

# Faculty Development Strategy

## CULTIVATING ONLINE PEDAGOGY

For faculty to be expert designers and facilitators of fully online and blended courses, organizations need an effective online curriculum to support pedagogical and technology skills development. With Faculty Development Strategy, we work with you to design just such a curriculum aligned with your organization's specific goals.

To effectively attract, enroll, and retain the growing populations of digital learners, organizations need a plan for faculty development – a plan that incorporates new approaches to pedagogy.

With Faculty Development Strategy, Blackboard Consulting will work with you to establish faculty development programs that will prevent the ever-widening gaps between teacher skills and learner engagement that is. As a result:



- ▶ **Your faculty will become effective facilitators of online and blended courses, using appropriate pedagogical strategies and technology tools and to meet learning outcomes**
- ▶ **Your organization will have a scalable model it can use to prepare faculty to develop courses that provide students with consistent, high-quality learning experiences**



## Getting There

We draw upon our expertise as educators and educational technologists to develop a unique solution incorporating capabilities across three Effective Practice Areas. Our approach not only concentrates on developing a strategy for the present, but also sustaining that strategy over time.

The three Effective Practice Areas are rooted in comprehensive rubrics that establish a benchmark against our maturity and capability model. This systematic approach enables us to help you take a holistic view of faculty development and explore deeper issues around faculty development strategy, pedagogical relevance, and the program delivery model.



THE UNIVERSITY OF  
SOUTHERN  
MISSISSIPPI

*Blackboard helped our faculty understand the critical nature of proper training for online course delivery ... It's not a matter of taking your course materials, dumping them online, and hoping the students can figure out what they need to do. It's not just training on how to use the LMS - it's how you become a successful online instructor.*

Sheri Rawls  
Director of the Learning  
Enhancement Center  
University of Southern  
Mississippi

# Faculty Development Strategy Effective Practice Areas

## Faculty Development Strategy

- Structured Process
- Standards for Qualification
- Roles & Responsibilities
- Progressive Mastery
- Incentive & Reward System
- Scalability

## Pedagogical Relevance

- Student Engagement Focus
- Student Outcomes Focused
- Classroom Assessment
- Appropriate Application of Technology
- Technological Competence
- Dissemination Model

## Program Delivery Model

- Templates
- Tools
- Staffing Support
- Resource Repository
- Communication Plan
- Program Measurement

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Criteria for Evaluation	Level 4	Level 3	Level 2	Level 1
Structured Process				
Standards for Qualification				

As part of this engagement, we will:

- ▶ **Conduct an assessment of your current capabilities, including establishing key goals and desired outcomes, examining your current program, and identifying gaps**
- ▶ **Design and develop your program, including program requirements, components, pathways, and recommended schedule(s)**
- ▶ **Plan the implementation of your program, including implementation strategies, capacity planning, scheduling, and cost estimates**
- ▶ **Provide an assessment strategy for your program, including instruments and processes**
- ▶ **Deliver your program launch, including workshops, events, and programming as well as mentoring for the initial launch**

## Contact Blackboard

To learn more about how Blackboard can help you develop a faculty development strategy to help you better support online teaching and learning, visit [www.blackboard.com/facultydevelopment](http://www.blackboard.com/facultydevelopment). Or, if you are already a Blackboard client, contact your Blackboard Account Representative.