

VISION

To lead a community of innovation, research and excellence in post-secondary teaching and learning.

MISSION

The EDU builds teaching and learning capacity by creating networks of practice, supporting technology integration, and promoting evidence-based approaches in order to enrich student learning experiences.

HOW WE WORK

The EDU values internal and external collaboration as we actively connect and build communities. We respect and draw upon the talents and perspectives of the diverse roles and backgrounds of our colleagues. The EDU provides a safe, productive, and rewarding work environment, where people feel challenged and supported in their efforts. We promote a balanced workplace that is supportive of our health and well-being. We actively explore innovative and creative solutions, and evaluate the effectiveness and impact of our practices.

OUR CORE BELIEFS

- **Building Capacity**
We believe that teaching and learning expertise is distributed among colleagues and students. We learn from others and create opportunities for meaningful dialogue and action. We foster networks and build connections to strengthen our collective capacity to improve post-secondary teaching and learning.
- **Student-centred approaches**
We believe that a student-centred approach leads to meaningful learning experiences and enhanced outcomes. We believe in creating learning environments that provide opportunities for students to actively construct and take responsibility for their learning.
- **Reflective practice**
We believe that critical reflection is essential in fostering growth and improvement in teaching and learning, as well as professional practice.
- **Evidence-based practice**
We believe in making decisions based on the best available information. We believe in sharing what we have learned to strengthen the practice and scholarship of teaching and learning.
- **Challenge**
We believe it is important to explore complex problems and issues. We support a work culture where exploration and experimentation are valued and encouraged.

EDU Priorities and Goals

2015-2018

EDU PRIORITIES

1. Building capacity and creating community
2. Supporting evidence-based practice
3. Strengthening innovation
4. Raising the profile of the Educational Development Unit
5. Evaluating our practice

Priority 1: Building capacity and creating community

Enabling others; building networks and connections across communities; providing resources to strengthen the skills and abilities of individuals and communities; building distributed expertise; fostering connections between individuals and groups; providing leadership and expertise; learning from and with others.

STRATEGY I: Develop, facilitate, and lead educational development initiatives that build teaching and learning expertise and connect networks of practice throughout the U of C

Goals

- Enhance educational development opportunities and resources for new faculty members (Ongoing)
- Provide educational development opportunities and resources for instructors who teach graduate students and courses (Ongoing)
- Support educational development and course design with a focus on enhancing student engagement in large enrolment and capstone courses (Ongoing)
- Connect people and networks of practice to share and disseminate scholarship and effective practices related to teaching and learning (Ongoing)
- Develop a sustainable peer support program through the foundation of the Teaching Academy (Short term)
- Support peer development processes through initiatives such as teaching squares, classroom observations and peer mentorship (Short term)
- Develop a comprehensive graduate student teaching development workshop program, including an interdisciplinary workshop series, TA orientation, a degree-credit course related to university teaching and learning, and a certificate in the theory and practice of university teaching (Long term)
- Facilitate discipline-specific initiatives to support evidence-based course design strategies (Ongoing)
- Enhance resources and training on the effective use of learning technologies and technology-enabled learning spaces (Short term)
- Develop, promote and support the exploration and meaningful adoption of relevant new learning technologies, through initiatives including the Faculty Design Studio and Technology Lending Library (Long term)
- Promote, support, and model effective online learning at the University of Calgary (Ongoing)

- Develop and enhance programs, resources, and initiatives to support the nomination and application process for the University of Calgary Teaching Awards Program and the University of Calgary Teaching and Learning Grants programs (Ongoing)
- Enable instructors to develop, implement and assess the impact of new teaching and learning approaches and technologies by actively promoting the University of Calgary Teaching and Learning Grants program (Ongoing)
- Develop a sustainable framework for the Instructional Skills Workshop Program, including training and development of facilitators, and offering an on-line and blended ISW framework (Long term)
- Develop a peer-reviewed open-access journal to support the sharing and dissemination of conference proceedings from the University of Calgary Conference on Postsecondary Learning and Teaching (Long term)
- Pilot a Teaching Fellowship program to build capacity and networks of practice for teaching and learning within and across faculties and schools at the University of Calgary (Long term)
- Maintain and promote the online Teaching Community by posting resources and engaging in online discussion (Ongoing)

STRATEGY II: Creating intentional opportunities to connect communities and to share with and learn from others

Goals

- Enhance communication tools and strategies to ensure departmental, faculty, and institutional stakeholders are informed of innovative and evidence-based teaching and learning approaches (Ongoing)
- Promote the development of an active and engaged community of educators within and beyond the University of Calgary, by provide opportunities for networking, professional and social interactions. (Ongoing)
- Share and disseminate teaching and learning scholarship by providing regular opportunities for formal and informal gatherings that connect individuals, communities and networks of practice at the University of Calgary (Ongoing)
- Develop an accessible database of university community members with specific teaching and learning expertise (Long term)

STRATEGY III: Develop and offer resources that build teaching and learning expertise throughout the University of Calgary

Goals

- Develop programs and resources related to demonstrating teaching quality, including formative teaching assessment practices and teaching dossiers (Short term)
- Strengthen programs and resources related to course design and student engagement (Short term)
- Enhance online and print resources to support curriculum review, mapping, and assessment processes (Short term)
- Develop and support curriculum mapping approaches and tools that meet the specific needs of the University of Calgary's academic programs (Ongoing)
- Develop resources to support evidence-based assessment practices, with a focus on academic integrity, authentic assessment, and student progression of learning (Long term)

- Enhance educational development opportunities and resources for international teaching assistants and instructors (Ongoing)
- Redevelop the elearn.ucalgary.ca website to ensure access to support for learning technologies and to showcase innovative projects and best practices (Immediate)

STRATEGY IV: Enhance our skills and expertise in order to improve our ability to provide educational development support to the University of Calgary community

Goals

- Develop expertise in signature pedagogies and discipline-specific approaches to teaching and learning (Ongoing)
- Develop and implement an EDU strategic plan that aligns with larger institutional goals (Immediate)
- Ensure that individual goals and accountabilities within the EDU align with the strategic plan and larger institutional goals (Immediate)
- Support learning plans and continued professional development of EDU faculty and staff (Ongoing)

STRATEGY V: Enhance partnerships and collaborations with individuals, units and faculties to support teaching and learning

Goals

- Consult with individuals and groups to provide information, support and/or referral regarding teaching and learning development (Ongoing)
- Provide and build capacity for high quality technical and pedagogical support for instructors and students (Ongoing)
- Work with curriculum review teams to enhance, improve, and innovate academic programs across the University of Calgary (Ongoing)
- Facilitate discussions and develop opportunities with units, departments, and the broader academic community to foster teaching expertise and to strengthen academic programs (Ongoing)
- Provide resources related to enhancing student learning experiences and engagement (e.g. NSSE), curriculum and course design, online learning, and the integration of learning technologies to support strategic initiatives within faculties and units (Short term)
- Provide educational development expertise on institutional, faculty, and departmental committees and working groups with a focus on teaching and learning, and learning technologies (Ongoing)
- Identify and enhance the success of students through the THRIVE program in collaboration with Student Success (Short term)
- Facilitate and promote peer initiatives that develop teaching and learning expertise through the Teaching Academy (Ongoing)
- Evaluate and identify how learning technologies can further enable and enrich student learning experiences and outcomes with individual instructors, and academic programs (Long term)
- Inform decision-making on the integration of new learning technologies (e.g. lecture capture) and maintenance of current learning technologies (Ongoing)
- Showcase the innovative use of learning technologies and spaces in partnership with faculties and units - (Ongoing)
- Showcase and promote inclusive teaching and learning approaches in partnerships with Student Accessibility services (Ongoing)

- Document details related to the pedagogical use (e.g. flexible/active learning spaces) of learning spaces throughout the University of Calgary in partnership with Enrolment Services, Campus Planning, and IT (Short term)
- Make recommendations on the continuous improvement of learning environments and spaces with campus partners (Ongoing)
- Enhance access to targeted University of Calgary courses and learning opportunities with campus partners such as eCampusAlberta (Long term)

Priority 2: Supporting Evidence-based Practice

Engaging in systematic and scholarly inquiry; supporting engagement in the scholarship of teaching and learning; supporting evidence-based teaching and learning practices

STRATEGY I: Support the University of Calgary community in applying evidence-based approaches to teaching and learning

Goals

- Translate and make accessible research related to teaching and learning in post-secondary education - (Ongoing)
- Support and facilitate communities and networks of practice that promote evidence-based approaches - (Ongoing)
- Ensure that EDU resources and initiatives are evidence-based and linked to scholarly literature where appropriate (Ongoing)

STRATEGY II: Engage in systematic inquiry and evidence-based EDU practices and approaches

Goals

- Use the best available information and current scholarship to inform our practices (Ongoing)
- Document, collect and disseminate data related to our educational development practices and approaches (Ongoing)
- Develop evidence-based promotion and tenure guidelines for the Educational Development Unit (Immediate)
- Ensure contributions to evidenced-based educational development approaches and scholarly inquiry are recognized in appropriate job profiles (Ongoing)

STRATEGY III: Support engagement in systematic inquiry related to teaching and learning

Goals

- Enhance resources related to the University of Calgary Teaching and Learning Grants program (Ongoing)
- Develop resources to support engagement in the scholarship of teaching and learning (Ongoing)
- Collaborate with faculty and staff to support projects related to the scholarship of teaching and learning (Ongoing)

Priority 3: Strengthening innovation

Bringing together novel ideas, processes and approaches; enhancing what we do by doing it differently; applying what we know in unique contexts; discovering better solutions.

STRATEGY I: Explore and support new and innovative teaching and learning practices

Goals

- Identify and evaluate new and innovative learning technologies, practices and teaching approaches - (Ongoing)
- Construct prototypes and applications to allow for thoughtful, intentional, and evidence-based evaluation of strategic technologies (Ongoing)
- Proactively identify gaps and new opportunities for extending the capabilities of the EDU and the teaching and learning community across the University of Calgary (Ongoing)
- Keep informed of emerging developments to share and promote the innovative work being done at the University of Calgary, by actively participate in campus, regional, national and international communities of education and technology (Ongoing)

STRATEGY II: Explore new and novel approaches to our Educational Development Unit practices

Goals

- Support the exploration and evaluation of new and innovative educational development practices and technologies through pilot projects and directed innovation (Ongoing)
- Schedule opportunities to collectively share and learn from the outcomes of pilot projects and new initiatives (Ongoing)
- Review and revise all job profiles to incorporate reflective practice and the exploration of new and novel approaches (Long term)

STRATEGY III: Promote, document, and showcase innovation in teaching and learning at the University of Calgary

Goals

- Support and showcase the innovative teaching and learning approaches of individuals, programs and faculties (Ongoing)
- Enable access to new and emerging technologies so that instructors are able to experiment and integrate novel learning technologies (Ongoing)
- Support instructors to evaluate innovative teaching and learning practices (Ongoing)
- Create a technology-enabled design studio to support instructors in the development of high quality engaging rich media for their courses (Immediate)
- Develop clear strategies to broadly communicate new teaching and learning innovations and learning technologies that are supported by the University (Short term)

Priority 4: Raising the profile of the Educational Development Unit

Strengthening our identity; building our credibility; communicating our strengths and successes; enhancing the visibility of our programming and initiatives.

STRATEGY I: Enhance the visibility of EDU initiatives, programs and approaches both internal and external to the University of Calgary

Goals

- Develop a communication plan with specific strategies to inform the internal and external communities of our EDU initiatives, programs and approaches (Short term)
- Leverage the EDU website, newsletter, online Teaching Community, and social media (e.g. Twitter and the EDU blog) to highlight our activities and accomplishments (Ongoing)
- Present initiatives, programs and research at local and national conferences (Ongoing)
- Increase awareness of EDU programming during strategic campus initiatives such as new academic orientation and graduate student orientation (Ongoing)

STRATEGY II: Celebrate and communicate our initiatives and successes

Goals

- Distribute monthly internal email updates to highlight our individual and collective accomplishments - (Ongoing)
- Develop and distribute widely a monthly EDU newsletter to highlight our activities, initiatives and accomplishments to the internal and external community (Ongoing)
- Complete an EDU annual report that communicates our progress, activities and vision for the future (Immediate)
- Share stories about teaching and learning activities in the EDU and across campus through campus news channels such as UToday (Ongoing)

STRATEGY III: Leverage the move to the new Taylor Institute building to raise the profile of our work

Goals

- Develop, present, and distribute EDU resources and communications that are consistent with a strong EDU visual identity (Ongoing)
- Enhance marketing and promotional material for the EDU, and make resources available at strategic campus events (Ongoing)
- Support the launch of the Taylor Institute for Teaching and Learning, by collaborating with University Relations (Immediate)
- Showcase teaching and learning and the Taylor Institute as part of the celebrations for the 50th anniversary of the University of Calgary (Short term)

Priority 5: Evaluating our practice

Assessing and evaluating the scope, quality and impact of our EDU activities with a focus on continuous improvement.

STRATEGY I: Implement assessment strategies to evaluate the scope, quality and impact of our educational development practices

Goals

- Measure the success and impact of EDU initiatives and programming, by developing a sustainable evaluation and assessment plan (Immediate)
- Consult with the university community, peer institutions, and scholarly networks to ensure that our programs best meet the needs of the University of Calgary (Ongoing)
- Gather qualitative and quantitative data for new and existing EDU programs and activities (e.g. surveys, session evaluations, focus groups, and interviews) (Ongoing)
- Collect and manage assessment data related to EDU programs and activities (Ongoing)

STRATEGY II: Continuously improve our educational development programs based on assessment data and feedback

Goals

- Interpret, evaluate, and use assessment data to strengthen the quality of our EDU programs and activities (Ongoing)
- Collaboratively discuss and use evaluation data to identify existing gaps and new opportunities in EDU programming (Ongoing)
- Document, reflect and present evidence of our impact using an EDU e-portfolio with a focus on continuous improvement (Ongoing)
- Share evidence of impact of EDU programming through communications with the University of Calgary community and scholarly publications (Ongoing)
- Summarize initiatives that have been refined or added in response to assessment data in the Annual EDU Report (Ongoing)

STRATEGY III: Evaluate and enhance our EDU workspace, culture, and environment

Goals

- Develop strategies to communicate how we work together, what our expectations, and core beliefs are (Short term)
- Make our vision, mission, core beliefs, and strategic directions public (Immediate)
- Assess how we are meeting our mission, core beliefs, and strategic directions (Ongoing)
- Continually review workplace practices and spaces to maintain a positive, respectful, and balanced work environment and culture (Ongoing)
- Ensure our hiring and onboarding processes are reflective of our mission, core beliefs and strategic directions (Ongoing)
- Ensure our day to day interactions and processes align with our mission, core beliefs and strategic directions (Ongoing)

- Continually include all EDU staff in strategic planning processes and discussion (Ongoing)