



EDC + RFPES

Educational Developers Caucus
le Réseau de formateurs en pédagogie
de l'enseignement supérieur

**Algoma University
Sault Ste. Marie
Ontario**

February 23, 2011

Inaugural Professional Development Institute

**Joy Mighty
Teresa Dawson**

objectives

~identify key knowledge, skills and competencies needed by educational developers at various career stages and typical challenges faced at each stage

~share strategies and resources for developing necessary competencies and overcoming challenges

agenda

morning

session A – entering the field

lunch

session B – valuing and evaluating our work

afternoon

session C – adapting to an evolving ED field

session A: entering the field



reflective activity #1



envisioning educational development

develop a sketch of
educational development
to reflect

~your experiences

~your understanding of the
field

~the nature of ED work

~the place of ED in the
academic world



**who are we?
what do we
do?
where?
with whom?**

reflective activity #2



**analysis of
typical position
descriptions**

**which aspects of
your chosen
description
apply/do not
apply to you?**

what's missing?

overview of the field

what's in a name? national,
institutional and disciplinary
contexts:

- ~instructional development
- ~faculty development
- ~organizational development
- ~staff development
- ~professional development
- ~academic development
- ~educational development
- ~other



brief history of models of ED

adapted from Fraser, Gosling and Sorcinelli, 2010

1970s/early 80s—field classified into overlapping dimensions (e.g. personal/academic, instructional/professional/curricular, and organizational development)

1980s—ED activities matched with career stages; ED and institutional development linked; moved from focus on teaching to much broader range of academic roles/professional development needs

2000+—sector wide ED focused on improving student learning; increasing focus on SoTL

reflective activity #3



assessment of competencies



let's take a break



reflective activity #4





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challenges and pitfalls



challenges and pitfalls identified by our ED community: summary of survey results

finding solutions - together



**help from
our
community:
more survey
results**



reflection and taking action



- reflect on what we have discussed today about educational development
- identify one skill/competency that you need to work on to improve your ED competence
- what specific step(s) will you take during the next six months to help you develop this skill/competency?

References

- Dawson, D., Britnell, J., and Hitchcock, A. “Developing Competency Models of Faculty Developers: Using World Café to Foster Dialogue” *To Improve the Academy*, 2010, 28, 3-24.
- Fraser, K., Gosling, D., and Sorcinelli, M. D. “Conceptualizing Evolving Models of Educational Development”. In J. McDonald and D. Stockley(eds.) “Pathways to the Profession of Educational Development.” *New Directions for Teaching and Learning*, no. 122, Summer 2010, 49-58.
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- McKeachie, W., and Svinicki, M. *McKeachie's Teaching Tips: Strategies, Research, and Theory for College and University Teachers Learning*. (Thirteenth Edition). Wadsworth Cengage . 2011.
- *New Directions for Teaching and Learning*. Jossey-Bass.
- Weimer, M. (ed.) *The Teaching Professor*.

thank you!

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let's go to lunch

session B:

**valuing and
evaluating
our work**





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session c: adapting to an evolving ED field

objectives

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reflective activity #1



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reflective activity #2



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assessment of competencies





summary of survey results

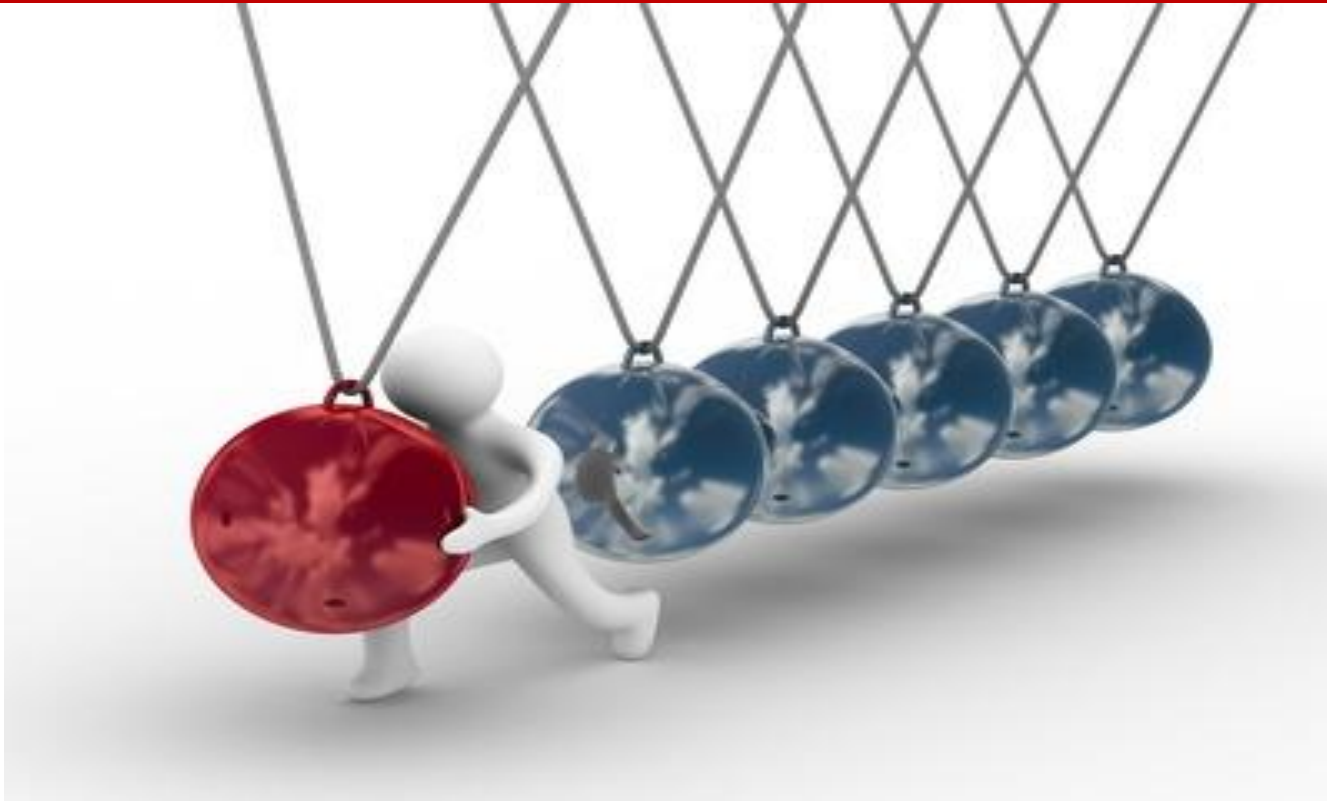
ED survey results

6. Where would you position yourself on the career continuum? (n=33)	Response %	Response count
Entering the field (less than one year)	6.1	2
Early career (2-5 years)	12.1	4
Mid career/experienced (6-10 years)	30.3	10
Seasoned veteran (more than 10 years)	51.5	17

let's take a break



balancing a continuum of expanding spheres of influence



assuming educational leadership



**reflective
activity
#4**



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call to action: critical incidents

reflection and taking action



- reflect on what we have discussed today about educational development
- identify one skill/competency that you need to work on to improve your ED competence
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what action

when

References

- *Canadian Journal for the Scholarship of Teaching and Learning (CJSOTL)*, <http://www.cjsotl-rcacea.ca/>
- Christensen Hughes, J & Mighty, J. (Eds.) *Taking Stock: Research on Teaching and Learning in Higher Education*. Kingston, ON: McGill Queen's University Press. 2010.
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- Taylor, K. L. "Academic Development as Institutional Leadership: An Interplay of Person, Role, Strategy, and Institution." *International Journal for Academic Development*, 2005, 10(1), 31-46.

Thank You!

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