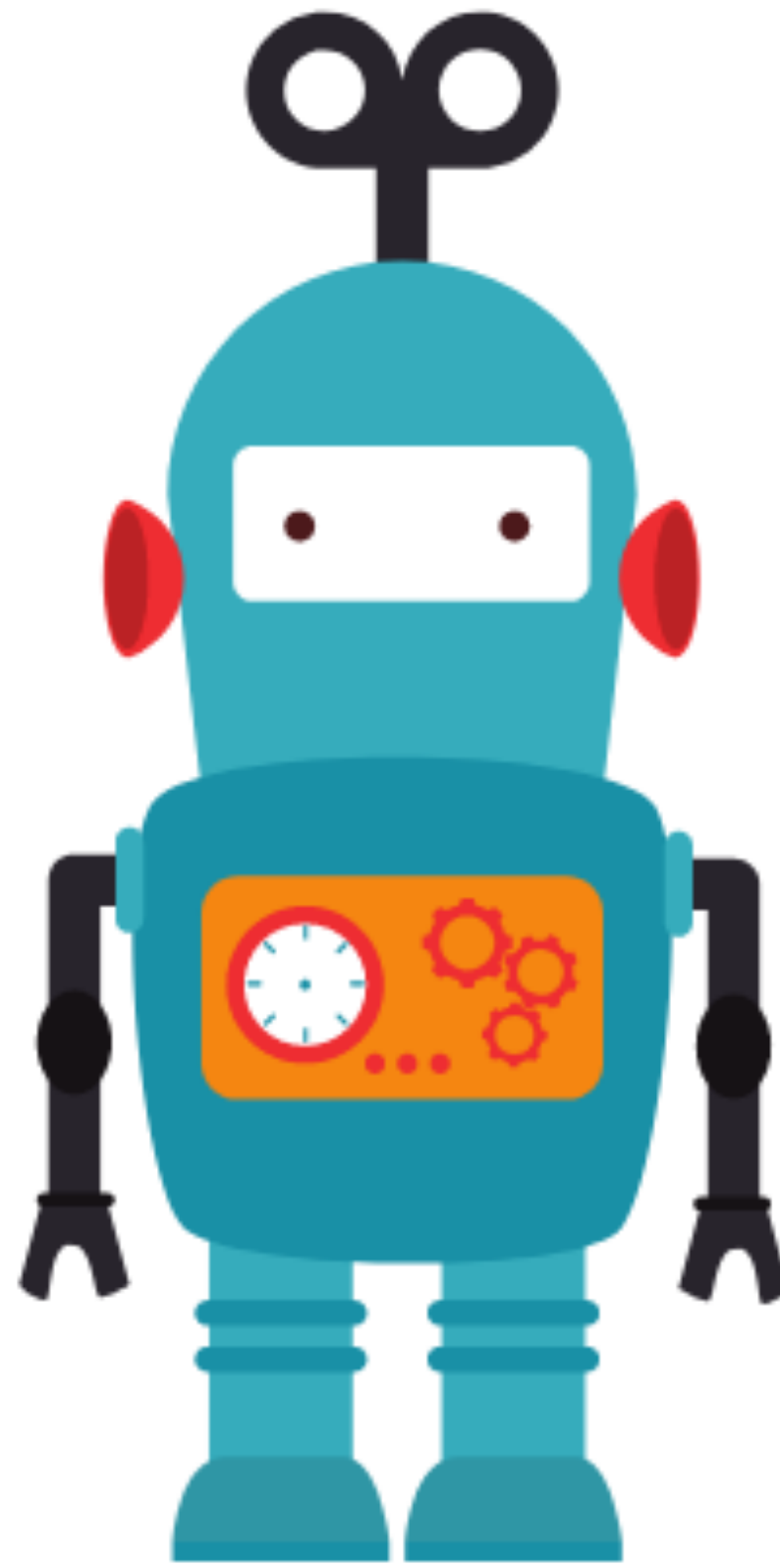
- When an instructor took time to learn my name.
- When an instructor gave me opportunities to see myself be successful.
- When I could see myself in the course's curriculum.
- When an instructor became a partner in my learning.

What course design
feature influences
online student
performance most?

Quality of
instructor-
student
interactions.



**Interpersonal relationships
are key to supporting the
success of more students ...
face-to-face *and* online.**



don't be a robot.

Matthew



Kelly Ann



Kelly Ann Gleason

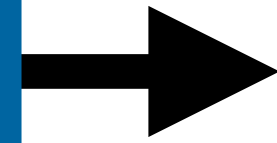
2019-02-28 13:35:58

When it feels like nobody cares,
students disengage.

When it feels like someone cares,
students lean in.

CULTURALLY RESPONSIVE TEACHING

Dependent
Learner



Independent
Learner

- Instructor is a learning partner
- Instructor plays the role of “warm demander”
- Cultivates the intellectual capacity of dependent learners
- Students push themselves

But what does that look like online?

**And what digital fluencies does it
require faculty to possess?**



Denise Maduli-Williams, San Diego Miramar College
made with Clips (app for iOS only)



HUMANIZING

ONLINE TEACHING & LEARNING

a 4-week
PD course

by and for
online
educators

promoting
human
presence

for
equitable
learning

How to **HUMANIZE** YOUR ONLINE CLASS

presence



Don't be a robot.

empathy



Sense when students
need extra support.

awareness



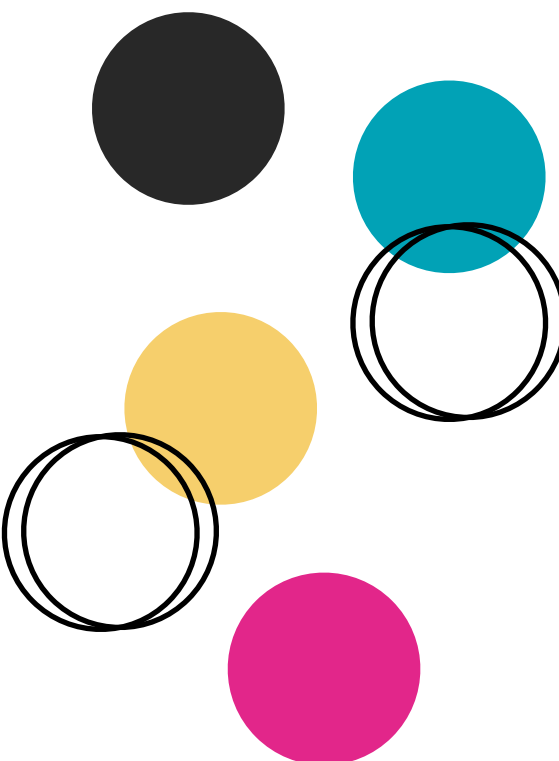
Know your students.



#1

A LIQUID SYLLABUS

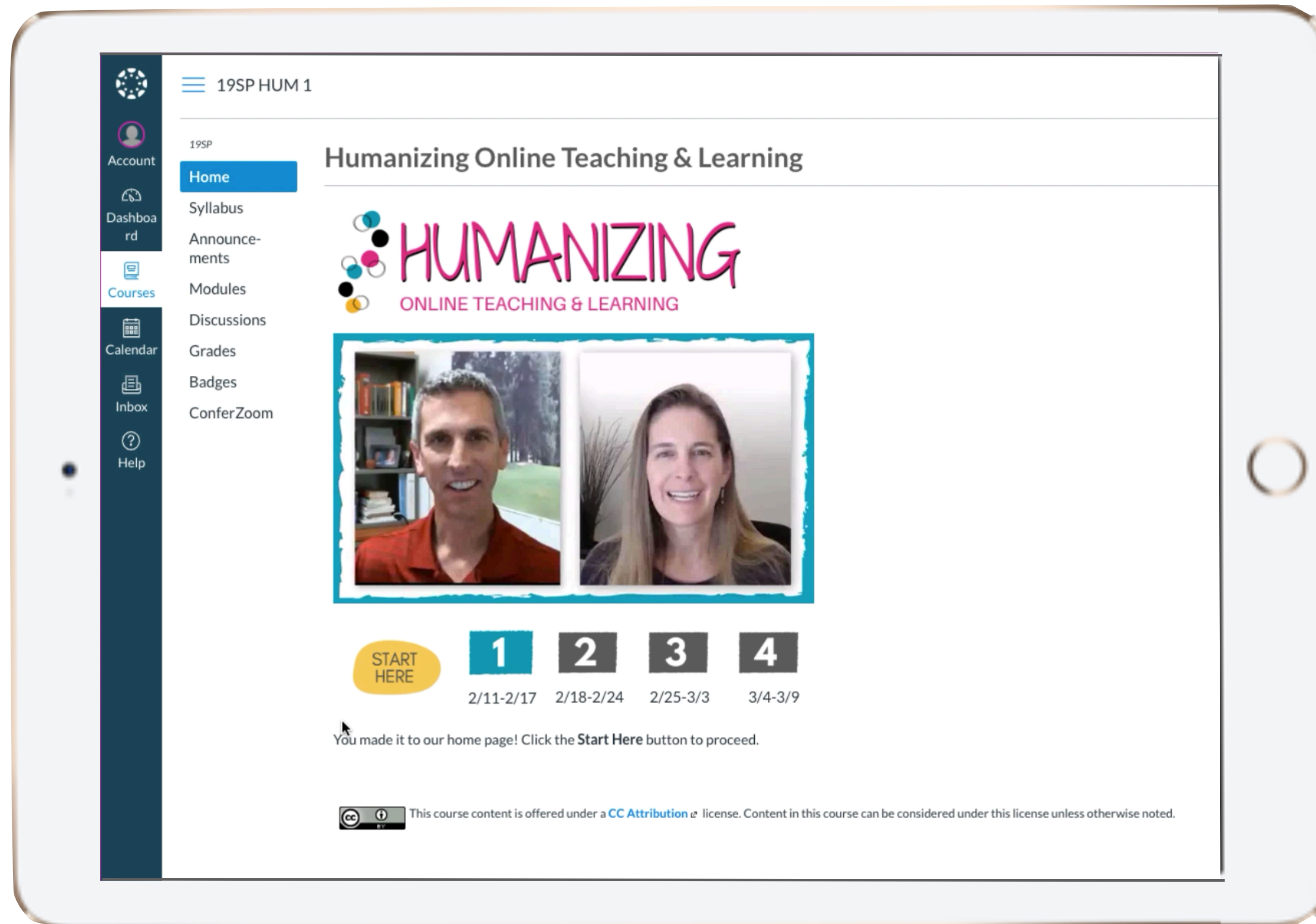
made with Google Sites



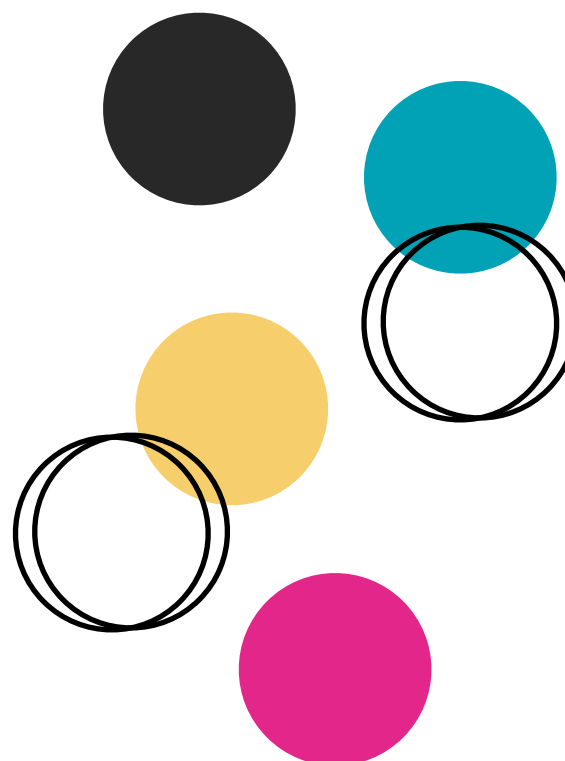
#2

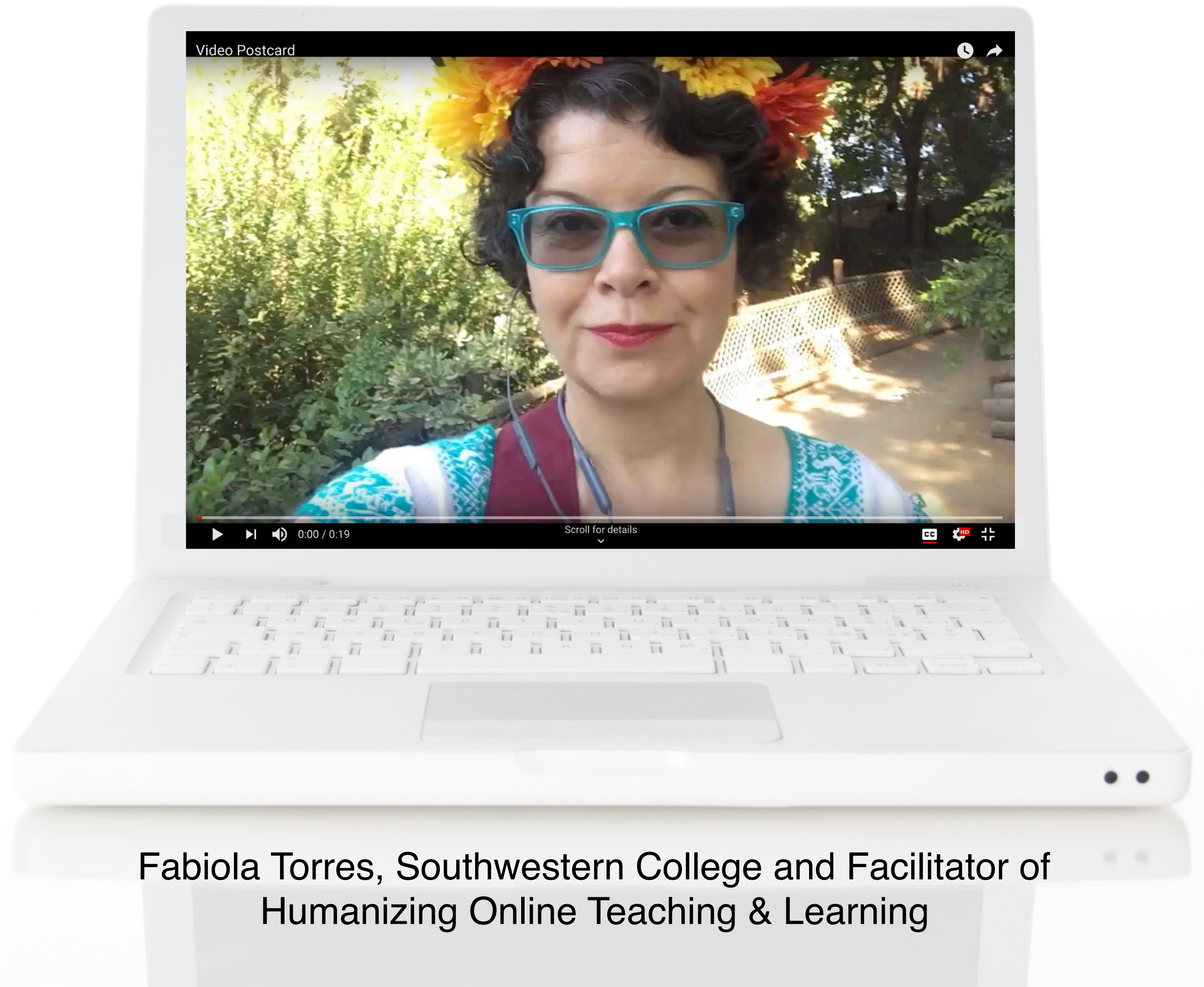
A VISUALLY APPEALING & DYNAMIC HOMEPAGE

made with help
from Canva



Mike Smedshammer Tracy Schaelen, Facilitators of
Humanizing Online Teaching & Learning



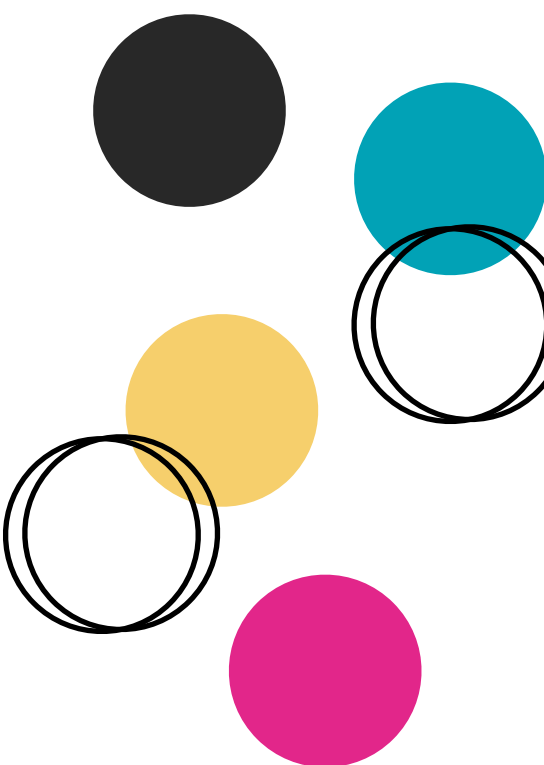


Fabiola Torres, Southwestern College and Facilitator of
Humanizing Online Teaching & Learning

#3

VIDEO POSTCARDS

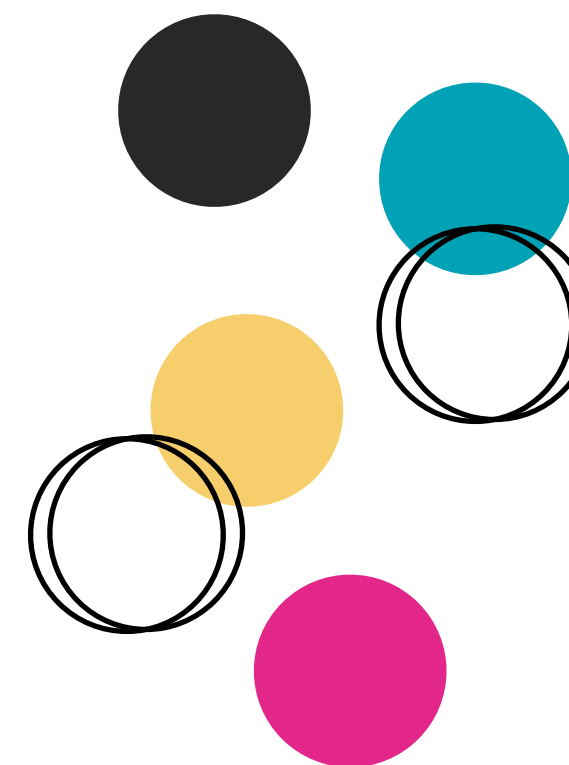
made with a smartphone
& YouTube or Clips
(for iOS only)



#3

VIDEO POSTCARDS

made with a smartphone
& YouTube or Clips
(for iOS only)



Tracy Schaelen, Southwestern College and Facilitator of
Humanizing Online Teaching & Learning



Humanizing Practice #4

Getting to Know You Survey

In one word, describe how you are feeling about this class.

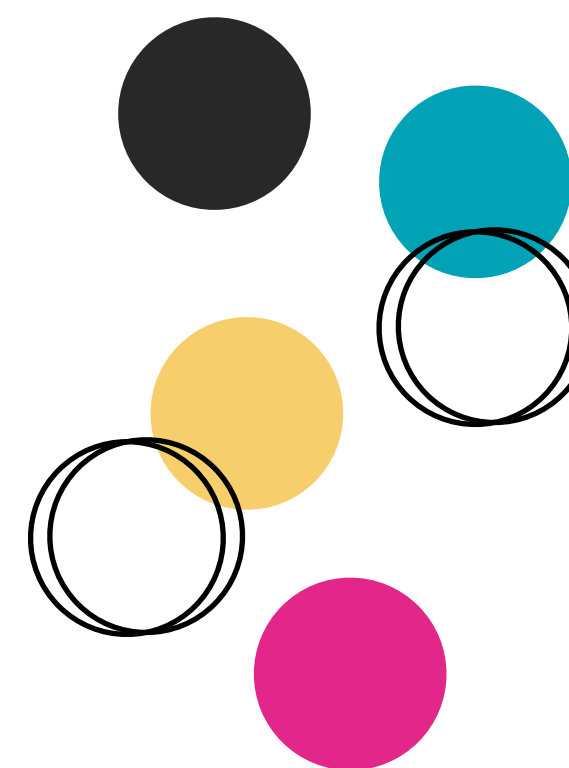
Please share one thing that may interfere with your success in this class.

Make Your Own Copy: brocansky.com/humanizing/student-info

#5 ADAPTIVE TEACHING

Learn the stories of your students.

**Target your high touch to those
who need it most.**





Humanizing Practice #6

Tell Stories

Listening fosters empathy.

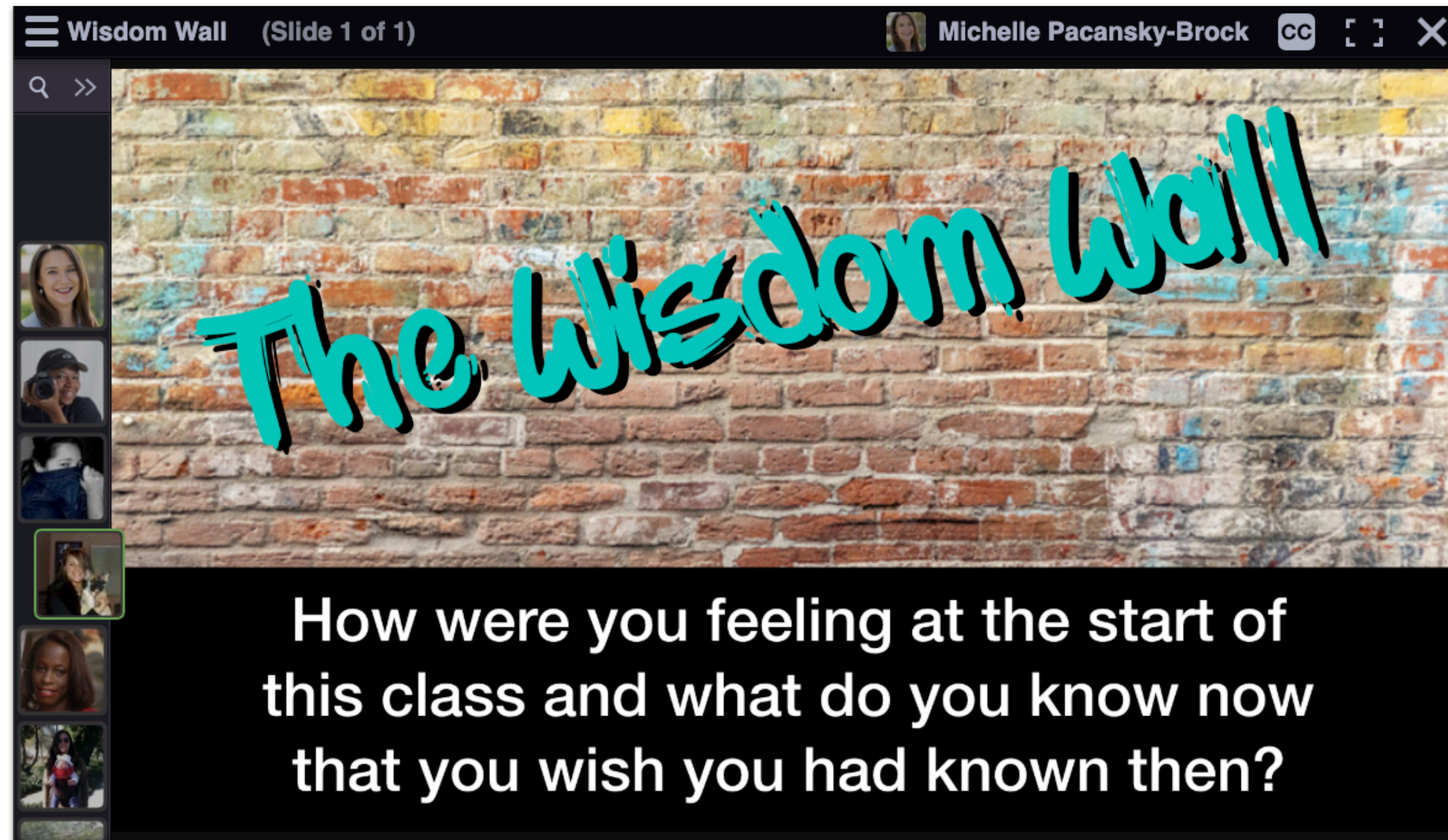
Humanizing Toolkit:

YouTube, Adobe Spark, Flipgrid, VoiceThread

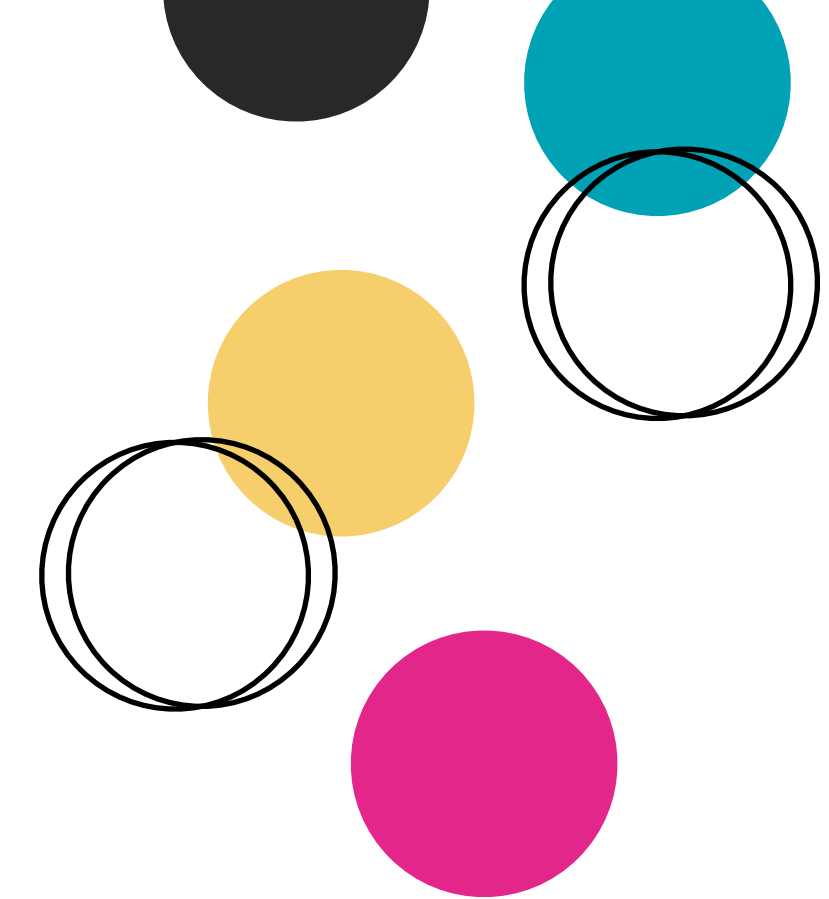


Syl Arena, Cuesta College (excerpt from Flipgrid)

Humanizing Practice #7



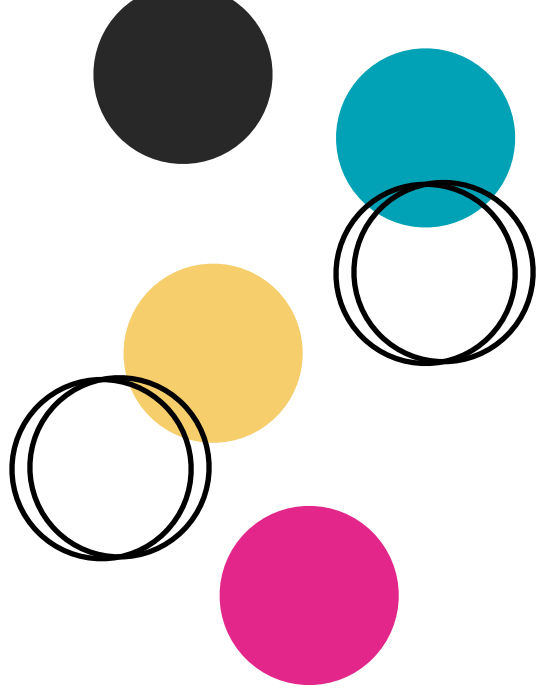
Metacognition • Growth Mindset • Self-Efficacy



Humanizing charting the impact

Humanizing

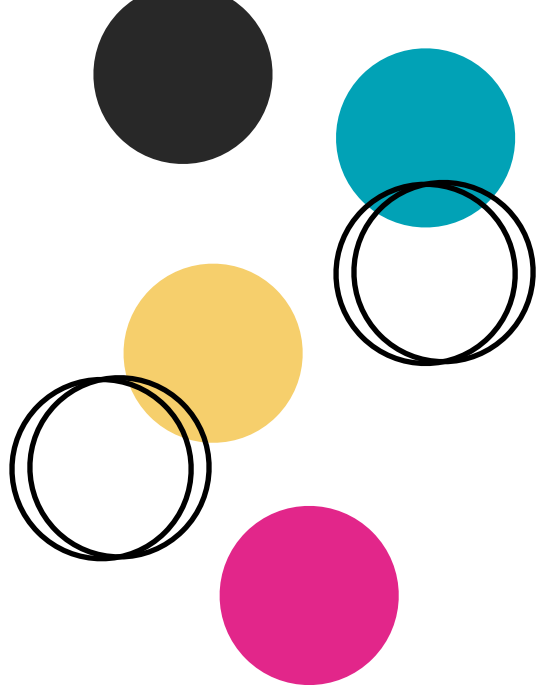
Participant Reflections



“I almost wanted to quit the evening the short video ... was due... The empathy shown by Michelle drove me to want to get it done. If nothing else, to let her know her believing in me did not go unnoticed or unappreciated.

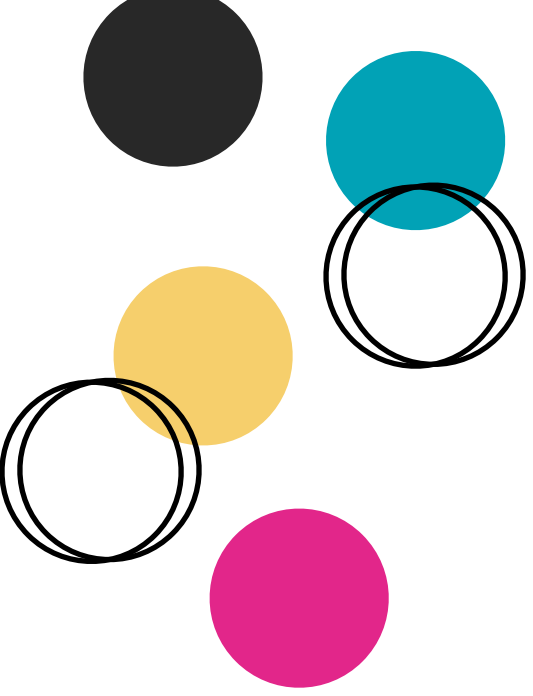
I used to have the belief that I have very little to do with the success of my online students. I used to tell them that I have all the math videos made, all the resources are there for them, and eventually, it is up to them to succeed. While I still believe parts of the statements, I was very wrong in saying I have little to do in their success.”

Humanizing **Participant Reflections**



Colleen Harmon, Cuesta College

Humanizing **Participant Reflections**



“Being introduced to Flipgrid and Adobe Spark was like finding the closet to Narnia.”

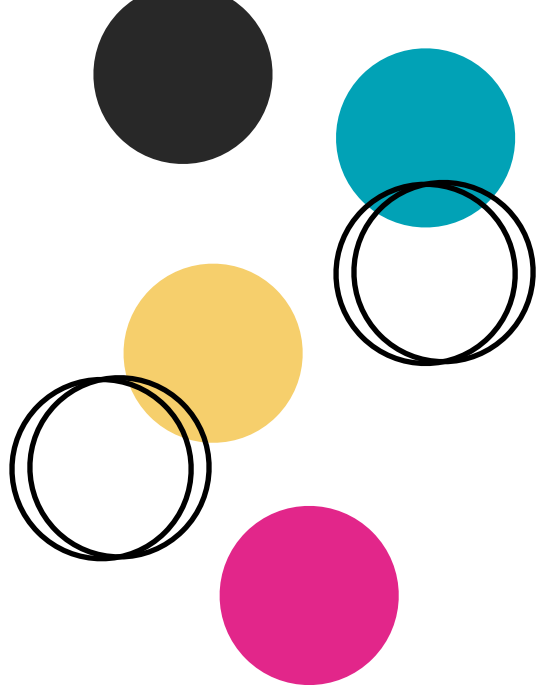
THE TRUCKSTOP



The truckstop may seem like an odd name
for a discussion board designed for

Michelle Macfarlane, Agriculture faculty, Sierra College.

Humanizing **Participant Reflections**

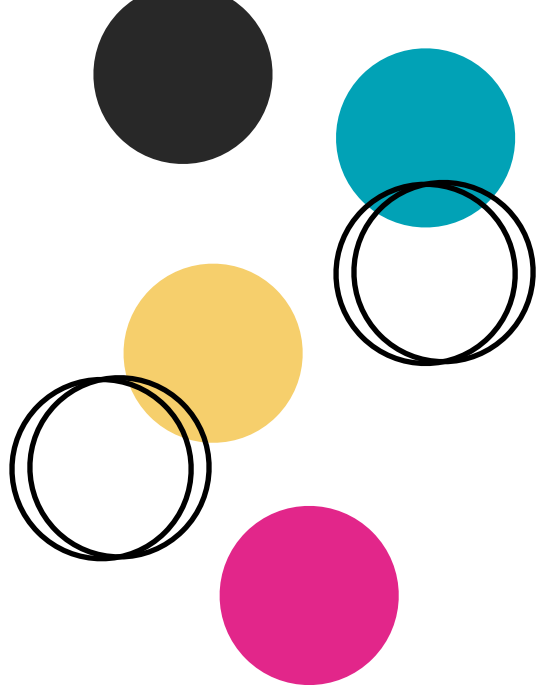


“I am so excited to finally know how to use YouTube.”



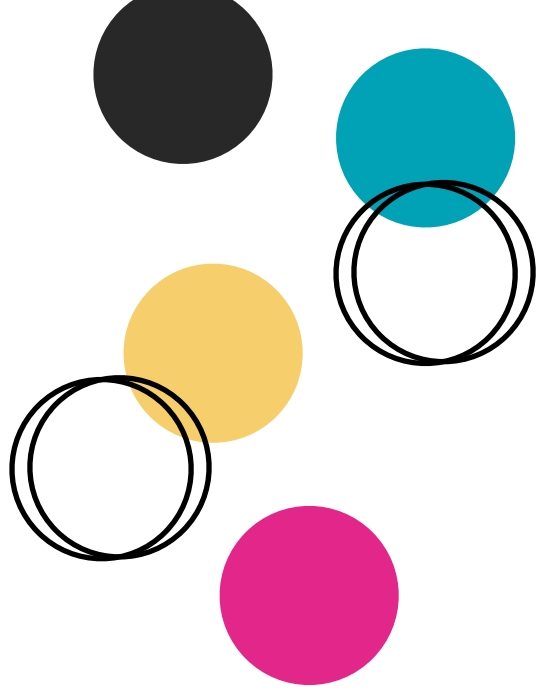
Alicia Caballero-Christenson, Ethnic Studies faculty, Laney College

Humanizing **Participant Reflections**



“I sent students my first video postcard and received a gushing email from a student who was planning to drop, but then saw he had a kind teacher and decided to stay.”

Humanizing **Participant Reflections**



“[My communications with students have] uncovered so many of the obstacles [my students] are facing that I would have no idea about. The cool thing is that I've then been able to refer them to resources on/off campus. It's been eye-opening in so many ways that something so simple could mean so much. Wow.”



Relationships start with psychological safety, which requires us to take off our armor and be vulnerable.

“When we start losing our tolerance for vulnerability, uncertainty, for risk-taking — we move away from the things we need and crave the most like *joy and love and belonging, trust, empathy, creativity.*”

-Brené Brown

Thank you!

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