



Educational change through institutional development

1&2: Develop individual teachers' thinking and practice



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- Pedagogic training (pedagogic basics, course design, blended learning, stage performance, thesis supervision, qualitative assessment, examination, didactics, portfolio writing, digital examination)
- Target: 10 weeks of training per person
- Pace: 0.7 weeks/year for each senior teacher



3: Develop teachers' motivation

Excellent
Teaching
Practitioner

Per Warfvinge

har av rektor vid Lunds Tekniska Högskola
tilldelats utmärkelsen Excellent Teaching
Practitioner (ETP).

Utmärkelsen tilldelas lärare som medvetet
och systematiskt utvecklat sin pedagogiska
kompetens och sin undervisning.

Dessa strävanden har utvecklat studenternas
lärande.

Lund den 28/4 2010

Anders Seck
Rektor LTH



3: Develop teachers' motivation

Excellent Teaching Practitioner Criteria:

- Focus on student learning in theory and in practice
- Integration of subject oriented aspects into a larger whole
- Professional development over time and ideas for the future
- A scholarly approach to teaching and learning, including assessment, evaluation and dissemination

Anders Jacob
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4: Develop communities of practice





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Socio-psychological approach:

- The **microculture** sets norms and confine the freedom of the teachers
- The teachers' external **significant networks** provide crucial new input to a microculture
- Support to engaged groups of different composition



5: Identify emergent change and spread best practice





7&8: Develop learning environments and resources





9: Develop the students



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- Supplemental instruction
- Foster team work competences
- Foster independence
- Meta cognitive understanding

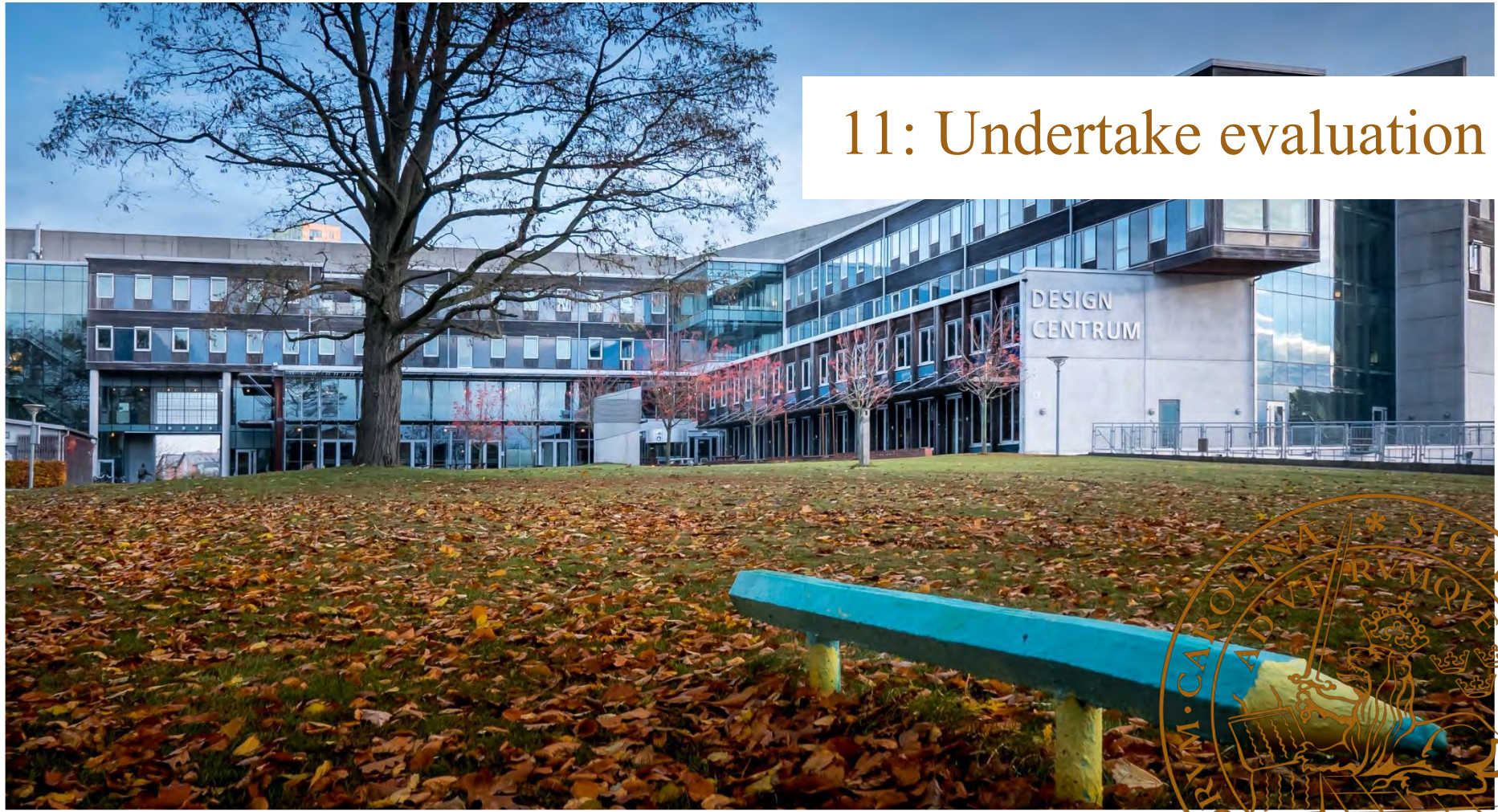




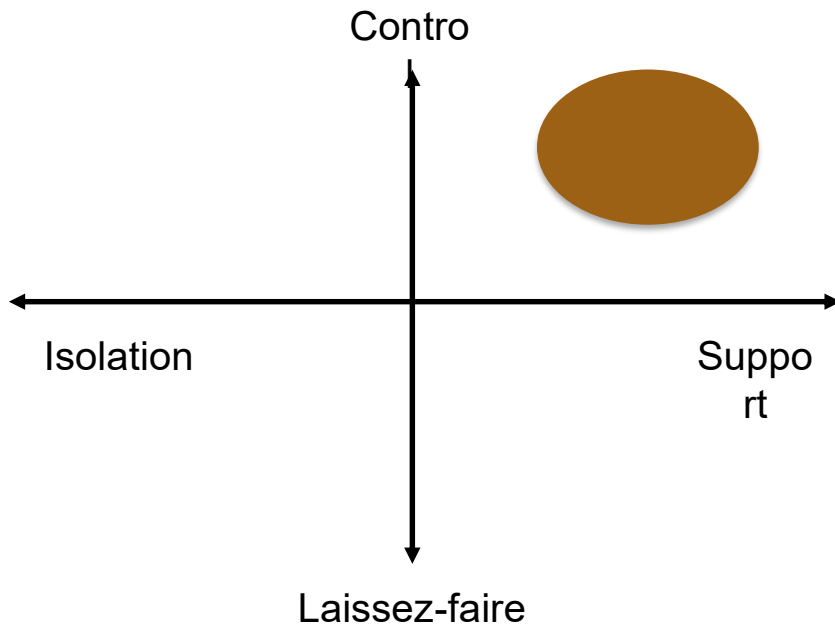
10: Develop quality assurance



11: Undertake evaluation



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12: Develop leadership of education



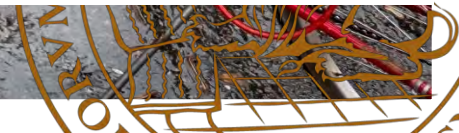
13: Remove local problems and obstacles





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- Planning cycles, budgeting methods, scheduling, unnecessary rules, pockets of resistance, sub-optimization, bad IT-systems, lack of communication, harassment and discrimination, NIH-attitudes, fear of doing wrong.



14: Develop common visions and strategies





15: Influence the external environment





Educational change through institutional development

- Theoretical framework:

Gibbs, G. (2009). Developing students as learners – varied phenomena, varied contexts and a development trajectory for the whole endeavour, *Journal of Learning Development in Higher Education*, 1.

- 15 things you need to do to change a university