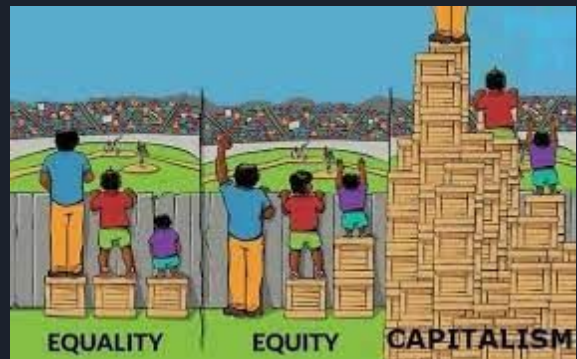Case study 15
Megan Martin: **Redesigning a Course to Promote Equity and Increase Student Success**

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Team Up 4 Anything
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Technology Equity & Digital Inclusion

Equality | Equity | Capitalism

Equity Review - Culinary Arts Program

The Dean

- Concern - 50% student success rate
  - Claudeta's Kitchen Operations Course
- Request - more inclusive, high-quality program

Megan & Dean's lunch @ student-run restaurant

Megan meets Claudeta

Barriers to Student Success

If you can't stand the heat, get out of the kitchen!

- One-size-fits all
- Restaurant culture
- Non-accessible materials
- No metacognition

What about…?

- Psychological disorders
- Learning disabilities
- Language barriers
- Institutional resistance
- Exploitation & coercion of students?

Claudeta's Approach

"Efficiency over all else"

Pros ✅

- **Readiness** & **action**
- Performance-based
  - Tell - Show - Do
- Networking
- Social learning

Cons ❌

- Not learner-centered
- Too much **autonomy**
- Insufficient scaffolding
- Non-equitable materials
- No feedback or reflection
- Intimidation factor

Further Assessments

- Surveys & Interviews - students, faculty, staff
  - Successful SATU instructor interviews and observation
- Observation - classroom & kitchen
- Student performance records
- Research similar programs
- Full course materials

Plan for Program Success

1. Clear goals 🥅
2. Communication system
3. Recommend course changes
   - Alternative materials
   - Accessibility practices
   - Feedback, scaffolding
   - Success coach
4. Advising program
5. Mentoring program
6. Iterative course assessments
7. Quantitative data every 1-3 years

Instructional Program Quality

How to judge <u>quality</u>?

- Student success rate
- Efficient?
- Effective?
- Cost?
- Open system orientation?

Values, standards, and ideals?

- Learner-centered, performance-based
- Universal instructional design (UID)
- Accessibility, accountability, compassion
- Systematic structure

High Performance Standards & Universal Design

- LMS utilization (Canvas)
- Accessibility Office
- Add visual guides
- Pre-recorded demos
- Practice sessions
- **Reflections** - Written / verbal
- Systematic structure and review

Theory vs. Practice

Problems
- Theory can be perceived as rigid
- One-size fits all
- Restaurant industry standards
- Instructor resistance

Solutions
- Include procedural & declarative engagement tools
- Systematic implementation of UID
- Tools & Resources
  - LMS
  - Accessibility Office

Implications for ID Practice

Case Study Reflections

- Restaurant industry is tough!

- Can Megan transform this program?

- Lessons learned?