

## PRACTICUM/SUPERVISED EXPERIENCE

### **PART 1: Applicant Information**

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### **PART 2: AIFT Training**

Dates: October 24-26  
Location: Charlotte, North Carolina

### **PART 3: Group Description**

I administered Appreciative Inquiry training and completed a Quick SOAR (Hammond, no date) to a selected group of 17 Austin Community College (ACC) professional staff as members of the ACC Leadership Academy. Each participant had been selected through a rigorous process through the ACC Leadership Academy Steering Committee and identified by their supervisors as having the potential to be future leaders at ACC. Participants represented all areas of the college – administrative assistants, full-time faculty, maintenance, information technology, campus administration, GED programs, campus outreach, support center, and more. Each ACC Leadership Academy participant is paired with a mentor at the college outside of their immediate area. They will be a cohort through 9 workshops that will expose them to: 1) personal leadership and personality; 2) history of the American community college movement, the history of ACC and **Appreciative Inquiry as a method to envision the future**; 3) college relations – internal and external; 4) servant-leadership; 5) teambuilding; 6) budget and master planning; 7) the role of external governing agencies, the Texas legislature and accreditation; 8) diversity and cultural competence; and, 9) professional ethics and integrity.

As a topic introduced in the second of the 9 workshops, Appreciative Inquiry (AI) was purposefully included to guide the discussions of the group as they are exposed to the topic of the community college – past, present, and creating the future. It will also be used to guide future conversations as they examine opportunities in college relations, funding, regulations, diversity and ethics.

One of the goals of early introduction of AI was also to reinvigorate the group and center them on a positive strength-based approach to the challenges and opportunities they will hear about as well as focus for their end-of-year projects.

#### **PART 4: Core Group**

The Core Group was the ACC Leadership Academy Steering Committee. After a brief introduction of the history, process and impact of Appreciative Inquiry, the Steering Committee unanimously adopted AI as the paradigm that should be presented and used to prepare future ACC leaders *at all levels* within the college community. The ACC Leadership Steering Committee is composed of administrators, support staff and past Leadership Academy participants in all areas represented by the current Leadership Academy members. The Director of Professional Development who has heard about Appreciative Inquiry through past AI presentations at Austin Community College chaired the Steering Committee.

#### **PART 5: Positive Topic**

The Core Group identified Appreciative Inquiry as the method for the ACC Leadership Academy participants and the positive topic was “**Universal Support for Student Success**”. Since all American community colleges are facing increased intensity on the topic of student success, it was determined that *all* employees – especially those outside of the direct instruction arena – need to be included in the discussions for building a positive future.

The process was initiated with the Leadership Academy participants as a powerpoint presentation providing an exposure to AI . (Attachment A – Leadership Academy AI Powerpoint) The Leadership Academy participants then applied AI through a modified Interview Guide through the 4D’s to identify their individual and collective strengths, target opportunities for growth and collaboration, envision a positive future of student success that incorporated the strengths and opportunities from outside of direct instruction, and establishing the steps in which they will put that into place and “pledge” their support to the positive future they have created.

#### **PART 6: Interview Guide**

Attachment B – ACC Leadership Academy Interview Guide

#### **PART 7: Method of Interviews**

ACC Leadership Academy participants interviewed each other for the exceptionally positive experiences they have had with student success and with their work at Austin Community College. They were given the first 2 pages at the beginning of the week to have completed by Friday for the ACC Leadership Academy Institute for October 2011.

Fourteen of the 16 participants had completed the interview and were then instructed to either talk freely about their peak experience or use the reflections on the first two pages to help stay within the time limit. The last two were asked to complete the interview spontaneously with each other.

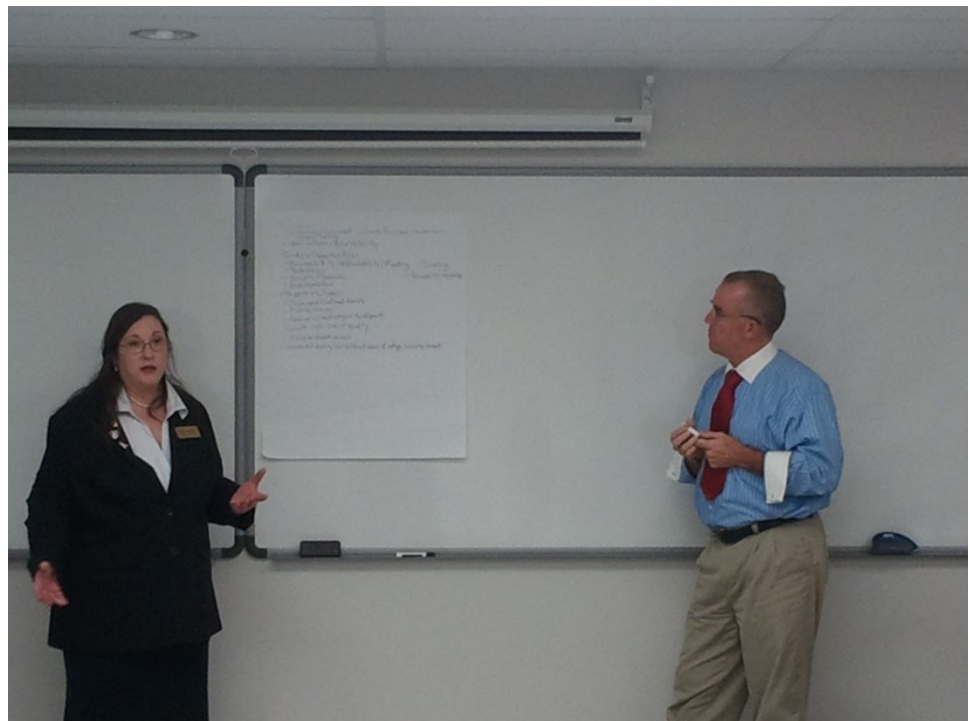
After the paired interviews, participants were put into two groups to report to each other and identify common trends and themes. (See pages 2 and 3 of the AI Activity.). These values and strengths, opportunities and hopes and wishes were reported out to the whole group. They were asked to identify individually the top 3 common strengths by the ACC community, the top 3 opportunities facing ACC and the top 3 hopes and dreams.

After the reporting out, the group reconvened on December 2, 2011 to discuss and reaffirm the top 3's that were compiled. They also were asked to develop Provocative Statements based on the CNN Headline Activity on page 4. From those Provocative Statements, they were asked to individually commit to the sustainability and utilization of AI in their work areas and report after the holidays back to the Leadership Academy participants, mentors, and supervisors.

## **PART 8: Strengths and Core Values**

The two groups shared the following core values and strengths at ACC:

- building relationships,
- trust,
- significant impact,
- attitudes and resilience,
- serving diverse needs,
- student-centered customer service,



## **Opportunities**

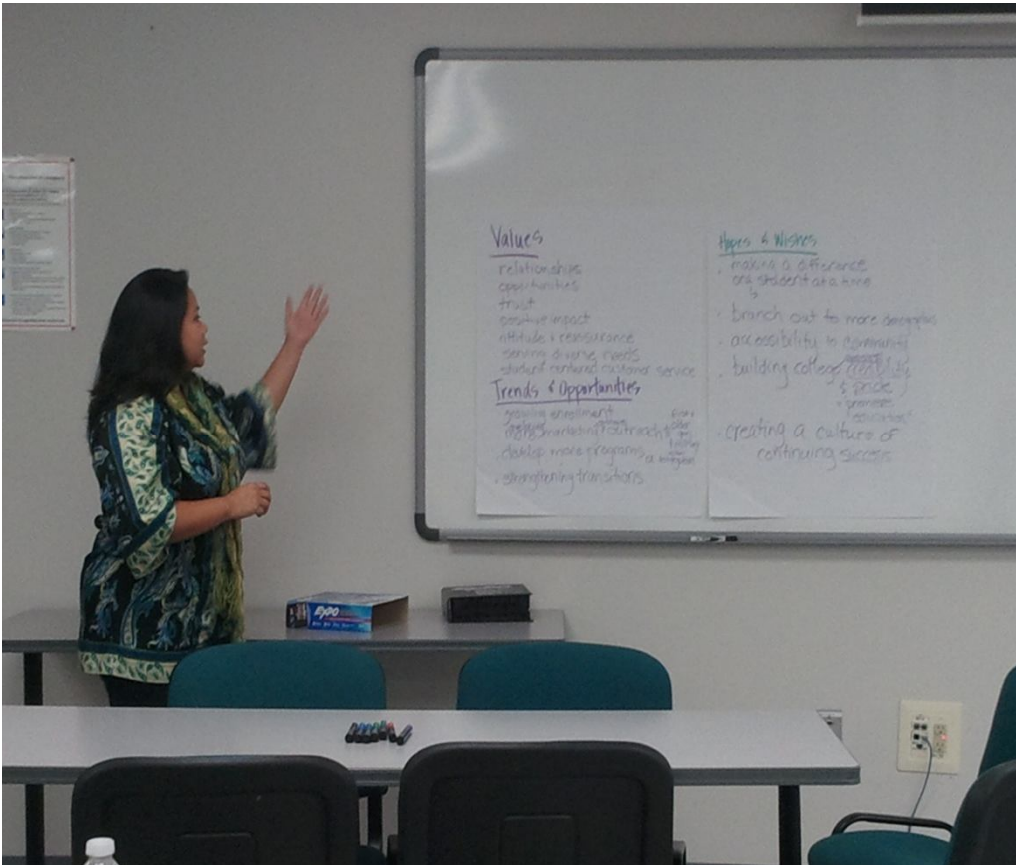
Participants identified the following areas of opportunities for ACC:

- growing enrollment
- more marketing outreach

- develop more programs
- strengthening transitions

### Hopes and Wishes

The groups compiled a list of hopes and wishes for the future of ACC. They were reported as:



- Making a difference – one student at a time
  - Branch out to more demographics
  - Accountability to the community
  - Building college credibility through pride of a premier education
  - Creating a culture of continuing student success

### PART 9: Provocative Propositions

As a creative way to address the

provocative propositions for the group and maintain their

### PART 10: Strategic Intentions

### PART 11: Impact/Results

### PART 12: Perpetuity and Continuity

## **PART 13: Personal Reflection**

## **PART 14: Permissions**

## **ATTACHMENTS**

Attachment A – Leadership Academy AI Powerpoint

Attachment B – ACC Leadership Academy Interview Guide