

Subject: Sense of belonging and growth mindset work about to launch
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To: foothill
CC: centralservices

Sense of belonging....

Our **Mentor Mindset Institute** is about to launch. This is following up on the work of David Yeager's presentation on Opening Day. We have 26 participants, faculty, staff, and administrators. We are planning a kickoff retreat on campus on either **Jan. 25th** or **Feb. 1st**, which David will lead. *If you wish to be included in our group, please let me know.* From that there will be three to four meetings of the entire group with David and his staff, over the course of winter and spring quarters. In addition, there the larger group will be broken up into smaller groups of 3-4 who will meet every other week.

The objectives of the institute are:

- Convene and support a team of 20+ instructors/professional staff at Foothill college ("fellows") to continuously improve the culture and climate in our classrooms and workspaces, to promote student success, starting Winter Quarter 2023
 - The team will work on developing a "Mentor Mindset" campus culture which is a mindset in which *high standards* in the classroom, office, and college are matched with a *supportive* social/emotional climate
- Provide ongoing virtual coaching to faculty and staff who will develop and test innovations in their classrooms or workspaces, including coaching on collecting and interpreting student survey data, and access to a digital library of mindset and belonging practices and resources
 - Coaching will come from David Yeager and junior social psychologists on his team
- Co-plan a spring "showcase" event in 2023 for Foothill faculty and staff, sharing mentor mindset practices
- Work with a small (~5 person) leadership team to develop a plan for sustainability and Phase 2 of the Mentor Mindset faculty and staff development program

The concept of a mentor mindset is not just relegated to faculty/staff relations with students but applies to all of us in our relationships with one another, including supervisor-supervisee, and peer-to-peer interactions.

We are also connecting the newly developed Mentor Network for tenure candidates with this Institute to assure that the strengthening of our culture of belonging and community extends to each and every one of us, and when anyone joins the Foothill community.

Best regards,
Bernadine

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