

From acorns to oak trees...



Recognising, rewarding and sharing innovative, inspiring and excellent practice in Higher Education.

Dr Kerry Whitehouse and Lerverne Barber, Institute of Sport and Exercise Science, University of Worcester, UK.



Introduction and Context

The changing culture in Higher Education (HE) particularly with regard to the introduction of the Teaching Excellence Framework (GOV.UK, 2016), highlighted the need to revisit the University's Learning and Teaching Reward and Recognition Scheme.

The scheme at the University of Worcester is now aligned with the United Kingdom Professional Standards Framework (2011) and seeks to reward practice and also to support career progression for Higher Education Academy Senior Fellow applications, University promotion schemes, professorships and National Teaching Fellowship awards. Furthermore, submissions to the scheme are written in case study form so as to enable easy transference and wider sharing from internal to international dissemination.

There are three categories of Award

- Teaching Award
- Teaching Team Award
- Leading Teaching Award



Teaching Awards evidence the impact of excellent, inspiring or innovative practice in relation to student learning, engagement and / or achievement. They also enable staff to reflect upon their own professional development in relation to their practice.

The Leading Teaching Award demonstrates the leadership, support, co-ordination, management and/or mentoring of other HE professionals in relation to learning and teaching and/or course development and the impact of this work.

Impact

The UW Teaching Award Scheme is now in its third iteration and each year it has grown. The Scheme has:

- seen staff engage with applications from every Department across the University;
- seen a three-fold increase in successful Teaching Team Awards in its second year.

The Scheme has been shared and disseminated to widen its reach, through;

- hosting Learning and Teaching Award evenings which recognise the excellent achievements of staff at the university;
- an annual 'Vignettes of Practice' publication showcasing award winner's work;
- presentations nationally at the HEA Annual Conference (2017) and internationally at Beijing Sports University (2017).



Wider Impact

'An established University-wide culture that facilitates, recognises and rewards excellent teaching, which results in a high proportion of staff with recognised teaching qualifications'

(Statement of Findings following the University of Worcester TEF submission, 2017)

The University of Worcester is now developing learning communities who engage in professional dialogue in relation to Teaching Award case studies.

