



AN APPRECIATIVE ADVISING APPROACH TO WORKING WITH TRIO STUDENTS

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Pennsylvania Western University – California Campus

Working with TRIO Students

Appreciative Education



WHAT IS TRIO

A federally funded program created under the Johnson administration in 1965 to serve low-income, first-generation students and individuals with disabilities to support students as they progress academically through secondary and post secondary education

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THE 6 PHASES OF APPRECIATIVE ADVISING



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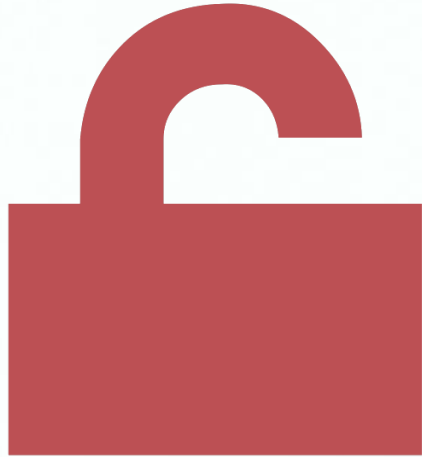
WHY APPRECIATIVE ADVISING FRAMEWORK WORKS FOR TRIO STUDENTS

- Students feel heard....
- Student feel seen....
- Students feel respected....
- Students feel accepted....
- Students feel....





Disarm



Recognizing the importance of first impressions, create a safe, welcoming environment for students.

Bloom, J. L., Hutson, B. L., & He, Y. (2008). *The appreciative advising revolution*. Stipes.





our TRIO
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Disarm

In breakout rooms, discuss:

- What are some other ways you disarm your students?

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zoom
BREAKOUT ROOMS





Discover



Utilize generative, open-ended questions, to draw out what others enjoy doing, their strengths and their passions. Listen to each answer carefully before asking the next Appreciative question.

Bloom, J. L., Hutson, B. L., & He, Y. (2008). *The appreciative advising revolution*. Stipes.





Discover

- We get to know their story
 - Who are our TRIO students?
 - Where are they from
 - What are some of their like and dislikes
 - What are their hopes and dreams (and fears)
 - We share as appropriate with them to encourage their journey



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Dream



Help others formulate a vision of what they might become, and then assist them in developing life and career goals.


Bloom, J. L., Hutson, B. L., & He, Y. (2008). *The appreciative advising revolution*. Stipes.





Dream

- Goal Setting with TRIO students
 - What are their dreams
 - Personal
 - Professional
- Help discover who they are
- Help uncover their dreams
- Help dream beyond what they see and know



I have a dream
that.....





Design



Help others devise
concrete, incremental,
and achievable goals.

Bloom, J. L., Hutson, B. L., & He, Y. (2008). *The appreciative advising revolution*. Stipes.





Design

- Co-create a plan
 - Listen to and guide them
 - Share wisdom and insight
- Don't destroy the dream
- Don't make it all about you
- Give them ownership of the plan

Designing with Students Checklist

- Co-create the Plan
- Champion their Dreams
- Break down Barriers

Office of Appreciative Education

Bloom, J. L., Hutson, B. L., & He, Y. (2008). *The appreciative advising revolution*. Stipes.





Deliver



The students follow through on their plans. The advisor is there for them when they stumble, believing in them every step of the way and helping them continue to update and refine their dreams as they go.

Bloom, J. L., Hutson, B. L., & He, Y. (2008). *The appreciative advising revolution*. Stipes.





Deliver

- Monitor progress
 - Have bi-weekly check-ins
 - Send emails of encouragement
 - Monitor Mid-term grades and academic progress reports
 - Stay in touch





Don't Settle



The adviser challenges the student to proactively raise the student's internal bar of self-expectations.

Bloom, J. and Martin, N.A. (2002, August 29). Incorporating appreciative inquiry into academic advising. *The Mentor: An Academic Advising Journal*, 4 (3). <http://www.psu.edu/dus/mentor/020829jb.htm>





Don't Settle

- Deal with all the Challenges

- Financial Aid
- Grades
- Personal issues
- Depression
- Self- esteem
- Family obligations
- Break ups
- Etc.

Challenge



Support

- Push them to be their best, don't let them give up!



OUTCOMES OF USING APPRECIATIVE ADVISING WITH TRIO STUDENTS



More frequent
office visits



Deeper
understanding of
our students



Greater level of
academic
success

#TRIO WORKS

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QUESTIONS ?

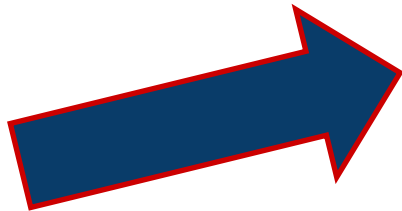
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Bookmark our
homepage to stay up
to date on all things
Appreciative
Education

FAU.EDU/OAE



OFFICE OF APPRECIATIVE EDUCATION

*Appreciative Education is becoming THE theory-to-practice framework
for leading innovative educational institutions across the world*

PROFESSIONAL DEVELOPMENT OFFERINGS



What is the Difference between the Virtual Appreciative Advising Institute
and the Appreciative Advising Online Course?

Coming Soon!!

Appreciative Education in Action
Fall 2022 Free Webinar Series

REGISTRATION COMING SOON!

- | | |
|--------------|--|
| Oct 6, 2022 | Leveraging the Thriving and Appreciative Education Frameworks to Support Student and Workplace Well-Being & Engagement |
| Oct 20, 2022 | An Appreciative Advising Approach to working with TRIO Students |
| Nov 10, 2022 | Appreciative Peer Mentorship: From Professional Development to Impacting the Student Experience |



To view past webinars, please visit our website www.fau.edu/oe/webinars/

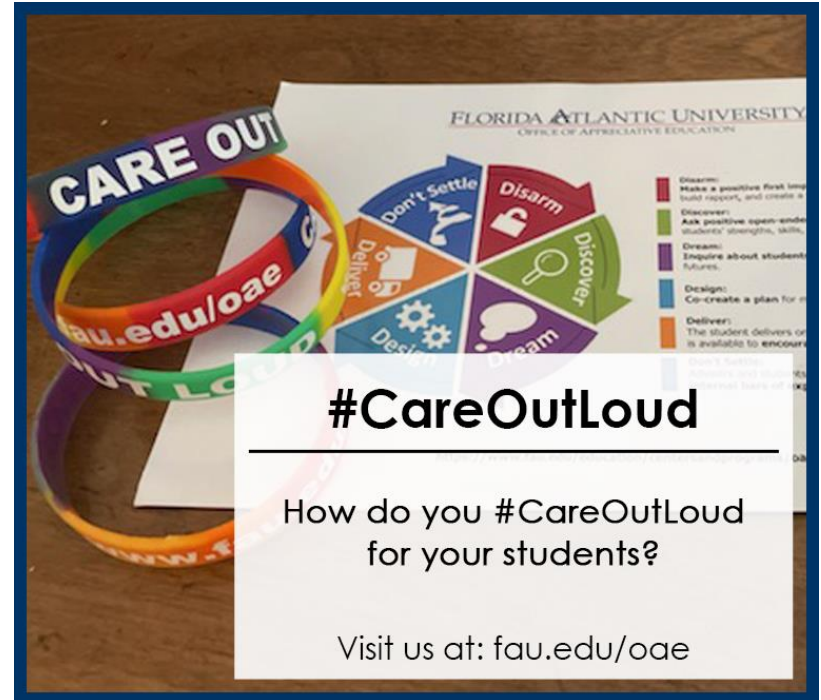


CARE OUT LOUD

with FAU's Office of Appreciative Education

#CareOutLoud is a key feature of Appreciative Advising. As Appreciative Educators, we are committed to "caring out loud," that is, intentionally demonstrating to students and colleagues that they matter.

#CareOutLoud



APPRECIATIVE ADMINISTRATION ONLINE COURSE

Hone your **Administration Skills** using the Appreciative Education Theory-to-Practice Framework

6-Weeks | Asynchronous Non-Credit Online Course

This course provides community members with the opportunity to learn specific skills, techniques, and practical applications for becoming an effective Administrator by using the Appreciative Education framework.

WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5	WEEK 6
APPRECIATIVE EDUCATION OVERVIEW	APPRECIATIVE ONBOARDING	APPRECIATIVE STAFF MEETINGS	APPRECIATIVE SUPERVISION	APPRECIATIVE ASSESSMENT	APPRECIATIVE STRATEGIC PLANNING
Learn the principles of the Appreciative Education framework	Develop a comprehensive onboarding program to welcome new team members	Lead effective and engaging meetings that inspire your team	Empower employees to deliver on co-created performance goals	Powerfully communicate assessment results and outcomes	Design and deliver a strategic plan based on the unit's strength

2022-2023 ONLINE COURSE OFFERINGS

FALL 2022

SPRING 2023

SUMMER 2023

Oct 3 – Nov 14

Feb 20 – Apr 3

May 30 – July 10

PRICING

Registration:
\$495 per person

* Receive an automatic 10% discount when registering 4 or more people

Questions?

Contact the Office of Appreciative Education at oe@fau.edu
Please Visit fau.edu/oe for additional information

THE **LIVE!** VIRTUAL 2023 APPRECIATIVE ADVISING INSTITUTE

May 15-18, 2023

Registration Deadline: April 14

June 12-15, 2023

Registration Deadline: May 12

July 17-20, 2023

Registration Deadline: June 16

Schedule Overview

<p>Day 1</p>  <p>WELCOME SESSION</p> <p>Welcome & Disarm Phase</p>	<p>Day 2</p>  <p>Discover & Dream Phase</p>
<p>Day 3</p>  <p>Design, Deliver, & Don't Settle Phases</p>	<p>Day 4</p>  <p>Appreciative Advising In Action & Closing</p> <p>CLOSING CEREMONY</p>

Why should you consider attending the Institute?

The **Live!** Virtual 2023 Appreciative Advising Institute is a synchronous, four-day highly participatory and interactive professional development experience. You will be assigned to a small group led by a skilled Appreciative Advising practitioner where you will learn practical skills and techniques for optimizing your interactions with students.

"I enjoyed interacting and learning from the group leader and my group participants. This was by far the best professional development I have attended. The takeaways will definitely make an impact in my work with students." - June AAI 2021 Participant

Questions? Visit fau.edu/oea or email oea@fau.edu

Institute
\$495 per person

Bundle Package**
\$695 per person

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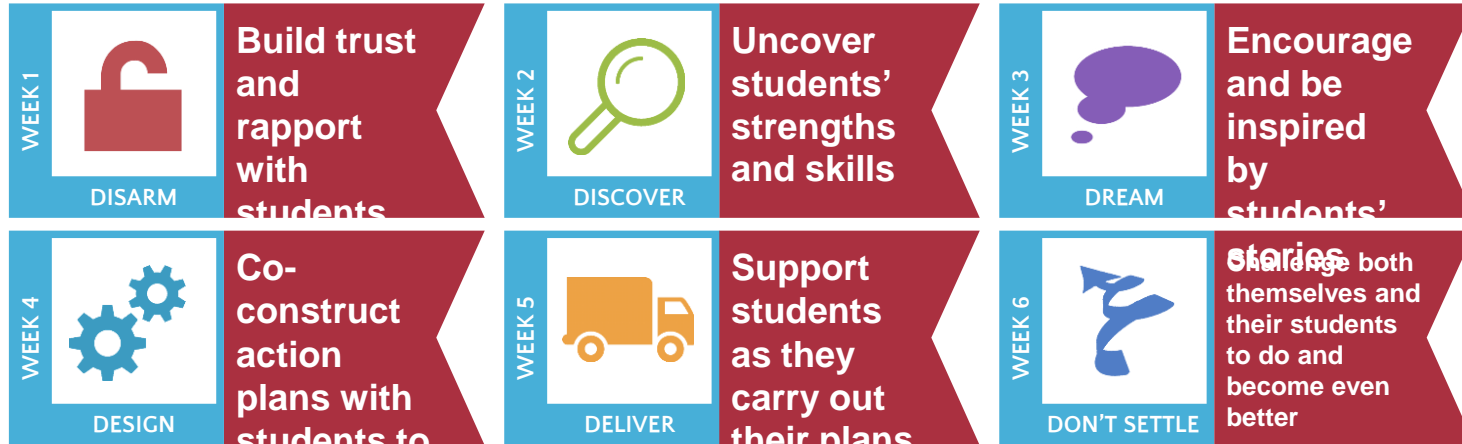
** Institute and Certified Appreciative Adviser Application

APPRECIATIVE ADVISING ONLINE COURSE

Hone your **Advising Skills** using the Appreciative Education Theory-to-Practice Framework

6-Weeks | Asynchronous Non-Credit Online Course

Appreciative Advising provides a practical theory-to-practice framework for advisors to optimize their interactions with students and colleagues in both individual and group settings. The six-phase Appreciative Advising model provides a scaffold for advisors to intentionally use active listening and generative questioning strategies to:



Participants will learn specific skills and techniques for immediate practical application of what they learn in the class.

2022-2023 ONLINE COURSE OFFERINGS

FALL 2022 Sept 7 – Oct 18	SPRING 2023 Jan 30 – Mar 13	SUMMER 2023 May 8 – June 19
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PRICING

Registration:
\$495 per person

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Questions?

Contact the Office of Appreciative Education at oaef@fau.edu

Please Visit fau.edu/oaef for additional information

Become a Certified Appreciative Adviser

through FAU's Office of Appreciative Education

Lifetime Professional Certification

The Office of Appreciative Education offers a lifetime professional certification for academic advisers and other educators. Certified Appreciative Advisers are committed to a high standard of excellence and optimizing their students' educational experiences.



Benefits

- Expand your knowledge and skills on Appreciative Advising
- Distinguish yourself in a competitive job market by enhancing your resume/CV with this advanced professional qualification
- Provide your students with the best possible advising experience
- Connect with a global network of like-minded colleagues

Components

- ✓ **Completion of Advising Online Course or Institute**
- ✓ **3 Peer Reviewed Appreciative Advising Skills Rubrics**
- ✓ **Letter of Recommendation**
- ✓ **Current Resume/Curriculum Vitae**
- ✓ **Personal Appreciative Advising Statement**

PRICING

Certification Application
\$275 per person

Discount available if bundled with the Appreciative Advising Institute or Appreciative Advising Online Course

Questions?

Visit fau.edu/oe or
email oe@fau.edu

APPRECIATIVE ADVISING ACADEMY

Develop Appreciative Strategies, Resources, and Techniques to Support Students

Supporting Students on Academic Probation

Wednesdays | 1-5 p.m. (Eastern Time Zone)

Feb 15 – Mar 22, 2023

Registration Deadline: January 13, 2023



Appreciative Advising Academy Overview

The Appreciative Advising Academy is a synchronous, six-week highly participatory and interactive professional development experience where participants will gain a deeper knowledge of the Appreciative Advising Theory-to-Practice Framework through tangible application to working with specific student populations. For the first edition of the Appreciative Advising Academy, participants will emerge with specific strategies, resources, and techniques to support students on academic probation. Successful completion of the Appreciative Advising Institute, Appreciative Advising Online Course, or the Appreciative Administration Online Course is required to participate in the Appreciative Advising Academy.

PRICING

Registration:

\$695 per person

* Receive an automatic 10% discount when registering 4 or more people

Questions?

Contact the Office of Appreciative Education at oea@fau.edu
Please Visit fau.edu/oea for additional information

APPRECIATIVE ADVISING ACADEMY

Develop Appreciative Strategies, Resources, and Techniques to Support Students

Supporting Students on Academic Probation

Deliverables

**APPRECIATIVE
OUTREACH PLAN
& MESSAGES**

Key Deliverable 1

**ACADEMIC
RECOVERY PLAN**

Key Deliverable 2

**PARALLEL PLAN
WORKSHEET**

Key Deliverable 3

**INDIVIDUALIZED
APPRECIATIVE
PROJECT**

Key Deliverable 4

**ASSESSMENT
PLAN**

Key Deliverable 5

Academy Dates

Feb 15, 22

Mar 1, 8, 15, 22

Meets 1-5 p.m.

(Eastern Time Zone)

Registration will be
limited to the first

75

Eligible with the Completion of (1 of the following)

- **Appreciative Advising Institute**
- **Appreciative Advising Online Course**
- **Appreciative Administration Online Course**

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