Continuously improving teaching quality

Training designed to complement your institution’s development strategy

Providing the right support that helps to refresh and build the skills of a diverse workforce can be a challenge. In response to this, the HEA has worked with the sector to design the Professional Learning Curve.

Launched in 2016, the Professional Learning Curve provides a staged model to help with the delivery of training and professional development opportunities for staff throughout their careers, complementing an institution’s own workforce development activity. It is aligned to the Professional Standards Framework (PSF) and all training will assist either in maintaining good standing against a current Fellowship category, or in moving towards a new one.

As well as supporting individuals throughout the distinct phases of a career in higher education teaching and learning, HEA programmes foster an environment for exploring novel concepts and innovative pedagogies. The Professional Learning Curve offers flexibility through a diverse range of training methods, that can support both you and your teams.

All HEA professional development is available as open or in-house programmes, providing opportunities to learn either from colleagues outside of your institution to share best practice and principles, or within your institution to meet your specific needs.

To ensure currency, programmes are continually reviewed and informed by HE policy and developments, recently seeing the introduction of events on Degree Apprenticeships and the Teaching Excellence Framework.

Whatever the discipline specialism or institutional role, the HEA has professional development opportunities for all staff within your institution.

For full details including dates and prices, visit www.heacademy.ac.uk/prospectus

90% state their practice will change as a result of participating in HEA training and events*

* Source: Attendee feedback surveys

Training designed to complement your institution’s development strategy

40%
Professional Learning Curve

Designed to provide career long development support, the HEA’s Professional Learning Curve incorporates the requirements of the Professional Standards Framework. The curve reflects the needs of those involved in teaching and learning at all stages of their careers and HEA Fellowship journey.

- **AFHEA** Associate Fellows
  - New to Teaching in HE
  - Growing Your Skills in HE Teaching and Learning
  - Roles: Lecturers, Graduate Teaching Assistants, PhD Students, Post-Doctoral Researchers, Graduate Tutors
  - Programmes Include: Thematic and discipline workshops, symposia, online courses, webinars

- **FHEA** Fellows
  - New to Programme Leadership
  - Striving for Teaching Excellence
  - Roles: Programme Leaders, Programme Directors, Principal Lecturers, Senior Lecturers
  - Programmes Include: Thematic and discipline workshops, symposia, online courses, webinars

- **PFHEA** Senior Fellows
  - Leading Departments, Schools and Centres
  - Aspiring and New Deans
  - Roles: Deans, Associate Deans
  - Programmes Include: Deans’ Development Programme (DDP), Coaching for Excellence
  - See page 14

- **SFHEA** Senior Fellows
  - Aspiring and New Pro-Vice-Chancellors
  - Roles: Senior HE leaders, Vice-Chancellors, Deputy Vice-Chancellors, Registrars
  - Programmes Include: Global development programmes, Executive Coaching
  - See page 15

- **PFHEA** Principal Fellows
  - Roles: New to post PVCs and those who are aspiring to become a PVC with responsibility for teaching and learning in the near future
  - Programmes Include: Executive Development Programme (EDP), Executive Coaching

- **AFHEA** Associate Fellows
  - Programmes Include: Academic Leadership Programme (ALP), Coaching for Excellence
  - See page 13

- **Aspiring and New Vice-Chancellors**
  - Roles: Heads of Department, Heads of Centres, Heads of Academic Support Units
  - Programmes Include: Academic Leadership Programme (ALP), Coaching for Excellence
  - See page 13

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Continuously improving teaching quality
Each of the eight stages in the Professional Learning Curve are designed in line with the Professional Standards Framework to address the needs at particular points in HE teaching careers. The range of training has been designed to promote sharing experiences and best practice, develop peer support networks and provide a global perspective to HE training and development.

Stages of the Professional Learning Curve:

1. **New to Teaching in HE**
   - Designed to support new to HE teaching and to complement in-house training (e.g. Postgraduate Certificate in Higher Education).
   - Set of workshops to support staff who are new to HE teaching.

2. **Growing Your Skills in HE Teaching and Learning**
   - Constructed for those who have been teaching for a while and wish to build their skills in a particular area.
   - Workshops focus on more detailed aspects of professional practice.

3. **New to Programme Leadership**
   - With pressure on Programme Leaders and Directors to respond to policies such as the TEF in England and Degree Apprenticeships, new to Programme Leadership provides support in a practical way.
   - Workshops on implementing policy and new developments at programme level, assist participants in leading change and monitoring impact, guiding those working towards Senior Fellowship.

4. **Aspiring and New Deans**
   - Programmes for this group have been designed to focus on both the conceptual and practical aspects of maintaining a senior leadership role in a higher education environment.
   - Building a community of peers from many different backgrounds, who are able to reflect upon their experience and to engage participants in self-reflection and debate.

5. **Aspiring and New Pro-Vice-Chancellors**
   - Supports and guides participants through the challenges of leading on teaching and learning.
   - Programme offers an insight into the policy issues for their institution, managing large scale change, setting institutional direction and leading all aspects of the student academic experience.

6. **Aspiring and New Vice-Chancellors**
   - Designed to support senior colleagues in making their institution stand out from the crowd.
   - This stage focuses on international best practice and building larger international networks.
   - Programmes take participants on immersive week-long visits around the globe.

7. **Striving for Teaching Excellence**
   - This stage aims to inspire colleagues to refresh their teaching practices and provide practical solutions in managing change and leading colleagues in the change process.
   - Programmes allow participants to gain an increased practical and critical understanding of academic leadership and collaborative change in teaching and learning.

8. **Leading Departments, Schools and Centres**
   - Moving to a senior or headship role brings with it a wide range of new challenges that most academics will not have experienced.
   - Programmes allow participants to identify what good teaching and learning looks like in their own role and provides the opportunity to liaise with others to identify shared issues and areas of understanding.

9. **Associate Fellows**
   - Designed to focus on both the conceptual and practical aspects of maintaining a senior leadership role in a higher education environment.
   - This stage aims to inspire colleagues to refresh their teaching practices and provide practical solutions in managing change and leading colleagues in the change process.

10. **Senior Fellows**
    - Programmes allow participants to gain an increased practical and critical understanding of academic leadership and collaborative change in teaching and learning.

11. **New to Programme Leadership**
    - Designed to support new to Programme Leadership.

12. **Fellows**
    - Designed to support new to Programme Leadership.

For full details including dates and prices, visit [www.heacademy.ac.uk/prospectus](http://www.heacademy.ac.uk/prospectus)
How does the HEA deliver development opportunities?

The HEA offers HE professionals varied training and development programmes, giving access to a wide range of resources and over 12 years of quality-reviewed evidence of ‘what works’ in teaching.

Learning environments and networking events can be provided both online and offline allowing delegates to explore strategic topics and discipline areas relating to them and their personal and professional development goals.

All HEA training and development opportunities contribute valuable evidence to direct HEA fellowship applications, as well as helping existing Fellows maintain professional good standing.

A coherent environment for ‘interactive’ ideas exchange, innovation and collaboration. They build on the collective momentum of practitioners working as thought leaders. Communities are facilitated and hosted by the HEA but ultimately owned and driven by members.

#HEAchat is a regular, open forum for the sector to come together and share experiences. Every month the chat covers disciplinary or priority areas relating to teaching and learning, triggered by a pre-chat blog and questions.

There are two types of webinars: research and policy webinars, and CPD webinars that are designed to keep participants up-to-date with current research, survey activities (PTES, PRES, UKES), thematic and discipline work.

Addressing the time pressures of working life, HEA training is available remotely through its new Virtual Learning Environment, with tutor support and course materials available online.

Virtual Reading Groups encourage debate and discussion between like-minded colleagues across the globe.

For full details including dates and prices, visit www.heacademy.ac.uk/prospectus
Key Benefits

• Demonstration of continued professional development
• Access to:
  – a national community of teaching practice, providing innovative tips and on-going support
  – the latest thinking on improving student outcomes, teaching quality, the curriculum, learning environment and learning communities
• Development of a repertoire of current ‘what works’ approaches in effective teaching.

Duration

Four one-day sessions across four months. Each session features a morning masterclass dedicated to one of four key topics.

Benefits to institutions

• Development of colleagues as senior leaders and role models within their institutions
• Provides the opportunity to foster an environment where good teaching runs parallel to good management and leadership
• Colleagues are prepared for input into institutional strategy and operational delivery
• Gives an effective and transparent record of professional development, supporting the creation of a cohort of HEA Senior/Principal Fellows.

The Teaching Excellence Programme is designed to support, develop and inspire excellence in an ever-changing teaching environment.

For full details including dates and prices, visit www.heacademy.ac.uk/prospectus

“...The facilitators were excellent – and I mean really excellent. Friendly, professional, knowledgeable and helpful. I felt they understood our position and empathised with us which is just what you need when wrestling with a tricky new challenge.”

Graham Hooper, Director of Policing, Canterbury Christ Church

Ideal for: Programme Leaders, Course Directors, Senior Lecturers, Principal Lecturers

Teaching Excellence Programme

Supporting, developing and inspiring excellence in teaching

Professionally vertically aligned with the Teaching Quality Framework, and specifically designed for senior leaders across all sectors of higher education.
Leading Transformation in Learning and Teaching

Key Benefits
- Increased practical and critical understanding of academic leadership and collaborative change in the context of teaching and learning
- Gives the confidence to engage with, influence and motivate colleagues to contribute to new course development and delivery
- Encourages participants, together with other members of their teams, to be more aware of their own strengths.

Duration
Three modules across three months.

Academic Leadership Programme
Supporting the ‘next generation’ of academic leaders

Key Benefits
- Increased understanding of the knowledge, skills and experiences that characterise effective and successful headship
- Identification of the ‘challenges’ and solutions from collaborative working
- Acquisition of the skills and expertise to market one’s department
- Ability to cascade new knowledge and expertise for wider institutional benefit and in support of their continuous professional development.

Duration
Six modules across eight months.

For full details including dates and prices, visit www.heacademy.ac.uk/prospectus
Deans’ Development Programme

Building the experience of senior colleagues to confront institutional challenges with confidence

Ideal for: Deans, Associate Deans

The Deans’ Development Programme recognises the role of Deans as senior academics managing financial and human resources. It allows participants to build a community of peers and share experiences and challenges between sessions and after completing the programme. If aiming for Principal Fellowship, the Deans’ Development Programme will help participants recognise their impact and articulate good practice.

Key Benefits

• Personal development, increased self-awareness and enhanced personal resilience
• Development of:
  – an enhanced understanding of the challenges of senior leadership in higher education
  – strategic and operational planning skills
  – team-working and collaborative practice within a strong peer network
  – practical problem-solving skills
• Access to senior colleagues with a wide experience of higher education.

Duration

Six sessions across nine months. The programme has been developed in collaboration with Professor Phil Cardew, Deputy Vice-Chancellor Academic, Leeds Beckett University, and members of the first Executive Development Programme alumni.

Executive Development Programme

Leadership in learning, teaching and the student experience

Ideal for: New to post PVCs and those who are aspiring to become a PVC with responsibility for teaching and learning in the near future

The Executive Development Programme is designed to develop and enhance leadership skills for those responsible for the student learning portfolio, leading large scale institutional change, the enhancement of teaching and delivering high quality academic programmes. The programme also provides the opportunity to translate government policy into practice.

Key Benefits

• Personal development opportunities deepening and strengthening existing expertise while challenging and stretching boundaries
• Preparing participants for the leadership of teaching and learning at executive level
• Development of strategic and operational planning skills
• Access to an array of distinguished guest speakers, all with extensive experience of working at executive level
• Practical development of problem-solving skills
• Establishment of an enduring alumni network.

Duration

One year programme. Involving six residential two-day modules and two one-day institutional visits.

“...In terms of a development experience the Executive Development Programme is the best I’ve ever been on, by a country mile. It has a freshness, integrity and credibility that is just unrivalled. I’m glad to have been a part of it and shared those experiences with other academic leaders from different institutions united by the same day-to-day challenges and scenarios.”

Professor Blair Grubb, Associate Pro-Vice-Chancellor (Education), Faculty of Health & Life Sciences, University of Liverpool

For full details including dates and prices, visit www.heacademy.ac.uk/prospectus
HEA Conferences

The HEA runs an Annual Conference together with a number of specialist conferences. Providing a dedicated environment for those facing similar challenges to share experiences and explore different possibilities and outcomes.

Annual Conference
Taking place over three days with more than 400 sessions, this sector-led conference provides attendees with the chance to share ideas, research, good practice and innovations with peers, to find out whether the challenges and solutions from other disciplines could inspire innovation in individual and institutional practice.

Surveys Conference
Provides an opportunity to discuss and debate the potential of insight from surveys, metrics, qualitative research and wider methods of capturing the student voice. The HEA Surveys Conference explores how these methods can be used to drive excellence and enhancement within higher education.

"Through attending the conference I was able to see the huge variety of issues that were being addressed through surveys."

STEM Conference
The two-day conference features a mix of peer-led workshops, presentations and respected keynotes for each of the individual STEM disciplines, as well as opportunities for learning from cross-disciplinary practice.

"The HEA STEM Conference was informative and challenging. It offered a good opportunity to meet new people; reflect on what we do, how we do it and why we do it; while providing some useful ideas on how to do things."

NET Conference
The leading international conference for networking in healthcare education provides access to the latest research and innovation from across the world and to discuss shared interests and key issues.

“The talks made me consider aspects of my teaching from a different perspective.”

Dr Rachael Carey, Lecturer (Teaching and Scholarship), University of Dundee
In-House Training

The HEA offers a wide range of training programmes and workshops that are deliverable in-house, allowing institutions the opportunity to choose from existing programmes or a tailored course designed to meet their individual needs at cross-institutional, faculty or departmental level.

HEA Professional Learning Curve stage 1–6 programmes are available, using the same facilitation teams as our open programmes and workshops. For those with team members wishing to focus on their Senior/Principal Fellowship applications in-house, Writing Retreats can also be arranged with a facilitator from the HEA.

Key Benefits

• Cost-effective learning
• Focused on the needs of your institution
• Specialist trainers, coaches and practitioners
• Standard open programmes and workshops delivered in-house
• Tailored courses designed to meet your institution’s needs
• Delivered on your premises to meet your timescales and needs
• Mixed-method approaches – masterclasses, workshops, action learning sets, online and blended learning.

“A useful way to improve your performance in a particular area is to develop a groundswell of interest and create plenty of stakeholders, so I saw the Teaching Excellence Programme as an opportunity to do just that, at what I felt was an important time.”

Dr Ian Mathieson, Deputy Dean and Director of Learning and Teaching, School of Health Sciences, Cardiff Metropolitan University and leader of the in-house Teaching Excellence Programme conducted at Cardiff Metropolitan University

For more information on the courses available and to discuss your institution’s needs, email training@heacademy.ac.uk

92% satisfaction rating for HEA training and events*
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