The Value of Enhancement Themes

Roni Bamber Queen Margaret University, Edinburgh. (Chair, Student Transitions Enhancement Theme) To: The New Zealand quality enhancement community In this keynote...

## Story of ETs in Scotland

Our approach

## Outcomes / Value: what have ETs achieved?

### Challenges

## Story of ETs in Scotland

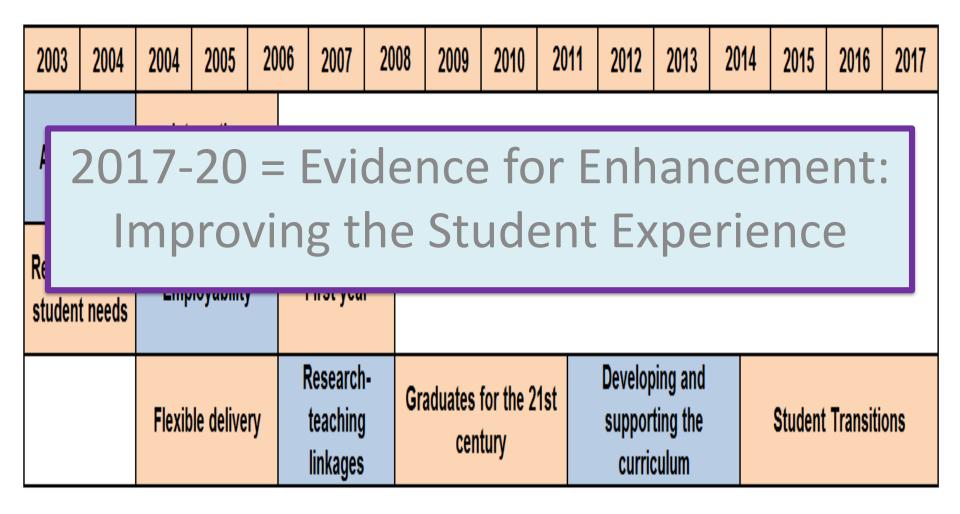
Part of the Quality Enhancement Framework (2003)

- 1. Institution-led quality review
- 2. Engagement of students in quality management
- 3. Public information on quality
- 4. Enhancement-led Institutional Review (ELIR)
- 5. Enhancement Themes

## Story of ETs in Scotland

- Enhancement as 'taking deliberate steps to bring about improvement'
- Themes selected by sector, aligned with other policy drivers (avoiding areas of competition)
- Managed by QAAS, but joint ownership: QAAS, institutions, students, partner organisations (eg sparqs)
- All institutions involved (ELIR link)

## **Enhancement Themes**



## Approach

- Balance of QA / QE cultures
- Collaborative approach to quality and to risk taking: tackling common problems together
- Sharing of ideas and good / not so good practice, to enhance student learning
- Research-informed
- Evolving thinking / practices around QE: not static
- National framework, with local affordances
  - Umbrella themes, respect for different institutional priorities / cultures

### Institutional approaches



## Approach of latest Theme

Student Transitions Theme:

- Aim "To enhance the student transition experience in Scottish higher education, and promote associated practices within and beyond Scotland"
- 3 year plan of work

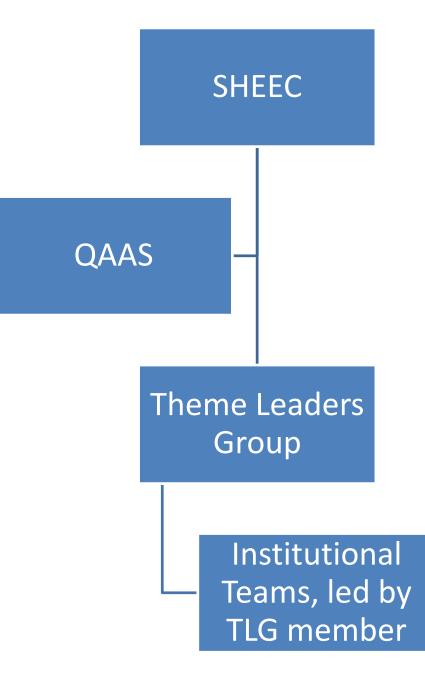
## Approach of latest Theme

- Change management
- Implicit theory of change:

If the sector works together in a change effort, supported by resources, research and enabling structures, then this can lead to change in practices in institutions.

## Enablers

- Clear logic modelling and theory of change
- Institutional focus + resources
- Student engagement + voices
- Staff engagement + sharing of practices
- Tools (eg Skills and Strategies tool kits)
- Ways of working (culture of cross-sectoral collaboration)
- Enabling structures (eg committees)



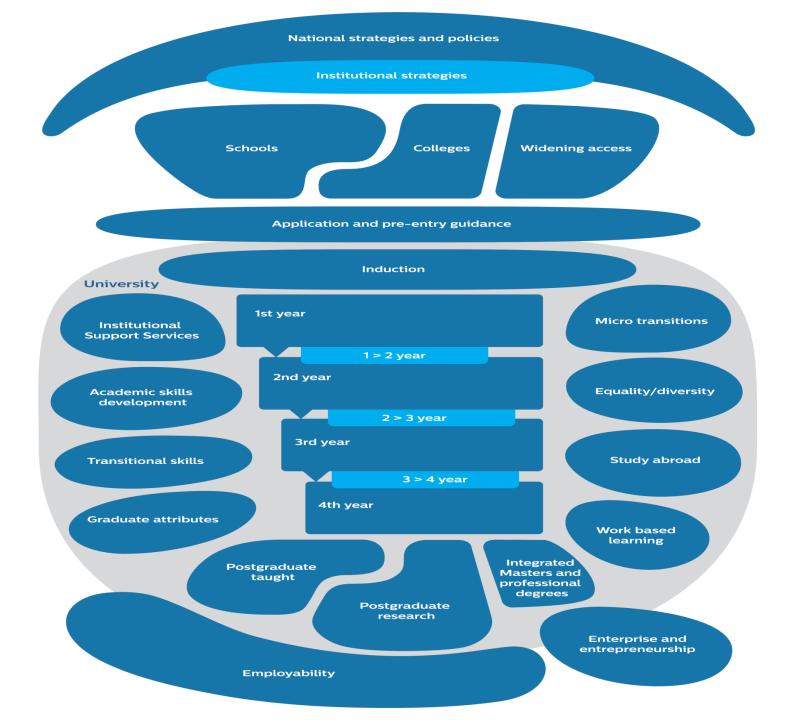
## Other enablers?

- £: each institutional team (contract of work)
- £: sectoral project funding
- Communication and dissemination strategies: from QAAS, and institutional teams
- Evaluation (demonstrating value)

## Value: what have ETs achieved?

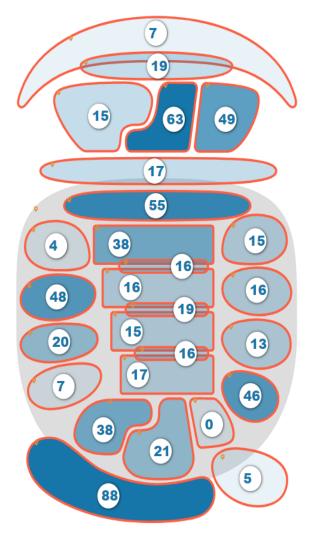
Outputs:

- Evidence of engagement for institutional reviews (ELIR)
- Extensive Enhancement Themes resources
- Scottish transitions map



#### **Transition Islands**

(Clicking on the map areas will filter resources, Deselect all Islands )



#### **Filters**

(To further filter resources use the dropdowns below)

Keyword Search	~
Transition Islands	~
Organisations	~
Student Characteristics	~

#### Filtered Resources (459)

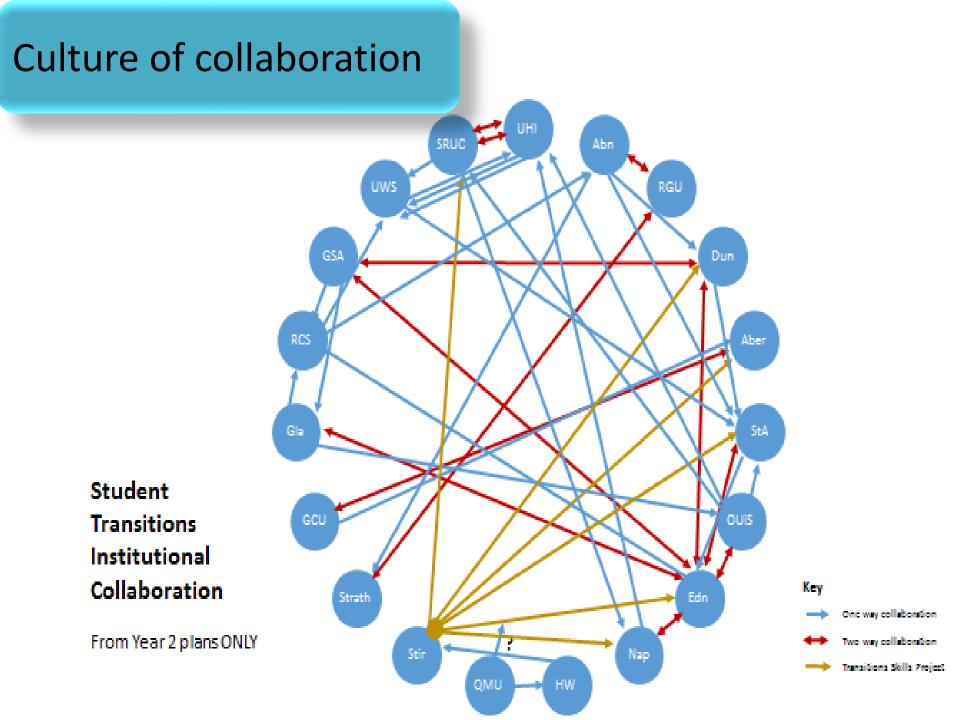
(Please see below a list of your filtered resources)

STUDENT COMMENTARY: Flagging up the Associate Student Scheme ~
STUDENT COMMENTARY: New Students Welcome Festival ~
STUDENT COMMENTARY: RPL and Transitions at UWS ~
STUDENT COMMENTARY: Square One, Pre- entry engagement with University ~
STUDENT COMMENTARY: Year Abroad ~
STUDENT COMMENTARY: Education ~
STUDENT COMMENTARY: Towards professional competence: supporting student placements in an undergraduate speech and language pathology programme at the University of Strathclyde.
STUDENT COMMENTARY: Vertically integrated events in Chemistry programmes ~
STUDENT COMMENTARY: The Engineering Academy
STUDENT COMMENTARY: Come On In V
STUDENT COMMENTARY: A reflective

writing about challenges/ positives around the transition from Finnish to U.K. education

## Outcomes

- Enhancement discourse
- Better understandings of key L&T issues
- Change of relationship: sector / QAAS
- Leverage to encourage institutions to tackle complex issues
- Embedded enhancement-led approach to L&T at policy level in institutions
- Changed practices
- Habits of building sector-wide networks / partnerships





## Outcomes

"the influence of the Themes is enduring, inculcating a mind-set or helping to establish a culture in which professionals reflect on their practices and continually seek to improve these. In most Thematic areas, the resources and activities associated with each Theme have provided important sources for learning and teaching developments both within and across institutions in the Scottish HE sector."

(ET Evaluation report, 2014)

Where were we trying to get to, and how?

SOUTH ATLANTIC OCEAN

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- 1 University of Aberdeen
- 2 Abertay University
- **3 University of Dundee**
- 4 University of Edinburgh
- 5 Edinburgh Napier University
- 6 University of Glasgow
  - **Campus: Dumfries**
- 7 Glasgow Caledonian University
- 8 Glasgow School of Art
- 9 Heriot-Watt University

**Campuses: Galashiels & Orkney** 

#### 10 University of the Highlands and Islands

Campuses: Argyil College, Orkney College, Highland Theological College, Perth College, Inverness College, Lews Castle College, Sabhal Mòr Ostaig, NAFC Marine Centre, North Highland College, Moray College, Scottish Association for Marine Science, Shetland College, West Highland College

**11 Open University in Scotland** 

12 Queen Margaret University Campus: Cromarty

**13 The Robert Gordon University** 

14 Royal Conservatoire of Scotland

15 Scotland's Rural College Campuses: Aberdeen, Ayr, Dumfries, Cupar & Broxburn

**16 University of St Andrews** 

**17 University of Stirling** 

**18 University of Strathclyde** 

19 University of the West of Scotland

Campuses: Ayr, Dumfries & Hamilton

## Itinerary

Shetland

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#### Student Transitions Enhancement Theme: Logic Model

AIMS: To enhance the student transition experience in Scottish higher education, and promote associated practices within and beyond Scotland

OBJECTIVES	OUTCOMES	STRATEGY	EXAMPLE ACTIVITIES	OUTPUTS	IMPACT INDICATORS
<ul> <li>We want to:</li> <li>Improve our understanding of what successful Student Transitions are</li> <li>Encourage the sector to use what we have learnt to improve/reflect on how Student Transitions are supported in practice</li> <li>Embed student engagement into the heart of our work</li> <li>Increase the reputation of Scottish higher education in the rest of the UK &amp; internationally by showing how we work collaborativey as a sector</li> <li>Show how our work supports more successful student transitions, i.e. effects change</li> </ul>	<ul> <li>By the end of this Theme, we will have:</li> <li>Discovered, developed and documented transitions ideas and practices from a wide range of sources, in support of those working and learning across the sector</li> <li>Supported effective sharing, engagement with and uptake of ideas, resources and activities</li> <li>Learned from the student experience of navigating transitions</li> <li>Promoted and learnt from collaborative working across the Scottish HE sector</li> <li>Instigated and vported change sitions</li> </ul>	<ul> <li>Our approach is to:         <ul> <li>Identify and develop good practice</li> <li>examples from Scotland and further afield</li> <li>Ensure wide engagement of the Scottish HE community</li> <li>Facilitate joint leadership and ownership by SHEEC and TLG</li> <li>Ensure wide engagement of students in Theme groups at sector and institutional level, and in the wider work of the Theme</li> <li>Promote networks, collaborations and interest groups</li> <li>Interrogate and challenge existing practice</li> </ul> </li> </ul>	<ul> <li>We will do this by:</li> <li>Identifying good practice examples of how STs are supported at three stages: pre-entry, during and preparing to leave the course</li> <li>Producing a repository of good practice and contacts</li> <li>Producing short briefing papers on aspects of transitions and how they are exemplified in specific locations to support student success</li> <li>Dissemination and engagement events</li> <li>Definition of criteria for good practice in trapens</li> <li>The success</li> </ul>	Our products will be: Briefing/guidanc e papers Case examples Project outputs, from national and institutional projects Transitions map Website with multi-level functionality Engagement & Dissemination Plan to help engage the HE community with the resources and ideas produced Student transition voices (videos and other media) Inter- institutional projects Benchmarking data Platform for continuation of ST	<ul> <li>Our success will be seen in:</li> <li>Comprehensive collection of practice and resources supporting student transitions from Scottish HEIs and the rest of the world identified, produced and published on Enhancement Theme website. Evidence of their usefulness to the wider sector demonstrated.</li> <li>Evidence of engagement with Theme by both staff and students (eg event attendances; website hits; blog posts)</li> <li>Demonstration of where student experiences of transitions have impacted on Theme outputs</li> <li>Evidence of students (network) learning from their engagement with the Theme</li> <li>Inter-institutional work outputs collected and published with demonstrable benefit evidenced in institutional practices (ie. Value added)</li> <li>Evidence that resources have been to enhance practice vudent</li> <li>And</li> </ul>
know	we	<ul> <li>Periodically evaluate to</li> </ul>		work	indicators to
		evaluate to	activities 🕘 🛛		assess if we
met th	ese		designed to		
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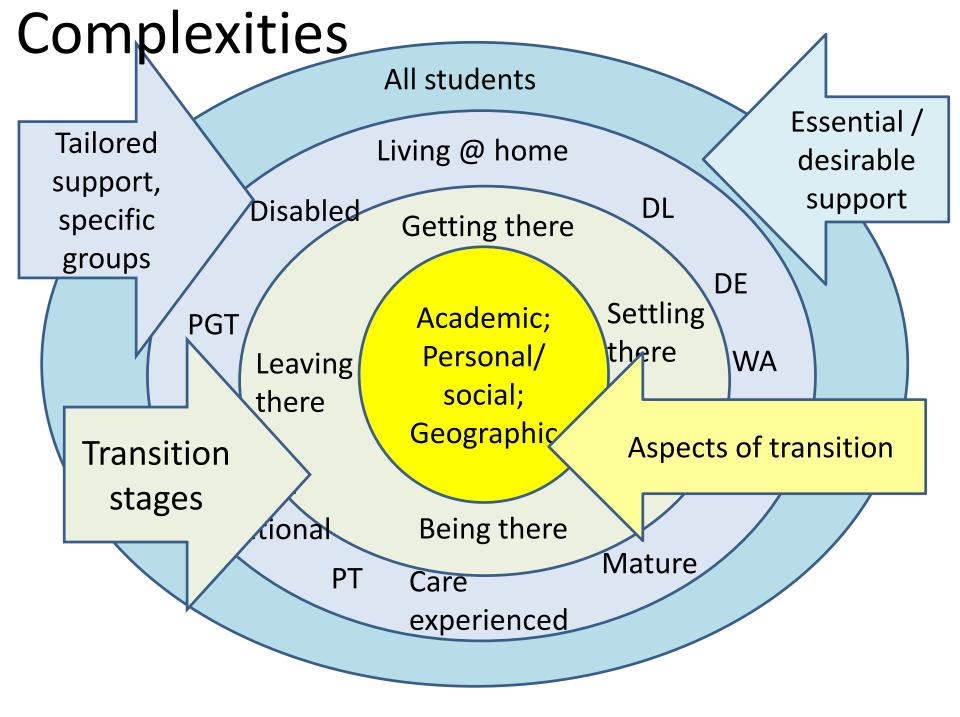
Embed student engagement Increase Scottish HE's reputation by working collaboratively as



Show how our work effects change



Improve understanding of Student Transitions  More complex understanding of diversity of student transitions in different contexts



"The ET has broadened or enhanced understanding of student transitions and the complexity of its definition" (Evaluation Interim Report)

OUiS "multiple and concurrent transitions – multiple and concurrent resiliences"

"Now we're very aware that there are several key transitions and we need to be thinking about how we support the students through these different stages of their journey through HE. So I think our institutional conception and awareness and the way we talk about transition has changed." (Evaluation Report, R1)





# Use our learning in practice

 ✓ Transition skills and strategies: staff and student
 resources, briefings, webinars

## Transition Skills + Strategies

Self-belief (self-efficacy) Self-management of expectations **Critical Self-reflection** Academic Resilience Mindset **Time management** 

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Below you will find some suggestions on how to manage your expectations.

Setting Goals: Establish your goals for what you want to achieve and plan how they will fit into your longer term goals.

*Informed Realism:* It is important to become familiar with any new requirements and to be realistic about how you will meet them.

**Flexibility:** Good coping mechanisms will come from approaching differences between reality and expectations with some flexibility.

This editable document has been specially designed to enable you to tailor content to your particular subject or department. QAA Scotland is therefore not responsible for any content changes made to the template.

#### Further resources:

www.enhancementthemes.ac.uk/enhancement-themes/currentenhancement-theme/transition-skills.

#### Further reading:

Morisano, D Hirsh, J B Peterson, J B, Pihl, R O and Shore, B M (2010) : Setting, elaborating, and reflecting on personal goals improves academic performance, Journal of Applied Psychology, 95, pp 255-264.







### Navigating Transitions: Managing my expectations at university

#### Why is it important to manage my expectations?

It is important to be clear about your expectations of what it is like to be in higher education. It will help if your expectations are informed and realistic.

## What might happen if my expectations and my reality are different?

If your expectations and your reality are different then there is a gap that could widen and impact negatively on your academic success. It might help you to manage your expectations if you create a vision board like the one below.









## Use our learning in practice

 ✓ Sharing of practices across
 19 institutions All 19 Scottish institutions participated in the **Student Transitions Enhancement Theme** 



69 submissions to the transitions through higher education track of the 3rd International Enhancement in Higher **Education Conference** 



403

individuals involved in Institutional Teams over years 2 and 3 of the Theme



students involved in the Student Network across the three years of the Theme

20,866

page views on the information about **Student Transitions** web pages



over **900** resources related to the Theme

**10** QAA Scotland events related to the Theme

.378

registrations over the last three QAA Scotland conferences





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## Embed student engagement

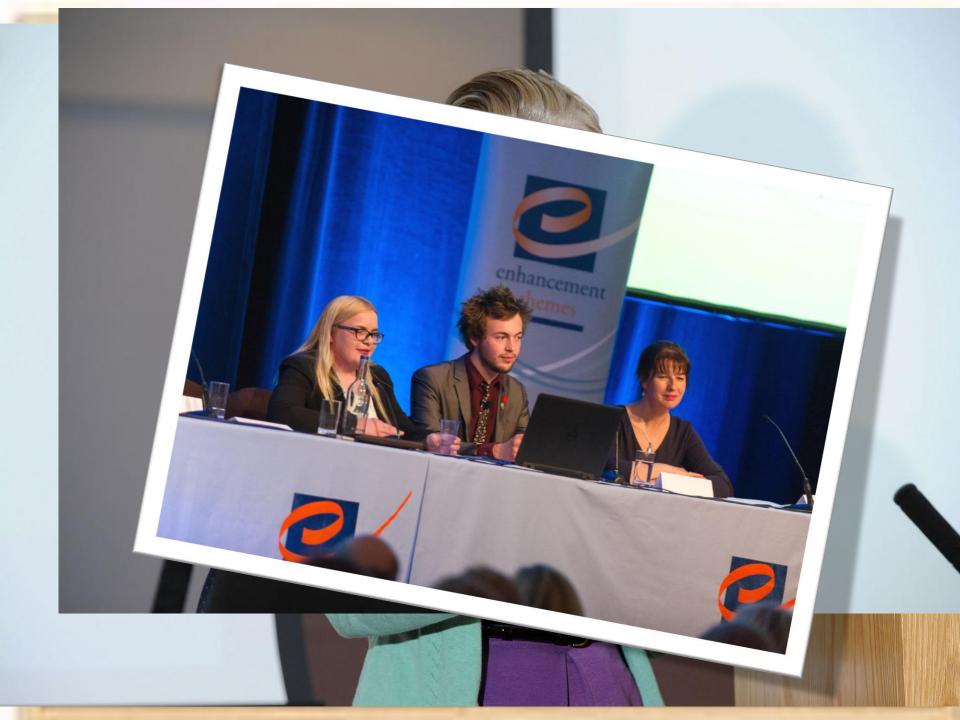
✓ How we operate as a
 Theme: Student
 Network part of TLG

## Increased the number of student representatives on the Theme Leaders Group

19 HEI staff representatives and 19 student representatives

19 HEI staff representatives and 2 student representatives

YEA





Increase Scottish HE's **reputation** by working **collaboratively** as a sector

## ✓ JPAAP journal special issue

JOURNAL OF Perspectives in Applied Academic Practice





Increase Scottish HE's **reputation** by working **collaboratively** as a sector

 ✓ International / high profile visitors and contributors



"We have incorporated aspects of the thinking around the ET into the reapproval of all our programmes this session" (HEI report)

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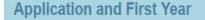




## Show how our work effects change

✓ Multiple
 examples from
 ALL Scottish
 HEIs in
 repository

### Institutional case studies (year 2) – by topic



Employability and skills

#### International students and mobility

Technology and Online Learning

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#### University of Aberdeen

 Using Facebook to help to university

Edinburgh

 Trans Emplo Supp Educa 'Som someon Student M students' tran first year at Edinn (ENU) Researching First Year S Academic Self-Efficacy an Supporting transition into first year of higher educa

#### **Glasgow School of Art**

The cross-school course (first year)

#### **Queen Margaret University**

Referencing with Lego

"a new service for at risk groups... We would never have created that service without the data and we probably would never have looked at the data had it not been for the Theme." (Evaluation Report, **R6**)

(TSIS): Developing work-based learning opportunities to enhance the employability of Scotland's university students

#### **Queen Margaret University**

 Providing volunteering experience for Health Science students  Languages - Compulsory Semester to a Francophone or Hispanophone country (Languages degrees)

#### Postgraduate Taught

#### University of Dundee

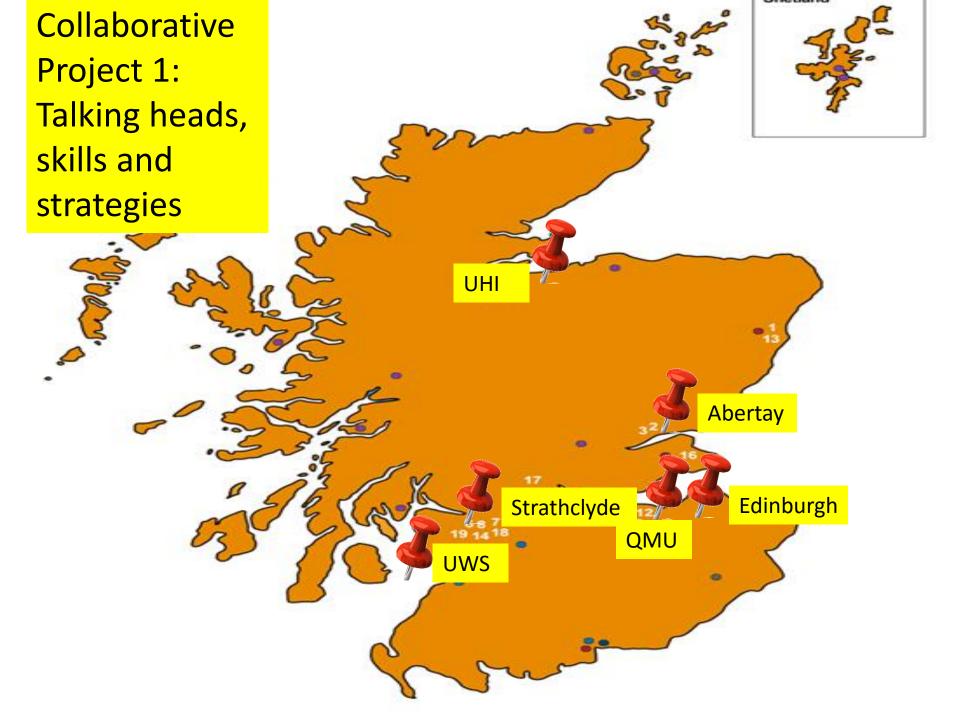
open Badges in Supporting TRepresentatives' Transitions

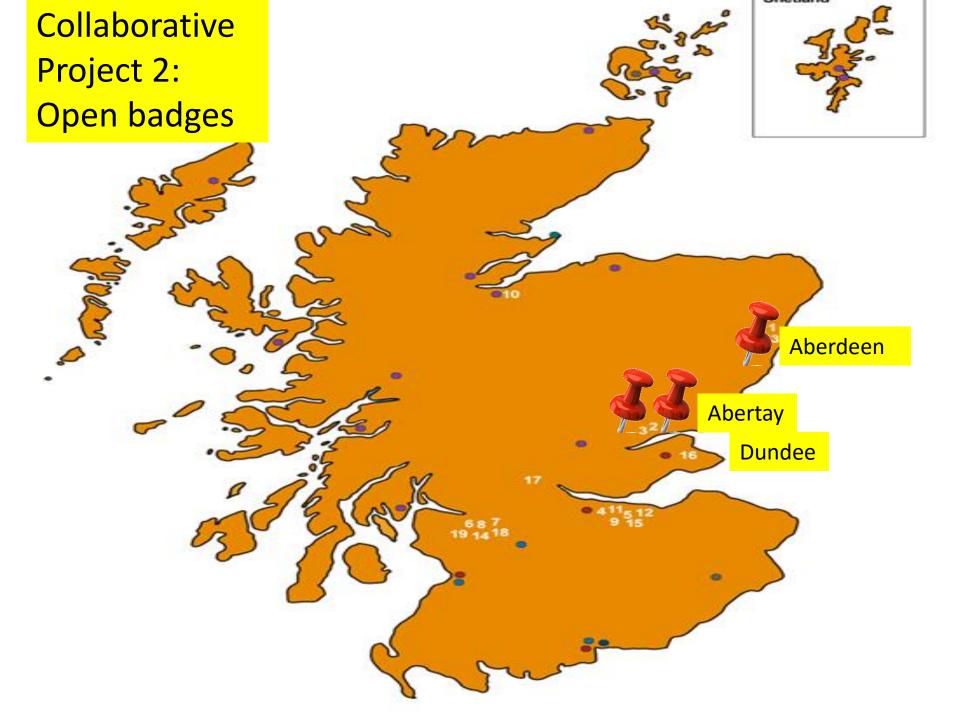
#### **Glasgow Caledonian University**

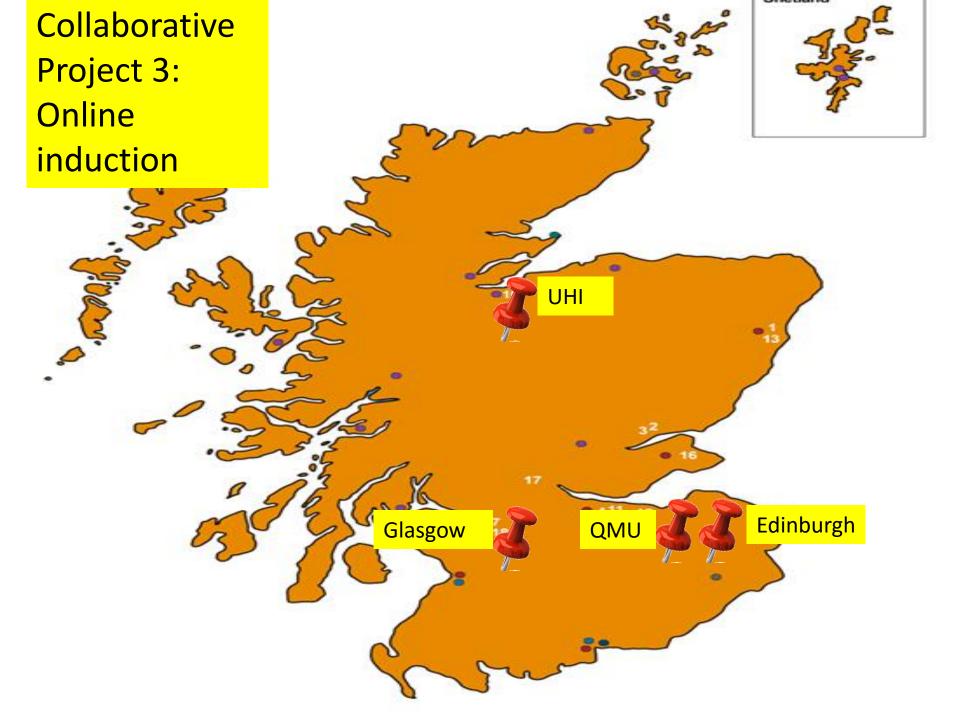
• Supporting student transitions to real clinical decision-making situations in cardiopulmonary practice

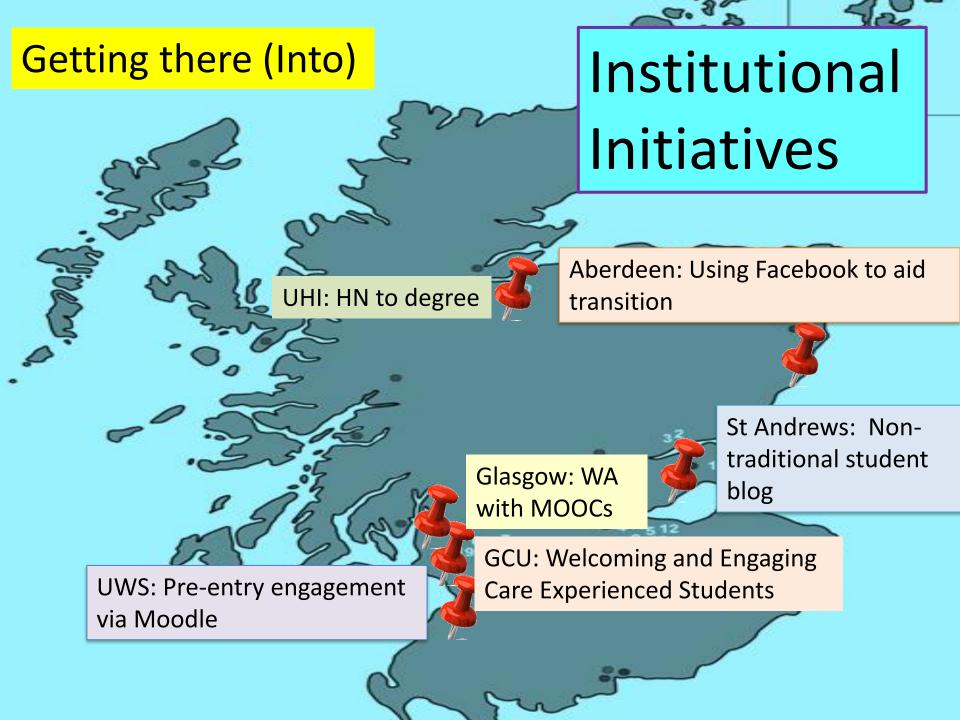
#### **Open University in Scotland**

 Co-creating Reflection Open Educational Resources to support









## Settling there

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## RGU: Student Association engaging DLs

Dundee: Inclusive Approach to becoming and belonging

GSA: The cross-school course

Edinburgh: Getting Started Guide

## Being there (through)



Abertay: Interdisciplinary working in next generation researchers

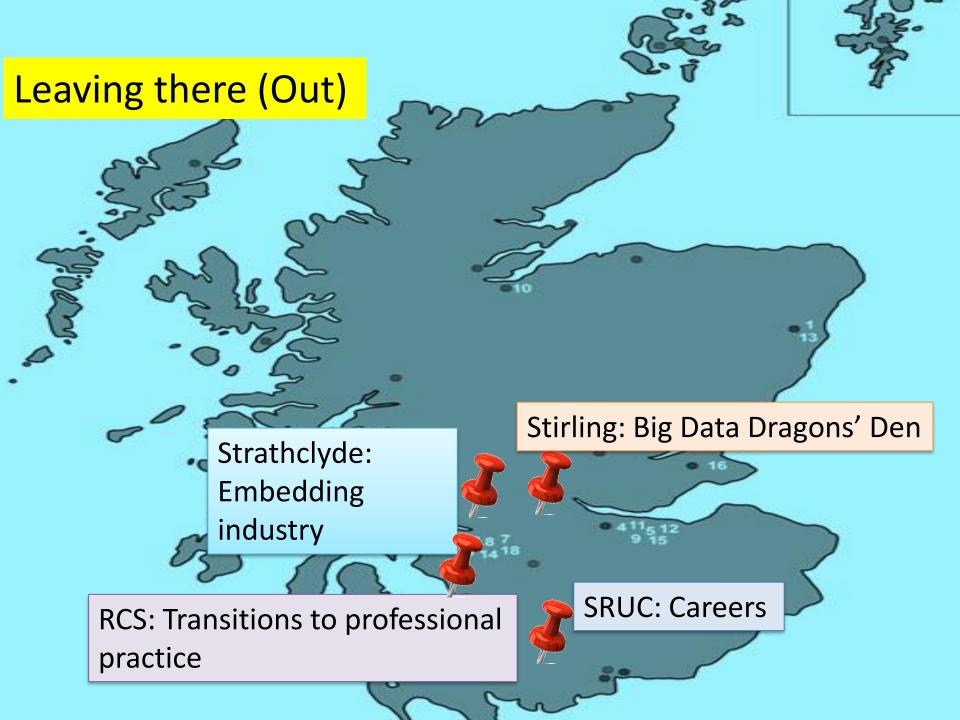
ENU: Researching First Year Students' Academic Self-Efficacy and Buoyancy

QMU: Don't Panic guide to surviving 4th year

HWU: Peer mentoring

JJJJ

OUS: Co-creating Reflection Open Educational Resources to support transitions



## Impact?

Sector

"The *impact* of the Theme can't be measured in straightforward statistical terms, but the intrinsic *value* of the Theme has been demonstrated by its explicit and implicit appearance in strategies, and as a topic for discussion" (Institutional report)

## Sector level - QAAS officer

"The Themes have helped us build knowledge / expertise around:

- culture of the sector (its tribes, beliefs, dynamics, needs, requirements)
- what the sector needs (its capacity for change, strengths and weaknesses)
- what the sector might need to respond to (policy opportunities and threats)
- what the barriers to change would be, who were the key change agents / had influence within the sector
- how to communicate with all these stakeholders and the best methods to use
- how to direct the 'policy flow' from Government through QAA to the wider sector
- who to influence, when to influence them and how to do it."

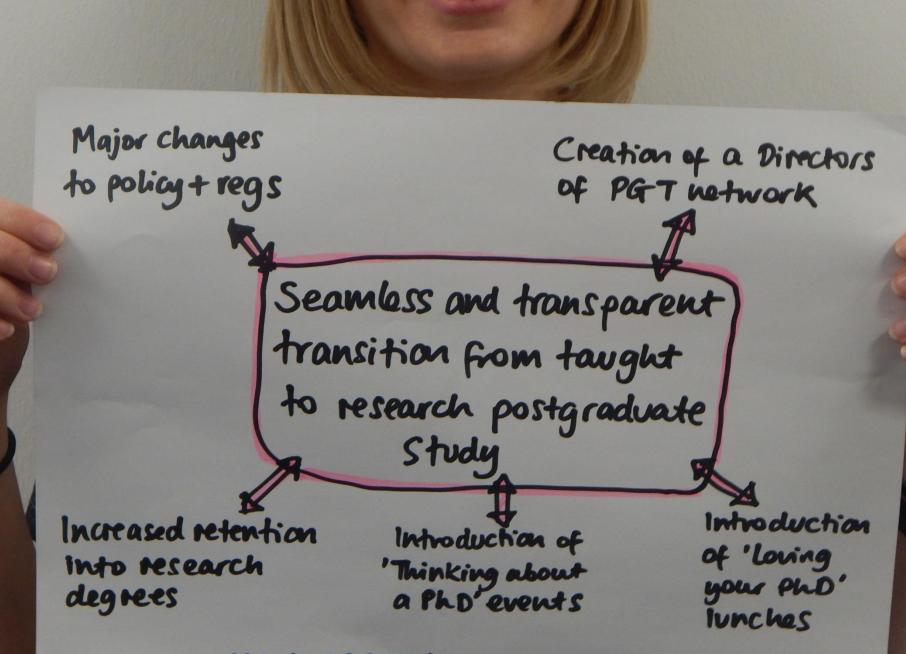
## Institutions



"Across institutions the transitions activity has led to changes in process and practice in activities such as induction, internal evaluations, and WA" (Evaluation Interim Report) Individual



"Institutions have explored transitions for international students adapting to studying in Scotland; home students who don't live in student accommodation; and care experienced students coming into university." (Evaluation Report)



UNIVERSITY OF STANDREWS



## Ryan

<u>https://drive.google.com/drive/folders/0B98D</u>
 <u>AC-hFpC1d05SQXRIMmlxZGs</u>

# Are we there yet?

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## As a sector, we've journeyed together to:

- 1. Get better understandings of transitions
- 2. Apply those understandings to our practices
- 3. Synthesise findings from research and support fresh research
- 4. Communicate and disseminate findings
- 5. Work separately and collaboratively to enhance learning



## It's not the end of the journey

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C.

How to join up the dots - great transitions consistently across institutions for all students?

	nancement mes	CH THIS SITE: SEARCH
DME ENHANCEMENT THEMES	CONFERENCE SHEEC STUDENT ENGAGEMENT RESOURCES NEWS E	VENTS ABOUT US
nhancement Themes > Current Enhar	icement Theme	
urrent Enhancement Theme >	Student Transitions (2014-17)	Publications and reports
Institutional work	During this Enhancement Theme, we explored the transitions of students into, through and out	
Inter-institutional collaboration	of study at university. We completed a range of sector-wide projects and institutional work.	Evaluation of year 3 of the Student Transitions Enhancement
Transition skills phase 1	Sector-wide work	Theme
Transition skills phase 2	Three topic-focused projects ran for the duration of the Theme. These were:	International Students - Transitions into Scottish Higher
Evaluation of the Theme	<ul> <li>Transitions Map - Collated resources highlighting practice across the sector. Covering various stages and types of student transitions.</li> </ul>	Education: A Scoping Study
Transitions map	<ul> <li>Transition Skills and Strategies - A set of resources to support staff and students. Using</li> </ul>	Highlighted resources
Equality and diversity	the resources will help develop skills essential for a successful transition.	Transitions Map
International Students	<ul> <li>Support for looked-after students - Focusing on the needs of students who have experience of being in care.</li> </ul>	Skills and Strategies
Membership of TLG	• The experiences and needs of international students - Research looking at how these students transition into the Scottish higher education sector.	Equality and Diversity
completed Enhance	Atitutional work	Institutional work
How to keep	) this higher education Institutions have taken part in the Enhancement Theme. They	Institutional Work Year 1-3
using what		Institutional Case Studies Year 1
we've		Institutional Case Studies Year 2
produced?	End of year reports and work plans for each year.	Student commentaries
	Case studies produced during years one and two.	Inter-institutional collaboration
	<ul> <li>Student commentaries that support the case studies. Proving that institutional activity has improved the experience of students.</li> </ul>	Institutional multimedia

What learning about change can we take with us on our next sectoral journey?

#### **1 University of Aberdeen**

- 2 Aberta University
- 3 University of Dundee
- 4 University of Edinburgh
- 5 Edinburgh Napier University
- 6 University of Glasgow

**Campus: Dumfries** 

- 7 Glasgow Caledonian University
- 8 Glasgow School of Art
- 9 Heriot-Watt University

Campuses: Galashiels & Orkney

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#### 10 University of the Highlands and Islands

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Campuses: Aberdeen, Ayr Cupar & Broxburn

16 University of St Andrews

**17 University of Stirling** 

18 University of Strathclyde

**19 University of the West of Scotland** 

Campuses: Ayr, Dumfries & Hamilton

## New Enhancement Theme

## Itinerary

Shetland

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## Thank you

I'll look forward to watching your ET progress