“What the teacher is, is more important than what he teaches,”

The 55 core behaviours of transformational educators

Dianne Burns and Professor Judy Williams
Aims

• To **inform** and **inspire** behaviour change in those who teach.

• To consider practical ways in which identified TE behaviours can be used to **enhance** teaching practice and **measure excellence**.
Delegates should leave this session with a good understanding of:

- The concept of transformational teaching and learning.
- The 55 core behaviours of transformational educators.
- How the application of core TE behaviours could enhance their role as a 'transformational' educator.
- How the observation of teaching behaviours might assist in the recognition of teaching excellence.
- How knowledge of TE behaviours might be used to inform staff development programmes.
Transformational Learning Theory
(Mierzow, 1997)

Reject

Prejudices
Family
Stereotypes
Values

Culture
Unquestioned belief systems
Assumptions
Community

Stop and Question

Epochal

Incremental
T-MAP Project

Aim: To identify the core behaviours of successful ‘transformational’ educators.

Why do we care about transformational behaviours?

- Behaviours are important: what an educator does can influence whether the educational experience is transformational for the learner.

- Behaviours are observable: whilst attitudes, knowledge and skills are also important, it is harder to measure them. Behaviours can be observed and can help in teaching reviews and providing concrete suggestions for improvement.
What do we mean by behaviour?

Behaviours are anything we do.

They have to be **observable** (i.e. others can see or hear them happening)

and **measurable** (i.e. we can assign some value to what we observe by, for example, counting them).
How have we identified the behaviours of transformational educators?

**Literature review**

Used search terms commonly used to describe the concept of ‘transformational education’


combined with terms for ‘educator’ & ‘behaviour’.

5859 Papers Screened in total

90 Papers included in the metasynthesis

159 Specific behaviours extracted
How have we identified the behaviours of transformational educators? (2)

consensus study - using Delphi methods with educational experts (National Teaching Fellows) from Higher Education Institutions across the UK.

125 Behaviours offered by the experts in the first round of the Delphi
68 Unique behaviours synthesised
55 Behaviours reached consensus from the experts as CORE for transformational educators
T-MAP Self-Report Checklist
Padlet Group Work

1. Barriers to implementing TE approaches.

2. Recognising Teaching Excellence

3. Staff Development
In this plenary workshop we have:

- **Discussed** the concept of ‘Transformational Education’.
- **Identified** 55 Core Behaviours of Transformational Educators.
- **Considered** potential barriers (e.g. Capability, Motivation, Opportunity) to implementing transformational approaches.
- **Explored** opportunities for future development (e.g. recognising teaching excellence and staff development).
Commitment is what transforms a promise into reality.

It is an agreement or pledge to do something in the future.

It is the words that speak boldly of your intentions ...though it is actions that speak louder than words.
References and Suggested Further Reading


Mezirow, J (1997), Transformative Learning: Theory to Practice, New Directions for Adult and Continuing Education, 74, pp 5-12, Jossey Bass, San Francisco

O'Riordan, F (2018), Transformational pedagogy through curriculum development discourse, International Journal of Innovation & Learning, 23 (2), p 244-260.


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PEDAGOGIC AND STAFF DEVELOPMENT PROGRAMME

Large Group Teaching, 1 minute CPD

In these videos, Dianne Burns presents ideas for improving your large group teaching. Her tips cover a range of sessions for tips on how to make your large group teaching sessions more effective.

How can you organise your lectures to promote student learning?

Do:
- State expectations clearly and consistently.
- Be organised and take control.
- Make your session easy to follow.

Unmissable teaching sessions final

Information transfer