Supporting academic professional development

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Learning & Teaching Innovation (LTI)
Academic professional development

- Supporting and encouraging the professional development of staff is critical for enhancing staff well-being and the institutional capabilities.
- The OU’s Academic Professional Development (APD) Framework has been developed in consultation with a range of staff.
- Provides coherence and clarity to the OU’s academic professional development provision and supports staff with their career progression.
APD at the OU

• Four domains that reflect the key areas of activity of academic staff
• Informed by sector-endorsed competency frameworks
• ‘Learning and Teaching’ aligns to HEA’s UK Professional Standards Framework (UKPSF)
• ‘Research’ aligns to Vitae’s Researcher Development Framework (RDF)
• ‘Leadership’ aligns to OU Leadership Competency Framework
• ‘Knowledge Exchange’ aligns to Business and Community Engagement Professional Development Framework
APD-related activities at the OU

- APD programme for researchers and academic staff, covering both generic and specific skills
- Scholarship Exchange
- eLearning Community monthly events
- Quality Enhancement seminars
- eSTeEM – scholarship centre in STEM
- Graduate School (events/training for PGRs)
- External presence at Vitae/HEA/SEDA events, related conferences
HEA fellowship – 1/2

• OU staff involved with online teaching and learning can gain HEA fellowship directly through our HEA-accredited, institutional process called APPLAuD (Accrediting & Promoting Professional Learning & Academic Development)

• Version of APPLAuD for F2F teaching = Plaudit

• Both align with HEA UKPSF

• Can gain Assoc Fellow HEA, FHEA or SFHEA

Contact Jane Roberts for more info
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HEA fellowship – 2/2

• Potential to deliver Plaudit to employees of OU validated partners (fees yet to be decided)
• If the partner is an institutional subscriber to the HEA, no further fees payable
• If partner is not an HEA institutional subscriber, additional fees apply (£100-300 depending on fellowship level – this is 50% off the usual non-subscriber fee)

Contact Jane Roberts for more info jane.roberts@open.ac.uk
The Academic Professional apprenticeship

- Higher-level (Level 7) apprenticeship equivalent to Masters level study
- UK Govt financial levy on HEIs across the UK
- Introduce professional standards for HE staff in a number of job roles, including academics
- Led nationally by the Higher Education Employer Trailblazer consortium
- Apprenticeship standards and assessment plan
- Apprentices required to evidence **knowledge, skills, and values and behaviours**
Apprenticeship standards & assessment plan

• Both the standards and assessment plan still draft
• Standards include reference to
  – teaching and learning
  – research
  – scholarship
  – knowledge exchange
  – careers/employability (both the apprentice and their students)
  – professional development
• Assessment plan has integrated End Point Assessment 😊
The OU academic apprenticeship – 1/2

- Under current development, being offered to OU staff from Feb 2018
- Expect also to offer it externally from mid-late 2018
- 60-credit PGCert, to be completed in 18-24 months
The OU academic apprenticeship – 2/2

• Delivered as 4 blocks, to include:
  – Evaluation/self-assessment of existing skills and knowledge, and gaps to provide the focus for the apprenticeship
  – Compulsory taught content, personalised to the apprentice’s needs (online/F2F)
  – 2 practice-based projects, focusing on teaching and/or research/scholarship
  – Project reports to provide evidence for integrated End Point Assessment (EPA)
  – Review/reflection of own learning and development
  – Presentation of project(s) at Academic Professional conference (also links in to EPA)
Apprenticeship and HEA fellowships?

- Potential for academic apprenticeship to lead into Plaudit HEA fellowship application
- Academic apprenticeship = “pre” (new academic), Plaudit = “post” (more experienced, practiced academic)
- OU could offer integrated package of academic apprenticeship + Plaudit for validated partners
Thank you – any questions?

• We would like this to be a two-way discussion

• Please let us know what would be of interest to you!

• We can maybe provide specific solutions to you if we know what your needs are

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