

## The Vision and Transformation Catalyst Tool: A Roadmap for Building a Departmental Culture of Active Learning

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This article introduces the Vision and Transformation Catalyst Tool (VTCT), created by the *Teaching for PROWESS* (TfP) project to support community college mathematics departments in achieving sustainable, evidence-based transformation. The tool emerged in response to a common challenge: Most departments were not yet prepared to fully adopt active learning. To address this, the VTCT was designed as a framework for assessing departmental readiness and fostering a community of learners with a shared vision. The tool guides departments through three core stages: Building the Team, Creating a Vision, and Implementing an Action Plan. It promotes collaborative professional development and organizational change, enabling faculty to work collectively toward student-centered goals. Findings emphasized the critical role of comprehensive facilitator training, well-structured workshops, and clear communication in cultivating departmental ownership and collaboration. Departments that embraced the process reported meaningful shifts in meeting culture, greater focus on student learning, and stronger faculty engagement.

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