Discover, Dream, Design: Our Identities as Educational Developers
As an Educational Developer...

What

Why... informs...

What

What is the impact...

What am I doing?

How do I define...

How can I expand...
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 Inquiry Diagram](image)

Source: Cooperrider et al.

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 room
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
As an Educational Developer...

What am I doing?

How do I define...

How can I impact...

What is the evidence...

Why... informs...

What... informs...
Going Meta
Reflection on the Process
Silent Discussion

My personal definition of ED is…
Resources


