Learning and Teaching Objectives 2019-20

1. To enable and support staff to deliver high quality teaching in line with Active Blended Learning and enhance the employability prospects of our students.
2. Promoting inclusive practice and celebrating diversity among the staff and student body.
3. To increase the proportion of staff with HEA Fellowship.
4. Embedding initiatives that address retention, continuation and progression of students in line with institutional KPIs.
5. Engage in research and evaluation projects of initiatives relevant to institutional priorities.
6. To support staff in pedagogic innovation.
7. To increase ILT's and the University's profile and contribute to revenue generation via external bids and consultancy.

Core Objective 1: To enable and support staff to deliver high quality teaching in line with Active Blended Learning and enhance the employability prospects of our students.		
Item	**Lead**	**ILT Activities**
1.1 Support the FBL module realignment for programme identity	DLT	• In collaboration with the Dean of FBL, plan and deliver a redesign support programme based on FBL's principles.
1.2 Enhance the benefit of embedding peer observation within faculty processes e.g. through the PDR process	HoAP	• Collaboration between HoAP and Faculties to establish the best Faculty-relevant strategies to promote effective implementation of peer observation amongst academic staff, eg: • establish peer observation champions to support staff to engage effectively in peer observation • Peer Observation consultancy as an opportunity to support staff new to teaching
1.3 Enhance staff and student digital skills for employability	Head LTech, HoAP, Staff Dev	• EDUM129 • EDUM127 - Both involve C@N-DO Sessions run through Collaborate.

1.4	Continue to deliver C@N-DO workshops to promote, support and enhance good learning and teaching practice	HoAP	Details as per C@N-DO workshop plan, including CAIeRO

Core Objective 2: Promoting inclusive practice and celebrating diversity among the staff and student body

Item		Lead	ILT Activities
2.1	Enhance C@N-DO support for inclusion and celebration of diversity	HoAP	• Continue and develop C@N-DO workshops in the area of Inclusion and Diversity • Continue the Inclusive Practice SIG, led by JB (FHES)
2.2	Creation and promotion of a Resource Bank related to Inclusive Practice and Celebrating Diversity within L&T	HoAP	• Collate and create resources, and further develop the Inclusion Group reading list. • Identify and create a dedicated location for storage and open access e.g. on the SHED NILE site (with LDs, CD, LDs and others).
2.3	Address the needs and harness the experience of international staff within C@N-DO	HoAP	• Collaborate with the emerging staff networks to explore and develop opportunities via input to C@N-DO and other L&T-related initiatives

Core Objective 3: To increase the proportion of staff with HEA Fellowship

Item		Lead	ILT Activities
3.1	Continue provision in support of increasing the proportion of staff with HEA Fellowship	HoAP	• Continue existing provision for staff across all categories of Fellowship • Continue targeted support towards SFHEA • New targeted support towards PFHEA
3.2	Meet the needs of international staff in relationship to Fellowship	HoAP	• Collaboration with the BAME Network on de-colonising the PSF work, building on research work in Australia

			• Collaborate with Deans, Subject Leads and Individuals to enable Personalised Individual support for International staff
3.3	Targeted actions to meet needs of ALs	HoAP	• Restructure 'New to Teaching' and AL-focused C@N-DO offer • New approaches to supporting staff towards Fellowship (e.g. individual and personalised support for particular staff groups [e.g. language (MN) and cultural aspects (SB)], online support for writing applications
3.4	Development of plans towards the provision of the Academic Professional Apprenticeship for eligible staff, embracing and enhancing provision of C@N-DO and the PGCAP for the whole staff body	HoAP	• Plan programme, incorporating strategies to include and enhance current C@N-DO provision • … and develop PGCAP provision • Achieve validation/accreditation by Apprenticeship body, UoN and AdvanceHE • Develop appropriate resources and processes, including the training of APA mentors

Core Objective 4: Embedding initiatives that address retention, continuation and progression of students in line with institutional KPIs

Item		Lead	ILT Activities
4.1	Innovation Fund	DLT	• Monitor and ensure successful completion of current projects and review the brief and criteria for the 2020-21 call for funding, so they continue to align with UoN objectives.
4.2	Support the roll-out and embedding of Integrated Learner Support	HoLTD	• Redesign Welcome and Induction Week • ILS Community of Practice meeting (facilitated by Staff Development)
4.3	Development of principles to inform UMF: embedded skills, inclusive re. culture and additional needs, digital skills, employability (from Continuation Plan)	DLT	• Revise CAIeRO activities to address these concerns (with LT, LD, AS) • Consider how to evidence this in validation and curriculum documentation (with LT, LD, QU, AS)

4.4	Commitment to Study Assessment	HoLTD	- Agree timeframe and process for the CtS Assessment - Agree questions and import into NILE Programme Programme Sites
		Faculty Deans	- Support PLs and PTs to run the CtS Assessment and identify non-engaging students for early withdrawal - PTs to follow up with tutees
4.5	Support for Programme Leaders and Subject Leaders	HoAP	- Continue and expand support through the LEAP Network - Drive the focus of LEAP Network meetings towards achieving issues in ARAPs and NSS
4.6	Timetabling of WIW PT sessions and the group tutorials over the year	HoLTD	Work with Timetabling to explore timetabling PT sessions using standard software
4.7	Transitioning into HE (L4/FSF) curriculum/module/review of contact hours	DLT	- Work with FSF team to redesign the Foundation Study Framework - Review and address pedagogic challenges to enable implementation of semesterisation by 2020-2021 - Develop a proposal of how to work with pre-enrolled students prior to arrival to prepare for HE study (bridge, to include FSF team)
4.8	Supporting staff in accommodating choice of assessment – esp to tackle programmes below threshold on assessment in NSS	DLT, HoAP	- Continue to enhance C@N-DO provision on assessment and feedback, with a view to broadening the scope of appropriate assessment tools and choice in programmes below threshold - Enhance C@N-DO provision with respect to UoN approaches to level-appropriate marking and feedback - Develop new C@N-DO support for Subject/Programme Team approaches to moderation
4.9	Support the roll-out of LEARN	HoLTD, DD FAST, Head of Planning	- Develop training and support materials - Support staff uptake and use of LEARN - Agree & provide regular reports to SEC and UMT to show: (1) use of LEARN by staff and students; (2) impact on continuation and retention KPIs

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Core Objective 5: Engage in research and evaluation projects of initiatives relevant to institutional priorities

Item		Lead	ILT Activities
5.1	Evaluate ILS including WIW evaluate year 2 and enhance for year 3	HoLTD	• Annual staff and student PT/PAT surveys • Deliver ILS evaluation report 2019-2020 to SEC with recommendations for 2020-2021
5.2	PG UMF Review	HoLTD, RA	• Evaluate the PG UMF Review process and compare to UG (surveys, focus groups etc) • Report to SEC and publish outcomes
5.3	ABL Evaluation	DLT, RA	• Continue with ABL research, reporting regularly and publishing outputs
5.4	C@N-DO Evaluation	HoAP	• Conduct annual C@N-DO evaluation
5.5	Professorial and AP Development Scheme (APDS)	DLT	• In collaboration with the Dean of Research and Faculty Deans, finalise the documentation and implement an AP call • Offer those on the APDS the opportunity to gain full professorship through the appropriate process.
5.6	REF submission	DLT	• Contribution to REF submission in collaboration with the Dean of Research.
5.7	Publications and Outputs	ILT - All	• Continue generating relevant internal and external publications.

Core Objective 6: To support staff in pedagogic innovation

Item		Lead	ILT Activities
6.1	Innovation Fund and URB@N	DLT, LLTHE	• Continue with both projects, now with URB@N expanded to PG students.

6.2	Exploration and Research around Education 4.0	HoLTD, LLTHE, DLT	• Design and seek Validation for an alternative 'Purposeful Futures' degree (HoLTD, DLT) • Explore the institutional use of AI, VR and AR in learning and teaching and present findings to SEC (HoLTD) • AI, VR and AR in EDUM129 (LLTHE), in collaboration with colleagues in Faculties and central services.
6.3	Development of teaching and research strands of the Academic Professional Apprenticeship	HoAP	• As stated, in collaboration with colleague to be nominated by the Dean of Research

Core Objective 7: To increase ILT's and the University's profile, and (contribute to) revenue generation via external bids and consultancy

Item		Lead	ILT Activities
7.1	Distance Learning Opportunities	DLT	• Explore DL opportunities with APO, FBL and partnerships with external organisations
7.2	Internal Conferences – June 2020	LLTHE, HoLTD	• Learning and Teaching Conference (June 2020) • Continuation Conference (June 2020)
7.3	Continued consultancy and participation in external conferences etc	ILT – All	• HEA Consultancy work (HoAP) • National and international consultancy work as per previous years
7.4	New C@N-DO provision to support UoN staff who are External Examiners in relation to Taught UG and PG provision	HoAP	• Delivery of the AdvanceHE Professional Development Course for External Examiners (part of Advance HE Degree Standards Project) • To Faculty staff who are External Examiners • To staff of Partner Organisations