

BUILDING TEACHER CAPACITY FOR DEEPER STUDENT LEARNING

BOX HILL INSTITUTE – A SKILLS FIRST TRAINING PROVIDER CASE STUDY

The Box Hill Institute delivers over 500 accredited VET courses, as well as Associate, Bachelor and Master degree programs each year. Developing and maintaining quality teaching across its large and diverse staff base is a priority for the Institute.

Teaching and Learning Enhancement Team

A key driver of continuous improvement for the Institute's teaching capability is its unique Teaching and Learning Enhancement Team (the Team).

Comprising a small group of experts with diverse experience and knowledge, the Team collaborates across the Institute to develop innovative ways to build teaching quality and generate better student learning.

Teaching Quality Framework

Team member Dr Chris Ho says the Institute's approach is based around a Teacher Quality Framework with four core goals: high quality teaching, quality systems, assessment, and industry collaboration.

Applying a combination of innovation, collaboration, coaching and mentoring, it focuses the Institute on continually improving:

- Compliance
- Administrative approaches to support teaching
- Innovative and effective course design
- Technical support
- Teaching environment and equipment
- Course wellness.

"We emphasise to staff they are valued, supported, they belong and that they are the enablers of the Institute's growth and continuous improvement."

Dr Chris Ho, Teaching and Learning Enhancement Team member, Box Hill Institute

Upgrading accredited qualifications

One of the most effective approaches to improving teaching quality is by supporting staff to upgrade their qualifications.

Certificate qualified staff can upgrade to Diploma qualifications for free with the Institute after two years of employment. The Institute also pays for staff who wish to complete a Diploma or Masters in Tertiary teaching in the university sector.

Teaching and Learning College

A key initiative of the Institute has been the development of a unique department called the Teaching and Learning College.

The College and the Institute's Innovation Team collaborate to bring together online material on best teaching practices, learning technology, assessment and all aspects of VET and higher education.

Staff can access a wealth of professional development through the online virtual College, including a teaching education program, teacher education materials, networks and support services.

Professional development offered aligns with the ASQA Standards for Registered Training Organisations, the Skills First Quality Charter, and applies the VET Teacher Capability Framework

developed by Innovation & Business Skills Australia (IBSA).

Staff can access an online calendar of professional development opportunities (accredited and non-accredited). They can also access an individual coaching and mentoring program with further online and face-to-face training.

Chris says the Teaching and Learning College has proved highly successful in enabling and encouraging staff to upskill and maintain their teaching currency and standards, and helps them understand emerging trends and quality teaching practices.

For example, staff can complete online workshops which focus on topics including: how to improve coaching conversations with students, how to better track and communicate student progress, and how to engage students and promote learning using e-learning tools and technologies.

The Institute also presents an annual online Teaching and Learning Symposium which streams professional development presentations to hundreds of its teachers.

Mentoring and coaching

A key initiative of the Institute was to create a process that involves observing the teaching practices of staff. Teachers are then provided with individual coaching and mentoring to improve their practices.

This enables the performance of teachers to be evaluated against the Institute's Teacher Quality Framework. The Institute develops professional development programs based on individual and collective needs.

Chris says this approach is proving successful, with teachers reporting positive experiences. Teachers are increasingly incorporating new approaches to promote student engagement and learning based on observations of their teaching.

Using technology to enhance teacher capability

The Institute has developed new technologies to improve assessment of students. Most recently, it

developed a Mobile Assessment Tool app that enables teachers to observe practical workplace demonstrations of students and immediately record their assessment directly into the Institute's student and reporting platforms. Chris says this has streamlined tasks so teachers can spend more time on teaching, and gives the students fast feedback on their assessments.

The Institute has also developed an app that enables teachers to easily report their professional development activities, and these are tracked across the four core goals of the Teacher Quality Framework.

“Students increasingly see themselves as ‘consumers’ of education and seek out providers who demonstrate a commitment to quality performance.”

Dr Chris Ho, Teaching and Learning Enhancement Team member, Box Hill Institute

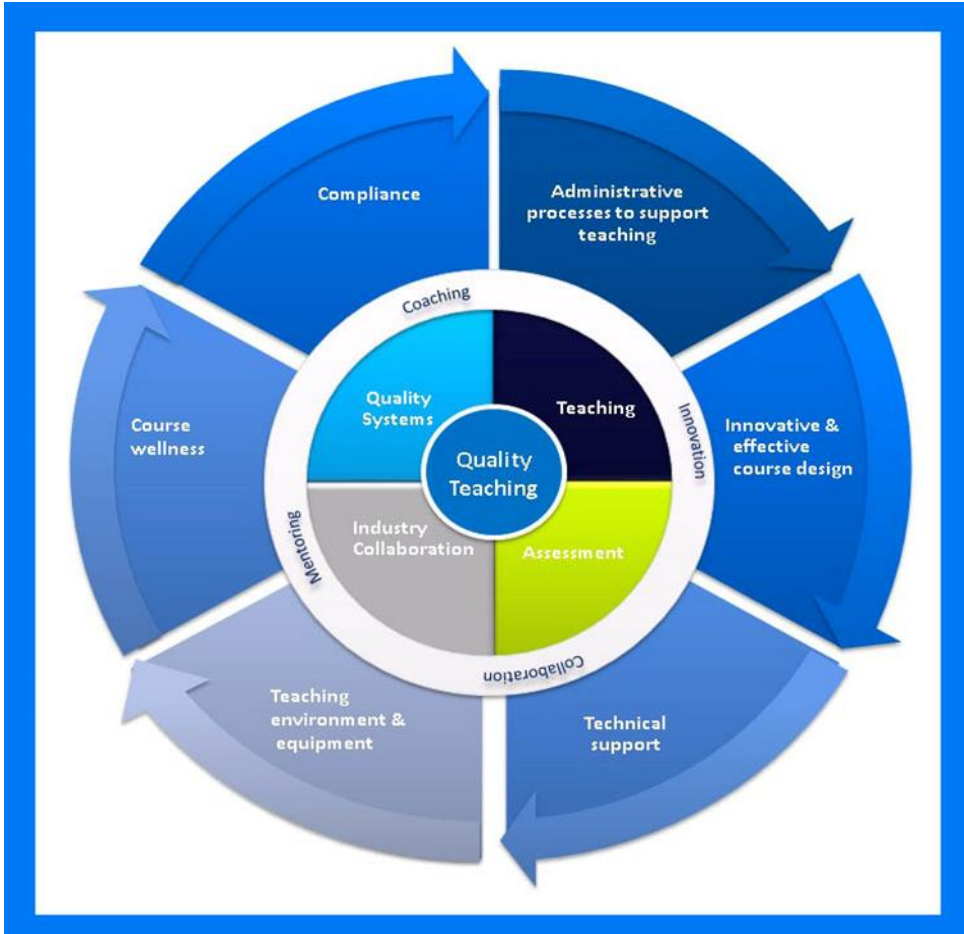


Figure 1: Box Hill Institute Teacher Quality Framework