# Discover, Dream, Design:
## Our Identities as Educational Developers

**nc Niagara College Canada**

**As an Educational Developer…**

What evidence…

What Why…informs…

What am I doing?

How do I define…

How can I expand…

What is the impact…

# Outcomes

- Craft a personal definition of Educational Development (ED)

- Reflect upon the unique strengths, values, and competencies that you bring to your ED work

- Develop a skeleton outline of your ED Philosophy

- Identify areas for professional growth

- Conduct an Appreciative Interview and reflect on the ways in which AI might inform your ED practice

# Session Breakdown

- Conduct an Appreciative Interview (30 min)
- Reflect on emergent themes (15 min)

  **BREAK (15 min)**

- Reflect on emergent themes (15 min)
- Craft a personal definition of ED and a skeleton ED Philosophy Statement (30 min)

# Appreciative Inquiry

# AI – Assumptions

- People and organizations are full of **assets**, **capabilities**, **resources**, and **strengths**.

- When we seek deficiencies and problems and try to 'fix' them, we become mired in the negative

- **Positive change** can best be achieved by asking **what's working ?** and **how can we do more of that?**

- Individual **stories of success and empowerment** are our most **powerful** sources of data; our organizations are the stories we tell one another

# AI – 4D Model
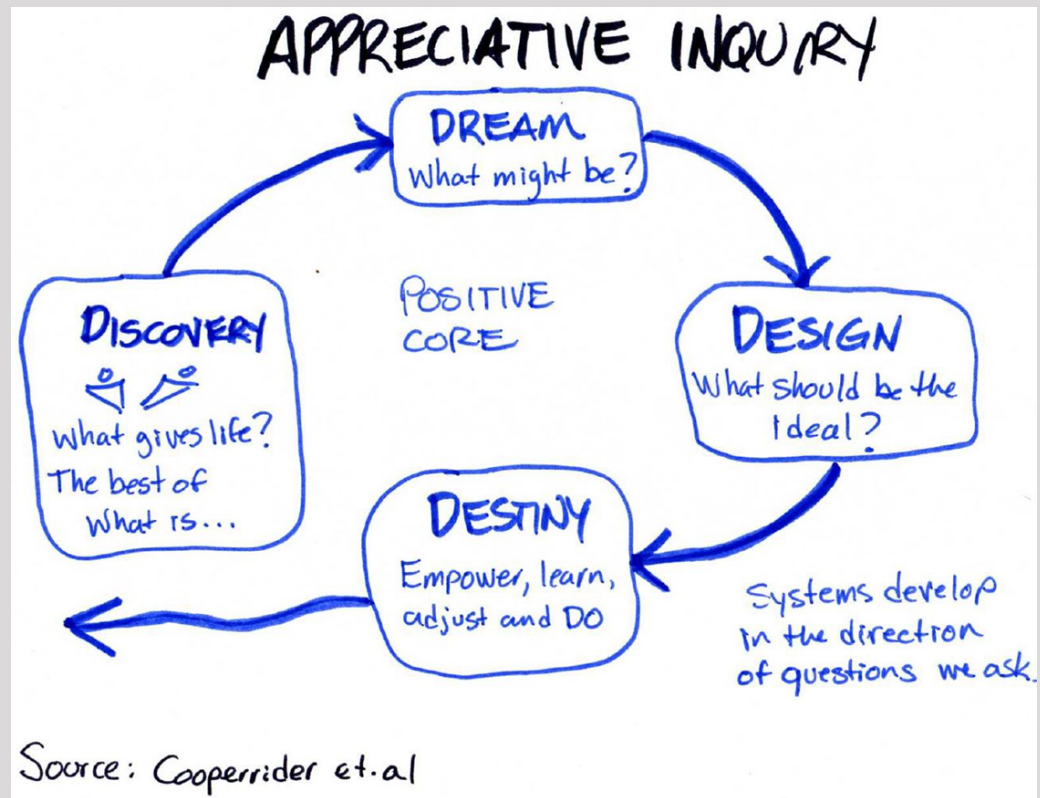
# Appreciative Interviews

# Appreciative Interviews (30 min)

- Find a partner

- You will interview one another (15 min each x 2 = 30 min)

- Take a few minutes to read through the interview questions and summary page

- Find a quiet space; keep track of time

- Be genuinely curious; listen actively; resist offering your opinion; ask probing questions

- When both partners have been interviewed, return to this

# If you have completed your Interviews, please fill out your Interview summary sheets

BREAK

# Appreciative Interviews – Gathering Themes

- Gather in groups of 6; stick with your partners

- Discuss key themes and insights that emerged from your interviews

- Record them on a sheet of paper; organize the ideas into the following categories:

Definition of ED

ED Characteristics and Competencies

Instructor/Program/Institutional Needs

Conditions Contributing to ED Success
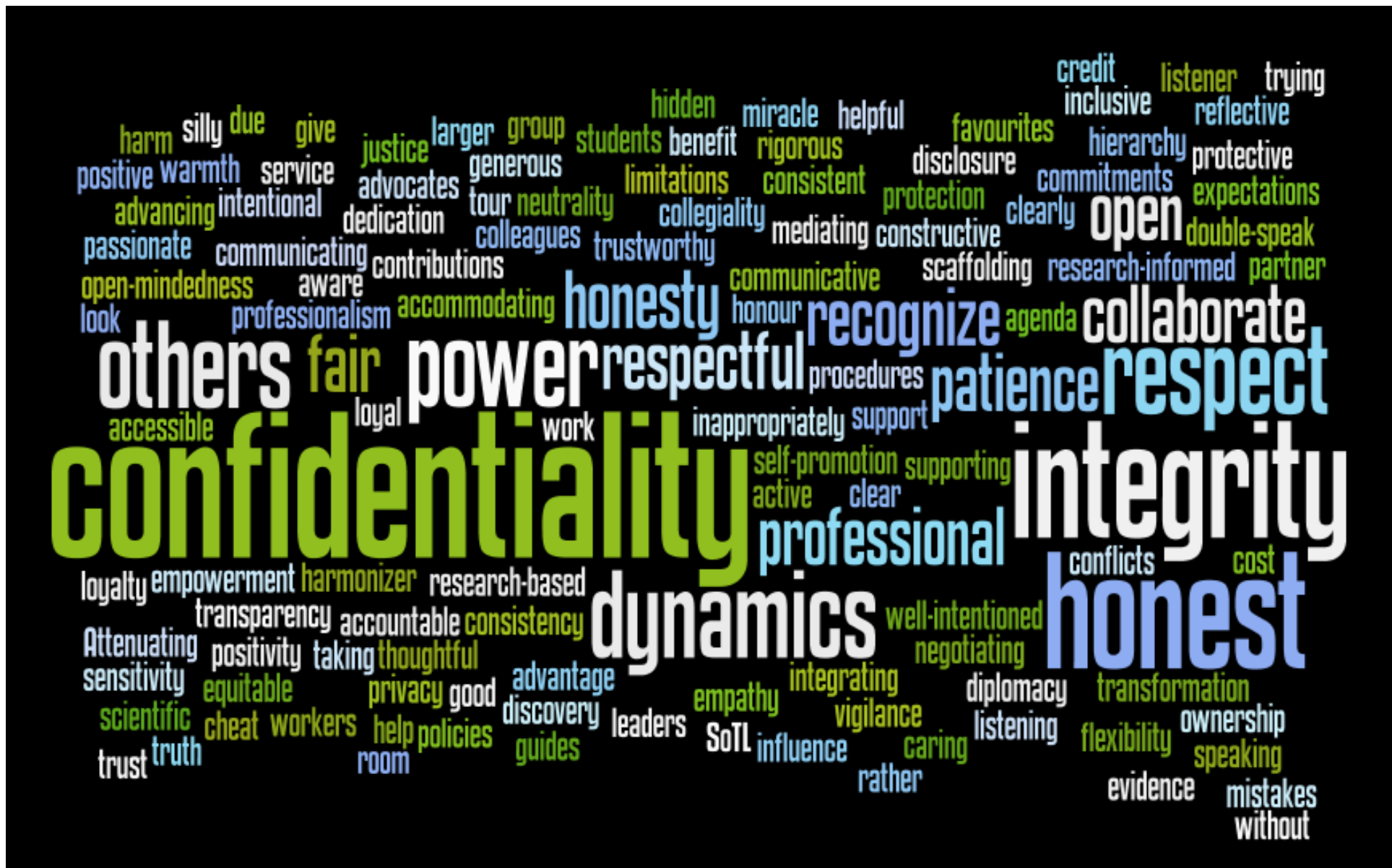
# Free Write (2 min)
## My personal definition of ED is…

## My Educational Developers Philosophy

- Take some time to begin to fill out the ED Philosophy Worksheet

# Philosophy is not a theory but an activity.

Ludwig Wittgenstein

# Silent Discussion
My personal definition of ED is…

# Resources

Bushe, G.R. (2013) The Appreciative Inquiry Model. In Kessler, E. (ed.) The Encyclopedia of Management Theory. Sage Publications.

Cooperrider, D.L., Whitney, D. & Stavros, J.M. (2008) Appreciative Inquiry Handbook (2nd ed.) Brunswick, OH: Crown Custom Publishing.

Cooperrider, D.L. & Srivastva, S. (1987) Appreciative inquiry in organizational life. In Woodman, R. W. & Pasmore, W.A. (eds) Research in Organizational Change And Development, Vol. 1 (129–169). Stamford, CT: JAI Press.

Cooperrider, D.L. & Whitney, D (2001) A positive revolution in change. In Cooperrider, D. L. Sorenson, P., Whitney, D. & Yeager, T. (eds.) Appreciative Inquiry: An Emerging Direction for Organization Development (9–29). Champaign, IL: Stipes.

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Stavros, Jacqueline M, Cooperrider, D L, & Kelley, D Lynn. (2003). Strategic inquiry appreciative intent: inspiration to SOAR, a new framework for strategic planning. AI Practitioner. November, 10-17.