Towards a Culture That Values Teaching

Windsor-Oakland Teaching and Learning Conference
Writing an Effective Proposal

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Session Agenda

- What is teaching culture?

- Why does it matter?

- What impacts teaching culture?

- How do you prepare a strong conference proposal?

Institutional Culture

Think-Pair-Share

What is an institutional culture?

A post-secondary institution's culture consists of its embedded patterns, behaviours, shared values, beliefs, and ideologies, as well as numerous micro-cultures.

Cox et al., 2011; Kustra et al. 2014; Mårtensson & Roxå, 2016

Teaching Culture

Think-Pair-Share

What are the characteristics of a culture that values teaching?

What does it look like?

A culture that values teaching has:

- A shared campus commitment to teaching

- Meaningful and constructive evaluation of teaching

- Broad engagement (students, faculty, stakeholders)

- Hiring and promotion practices related to teaching

- Infrastructure

- Support for teacher development

- Teachers who use good practices

- Recognition of good teaching

- Opportunities to develop teaching leadership

- Institutional policies to foster quality teaching

- Regular assessment of impact for improvement

(Henard & Roseveare, 2012; Kustra, et al, 2014 and 2015; Paulsen & Feldman, 1995)

Teaching Culture Perception Survey

Assessment of *agreement* and *importance* ratings

Please rate each item on two aspects: 1) the extent you agree/disagree and 2) the importance. If you do not know an answer, or prefer not to answer, please choose 'PNA' for *Prefer not to answer*.

At my institution. . .

	To what extent do you agree or disagree with the following statements?						**Rate the importance of the following characteristics:**					
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	I prefer not to answer/don't know (PNA)	Not at all important	Not very important	Somewhat important	Quite important	Very important	I prefer not to answer/don't know (PNA)
	1	2	3	4	5		1	2	3	4	5	
There is a strategic plan that positions teaching as a priority	○	○	○	○	○	○	○	○	○	○	○	○
Effective teaching is clearly defined	○	○	○	○	○	○	○	○	○	○	○	○
Senior administrators convey that effective teaching is a priority	○	○	○	○	○	○	○	○	○	○	○	○
Departmental administrators convey that effective teaching is a priority	○	○	○	○	○	○	○	○	○	○	○	○

Study: Qualitative results

Indicators of a teaching culture that values teaching:

Students

- Teachers use best practices
- Professors' specific behaviors
- Teacher accessibility

- Teaching evaluation
- Implementing student feedback

- Support for teaching
- Recognition of teaching

Faculty

- Support for teaching
- Recognition of teaching
- Infrastructure
- Research not above teaching
- Teaching evaluations

On Teaching Culture and the University

Group Discussion

Why does teaching culture matter?

Why does teaching culture matter?

- Contributes to a shared campus commitment to teaching excellence

- Impacts student learning, student engagement, and student retention

- Influences faculty motivation and behavior
  - Impacts finances

Berger & Braxton, 1998; Bergquist & Pawlak, 2008;
Cox et al., 2011; Feldman & Paulsen, 1999; Grayson & Grayson, 2003

Culture eats strategy for breakfast. Every time.

- Drucker

Impacting Teaching Culture

Group Discussion

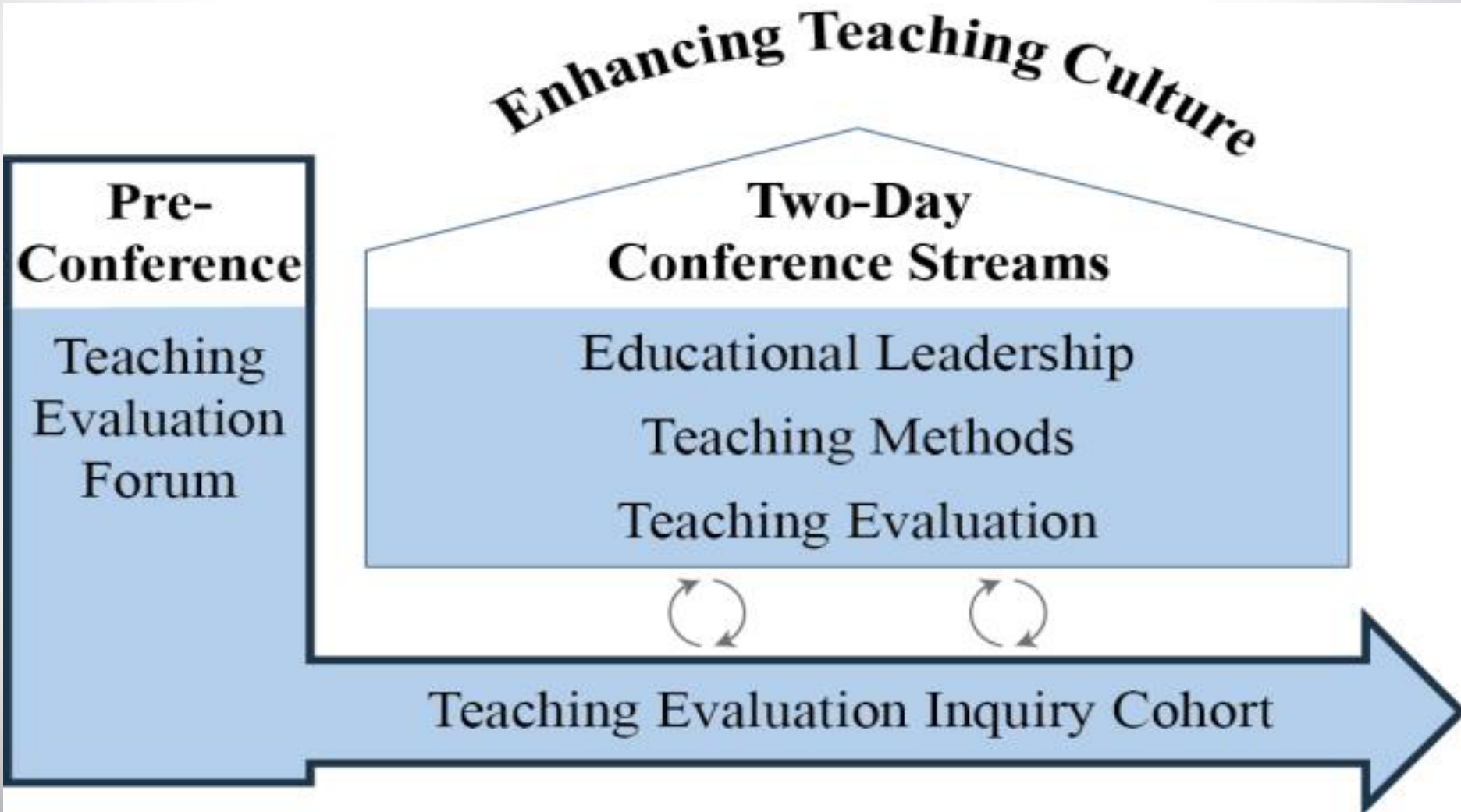# What do you think impacts teaching culture?

A culture that values teaching has:

- A shared campus commitment to teaching
- Meaningful and constructive **evaluation of teaching**
- Broad engagement (students, faculty, stakeholders)
- Hiring and promotion practices related to teaching
- Infrastructure
- Support for teacher development
- **Teachers who use good practices**
- Recognition of good teaching
- Opportunities to develop **teaching leadership**
- Institutional policies to foster quality teaching
- Regular assessment of impact for improvement

(Henard & Roseveare, 2012;
Kustra, et al, 2014 and 2015;
Paulsen & Feldman, 1995)

Toward a Culture That Values Teaching

Preparing Your Proposal

"We invite proposals that address how instructors, departments, students, and staff work to enhance cultures that value teaching, and how culture impacts these initiatives."

- Workshops (90-minute)
- Concurrent Sessions (40-minute)
- Interactive Poster

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Teaching Evaluation

- Fair and effective practices in teaching evaluation

- Ethical use of teaching evaluation data

- Policies and procedures in effective teaching evaluation

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Educational Leadership

- Building or enhancing networks

- Supporting change and innovation

- Leading cross-disciplinary development efforts

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Teaching Methods

- Effective teaching and assessment strategies

- New teaching and learning approaches, methodologies, or technologies

- Strategic course, curriculum, and/or program development and refinement

Possible Topics and Ideas

First, individually, and then with the people around you, brainstorm proposal ideas.

Windsor-Oakland Conference

How do you prepare a strong conference proposal?

Conference Proposal Review Process

- Proposal submission deadline: February 17, 2017

- Blind review by two peers

- Program committee to review results

- Results communicated by the end of March, 2017 (revisions as needed)

- Final schedule will be available in April, 2017

Proposal Criteria and Concurrent Session Tips

1. Clear and valuable goals

2. Elements of engagement

3. Relevant literature

4. Relevance to the conference theme and audience

5. Meaningful content

Work on developing one of the ideas you came up with, taking into consideration the proposal criteria.

Session Summary

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