

Staff Development Plan for Learning and Teaching

The contents of this plan have been generated from material obtained in the whole university conversation about Learning and Teaching.

1. All permanent academic staff will have a recognised qualification/affiliation in Learning and Teaching

- a. Staff new to academia on permanent contracts will be expected to have or enrol on an Advance HE accredited PG Cert Learning and Teaching in HE (or equivalent).
 - i. The University will make a course of this type available to staff.
 - ii. Staff enrolled on this course will have recognition of this built into their workload allocation (which should be negotiated with their line manager.)
- b. All permanent academic staff will be expected to become Fellows of Advance HE. Fellowship of Advance HE will be regarded as initial evidence of professional competence in Learning and Teaching.
 - i. Staff new to academic contracts will be expected to achieve membership through an accredited programme as above.
 - ii. More experienced staff may achieve Fellowship through direct application.
 - iii. The University will provide development opportunities to support direct application.

2. All staff (including those on temporary and fixed term contracts) will be expected to undertake L & T related staff development.

- a. The university will provide a core programme of L & T development for temporary staff to substitute for the need to undertake a qualification as above.
- b. The University will provide other development opportunities as appropriate and as described in 3-7 below.

3. All new academic staff will be allocated a mentor to support their development in Learning and Teaching.

- a. The mentor will be an experienced academic colleague from the same or a department in a similar discipline

4. The University will build communities of practise and expertise on specific areas of Learning and Teaching

- a. Communities of practise will be overseen by School based champions of specific areas of learning and teaching

- i. In the first instance these will be focussed around tablet technology, blended learning and the use of social media in learning and teaching. Others are anticipated to be developed in the future.
- ii. These communities will meet regularly on an informal basis and will contribute annually to the various Learning and Teaching days.

5. The University will develop a range of online and other support materials for Learning and Teaching which will be readily available to all academic staff.

- a. Provision of guidance and signposting to resources will be provided through the Deep Learning Moodle pages and via the Learning and Teaching webpages.

6. The University will continue its commitment to annual Learning and Teaching days

- a. This will be three days spread across the academic year rather than focussed on one point in the calendar.
- b. Academic staff will be expected to take part in these activities.

7. The University will offer a range of Learning and Teaching focussed staff development opportunities throughout the academic year. Wherever possible these will be run by experienced Hope staff with specific expertise rather than external trainers. They will be offered as part of the staff development schedule at times. These will take two forms:

- a. Opportunities for basic/ next steps training
- b. Opportunities to share good practice with colleagues.
 - i. This may be through communities of practice and L&T day activities as above but should include other occasions as required.

8. The University will recognise Excellence in Learning and Teaching

- a. Learning and Teaching will play a significant role in the promotions exercise for academic staff
- b. Learning and Teaching will be considered as part of the performance review of all academic staff
- c. The University will present an annual award to a member of staff for excellence in learning and teaching
- d. The University will continue to support the Student Led Teaching Awards

March 2021