



TIES: Teaching Improvement and Equipment Scheme

Large Grant Application Form: Teaching Improvement Progress Report¹

Project Title

Tutors' Development Program – Extension and Collaboration

\$ Amount Awarded

\$26,700

\$ Amount Expended

\$14,000

Brief Project Description

The Tutors' Development Program (TDP) in Arts was designed in 2004 to respond to Recommendation 1 of the Academic Board Review Phase 2, by implementing a professional development program for tutors in the Faculty, in cooperation with the Institute for Teaching and Learning. The program involves three meetings early in the semester in which tutors gain an understanding of key teaching and learning principles and are encouraged to develop reflective and scholarly teaching practices. Participants who attend all three meetings are awarded a certificate of participation. The program has been offered in every semester since S1 2004, with around forty new tutors participating each semester.

The purpose of 2007 project was to create further professional development opportunities for tutors through collaboration between the Faculty of Arts and the Faculty of Education & Social Work. Education & Social Work tutors were invited to participate in the 'TDP Foundation Program' already established in Arts, and both Faculties offered 'TDP Advanced Modules' open to all those who have completed the Foundation Program. Three Advanced Modules were piloted in 2006/2007: 'Peer Observation of Teaching'; 'Marking Assessments'; and 'Group Work'. One Advanced Module was offered in each semester, and tutors who completed two of these modules were awarded advanced certification.

A number of tutors who have completed the TDP have participated in the 3-day 'Principles and Practices' Program offered by the ITL, and some have gone on to complete the Graduate Certificate in Higher Education. The project aim was to support, through extension of the program, more early career academics to gain recognition and qualifications in learning and teaching.

¹ This form is to be sent to the Executive Officer (Learning and Teaching) by the closing date of the applications for 2007 TIES Grants.

Progress to date

In 2007 the following TDP modules were offered to tutors from the Faculties of Arts and Education & Social Work:

- Semester 1 2007
 - Foundation Module: 43 tutors from both faculties participated.
 - Advanced Module in Marking Assessments: 26 tutors from both faculties participated.

- Semester 2 2007
 - Foundation Module: 45 tutors from both faculties participated.
 - Advanced Module in Peer Observation of Teaching: 12 tutors from both faculties participated.

If Project completed, list project outcomes

The TDP continues to be well attended and evaluation questionnaires reveal that 97% of foundation program participants are satisfied with the program. Furthermore, 94% of tutors agreed/strongly agreed that they would recommend the foundation program to new tutors.

The collaboration between the Faculty of Arts and the Faculty of Education & Work has resulted in a productive relationship that ensures that more tutors from both faculties have the opportunity for professional development at an early and crucial stage in their careers.

The program is continually evolving. Some re-structuring and expansion is planned for 2008:

- Reflective evaluation by program facilitators has led to a re-thinking of the overall structure of the Foundation/Advanced Modules. The project team is currently considering the idea of incorporating the content of the 'Marking Assessments' Advanced Module into the Foundation Program in 2008, extending the program from three sessions to four sessions offered each semester. In subsequent programs the 'Group Work' module may also be incorporated.

- The program will be available in 2008 to tutors from the disciplines of Government and International Relations, and Political Economy, two departments that are joining the new School of Political and Social Inquiry in the Faculty of Arts. Colleagues from these areas will also join the Project Team, and act as Group Leader at the sessions.

- The intended website enhancement planned for 2007 has been delayed due to the review of the program structure, the planned involvement of our colleagues from the disciplines of Government and International Relations Political Economy, and issues around the continuing support of the Institute for Teaching and Learning. When these are resolved, we will proceed with this aspect of the project.

List any publications or seminar/conferences reporting on this project

Tai Peseta, Nerida Jarkey, " Producing the Scholarly Tutor: Engaging Arts Tutors in beginning conversation about the scholarship of teaching and learning", presented at the HERDSA 2007 International Conference, Adelaide.

What is the next step? How may project be replicated and best practice spread across the University?

- In 2008 the Faculty of Arts will extend the professional development opportunities for staff to include programs for new and casual Unit of Study Co-ordinators, with additional focus on embedding graduate attributes, grade descriptors, and efficient and effective assessment practices. The Tutors' Development Program will be used a model for the development of these additional programs. Stronger links will also be established with the Faculty's Award for Excellent in Tutoring.
- The Faculty of Arts and the Faculty of Education & Social Work will continue to work together to refine and enhance our joint program.
- The TDP Project Team will continue to exchange ideas with colleagues involved in similar programs in the Faculty of Economics and Business and Faculty of Science.
- The processes and outcomes of the Tutors' Development Program will be shared at a planned meeting of the University's First Year Experience Working Group in 2008 on the topic of Sessional Staff Development.

Project Representative

Name	Dr Nerida Jarkey
Signature	