Teaching and learning: Building the basis for a good reputation

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College & University Support Network

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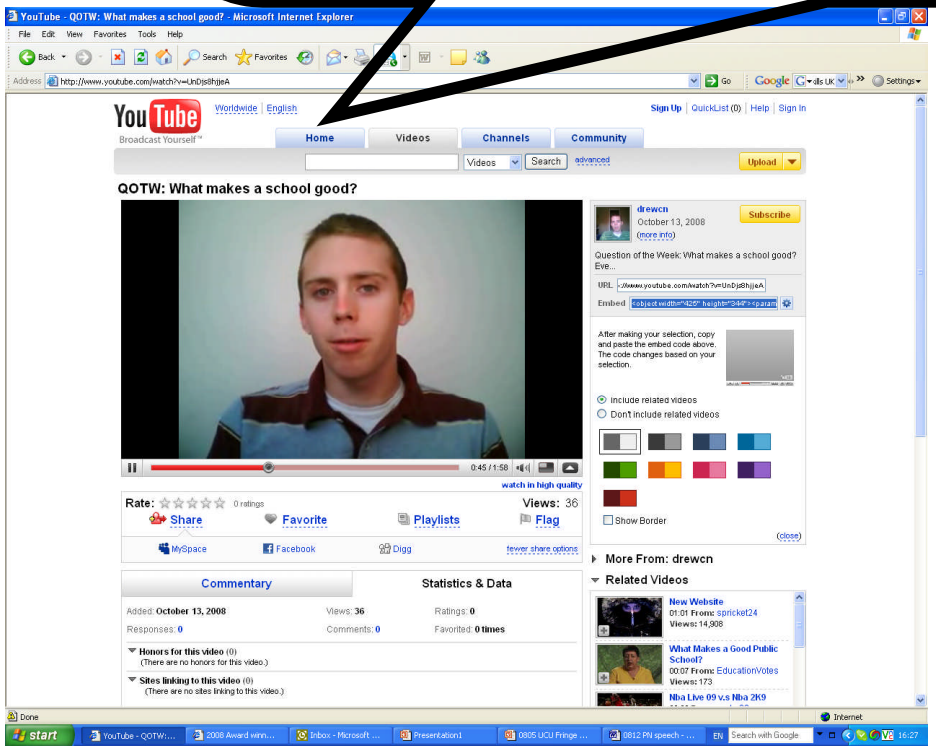
“I’m not sure that a school that has a good reputation will necessarily provide a good education”



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Good educators are the foundation of a good reputation

Good educators

Good education

Good reputation

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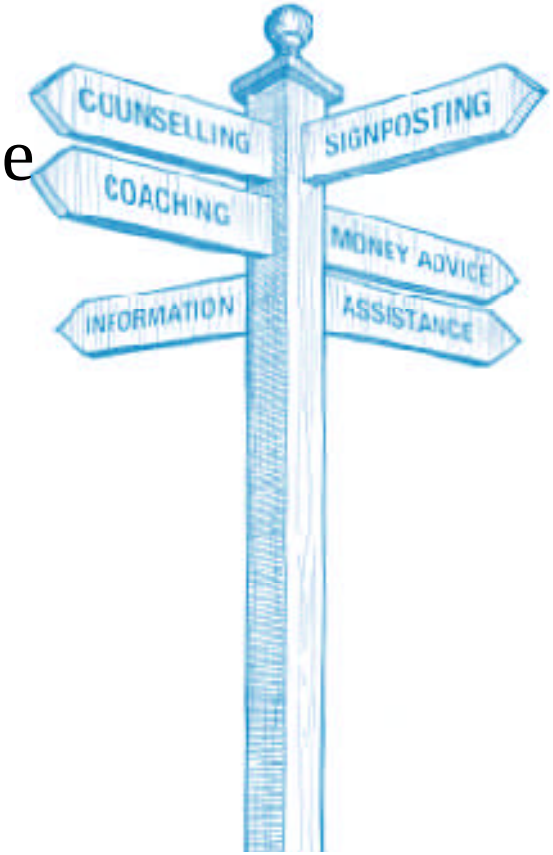
College & University Support Network (CUSN)

- The health and wellbeing support service for adult, FE and HE staff
- Money and financial advice/assistance
- Free counselling and emotional support
- Free coaching and mentoring
- Free information, factsheets and assessments



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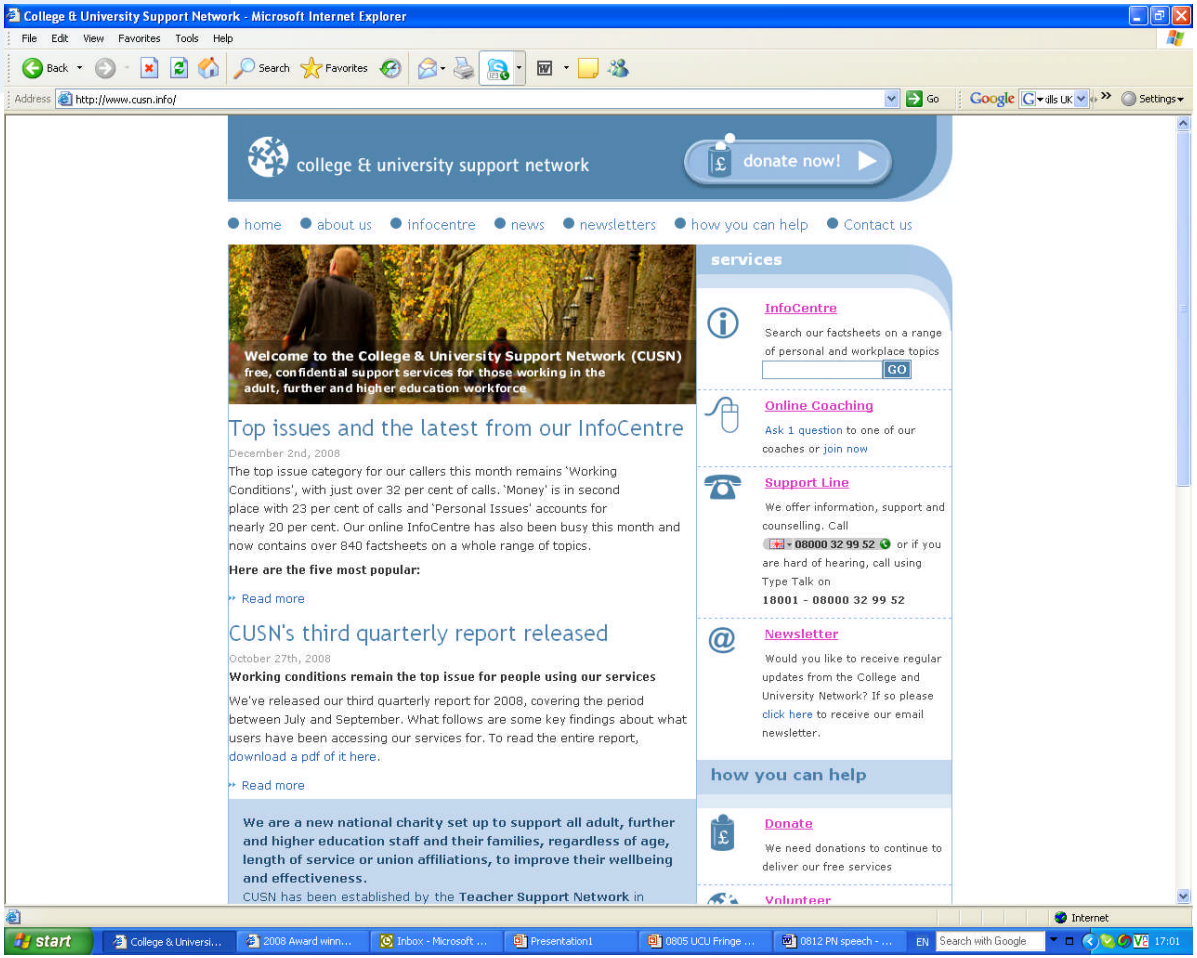
Homepage: www.cusn.info



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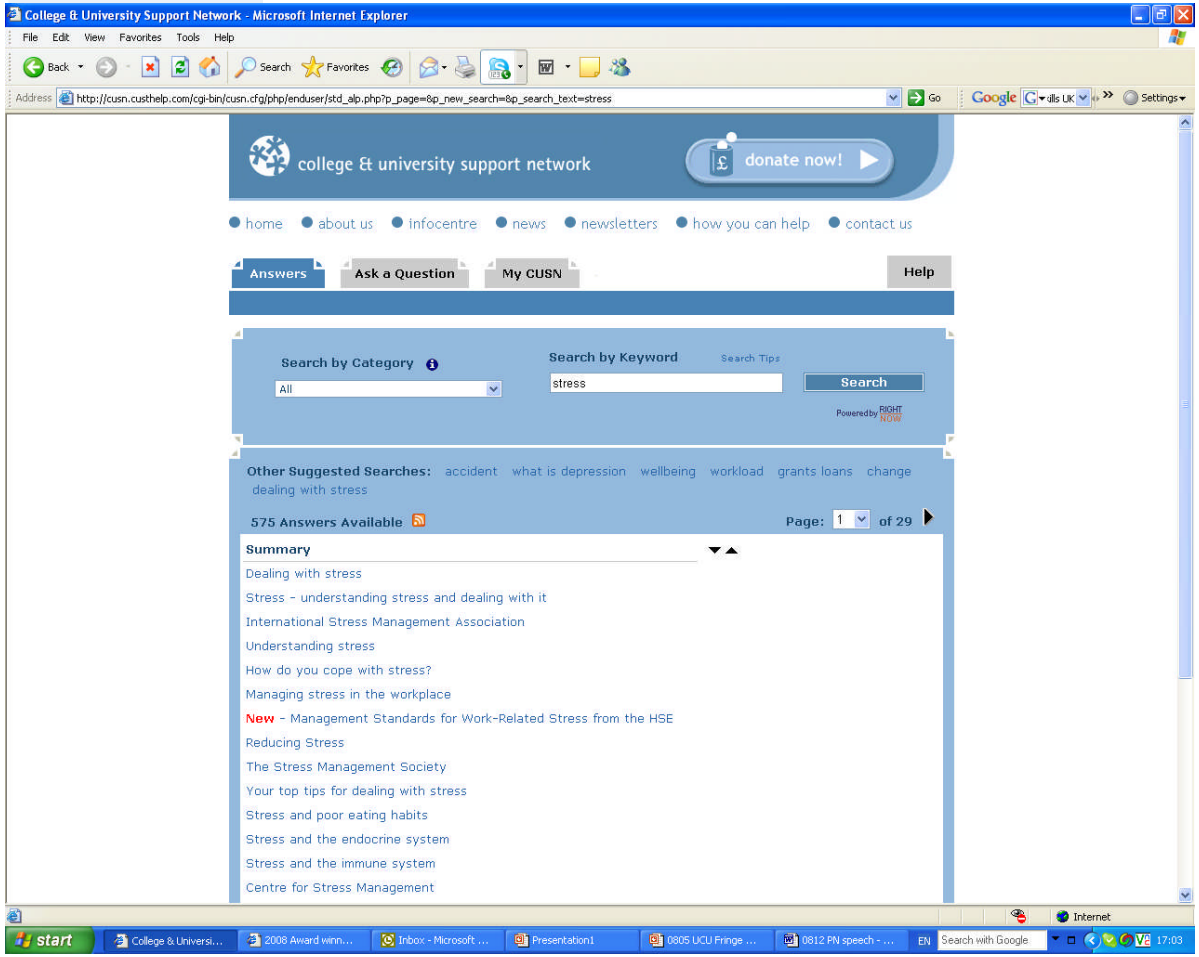
Infocentre – www.cusn.info



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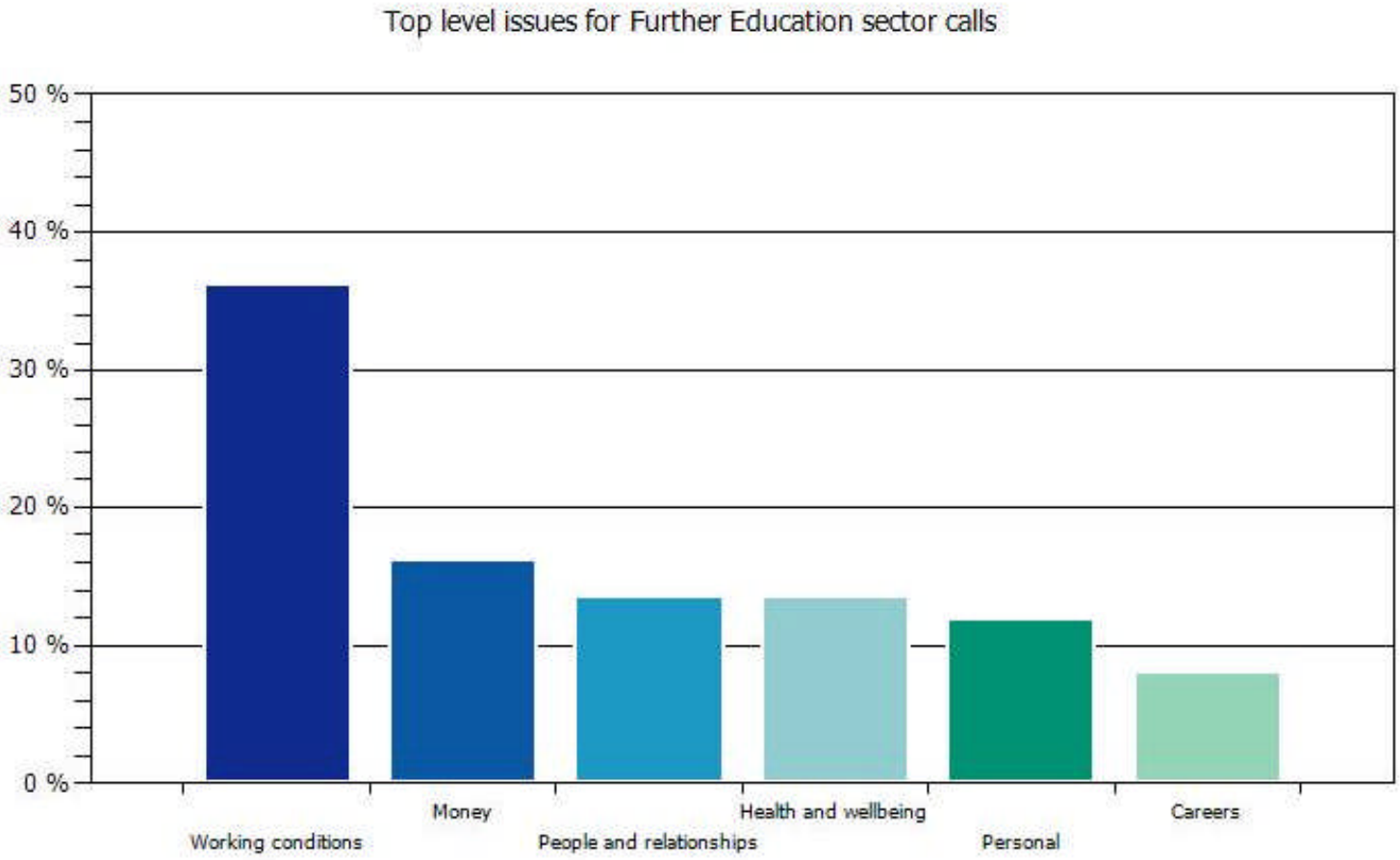
CUSN data snapshot of FE



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LSN / UCU 2007 FE survey

- 42% felt undervalued by their employer
- 48% felt unable to achieve a good work-life balance
- 70% said they had too much stress in their job
- 40% said they worked in an organisation that would tolerate managers or colleagues who bully others
- 24% said they would be looking for employment outside FE
- 49% said they would leave the profession within the next five years

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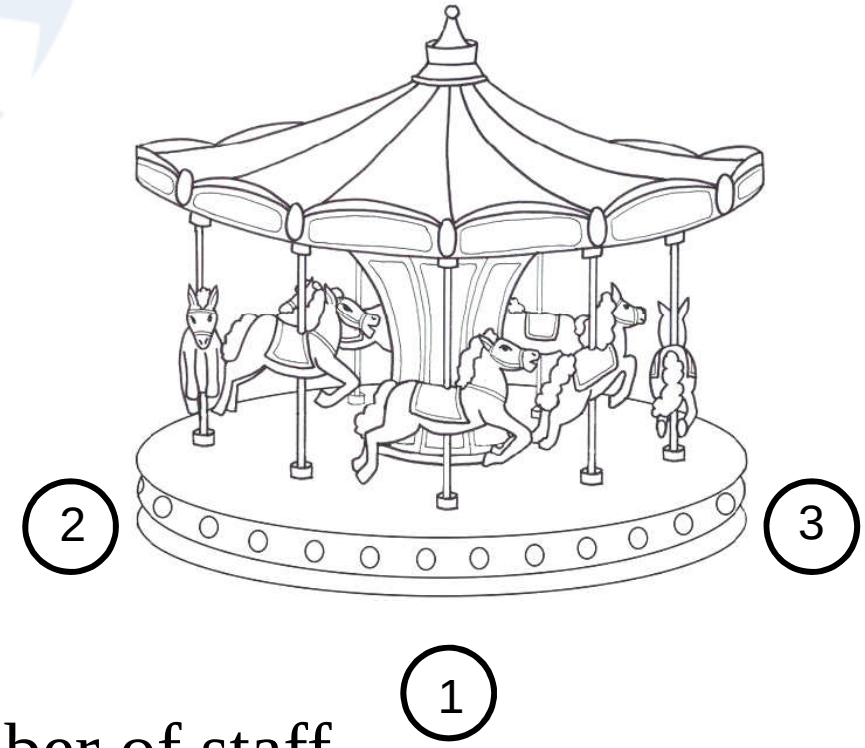
Ross/Hutchings/Menter merry-go-round prediction



1 New member of staff arrives.

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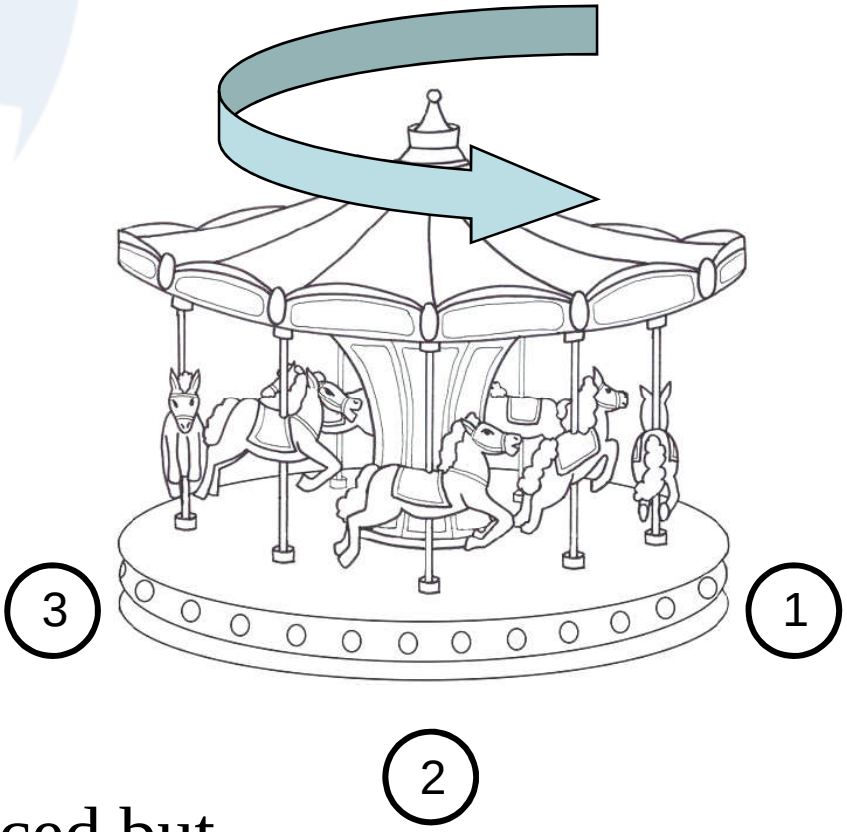
Ross/Hutchings/Menter merry-go-round prediction



2 Inexperienced but ambitious, they fill a middle-management vacancy.

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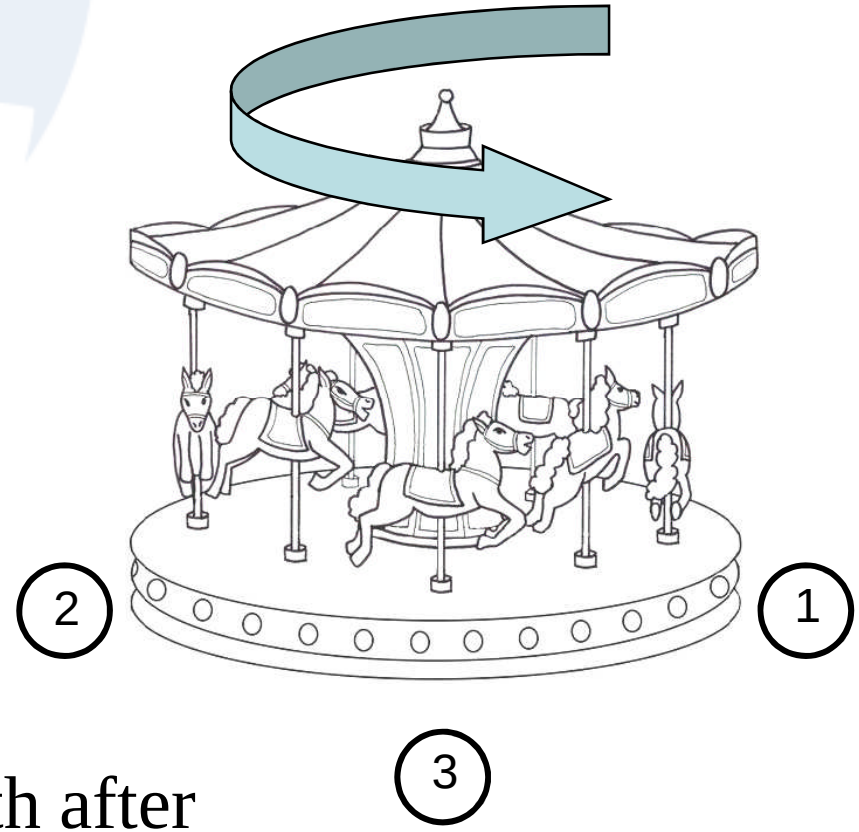
Ross/Hutchings/Menter merry-go-round prediction



3 In ill-health after rushed progression, they leave. A newer recruit fills the gap.

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Key phases in how culture creates value

Involving Senior Leaders in the Development

Creating a diagonal slice team that can steer the process

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Award-winning FE workforce development

2008 STAR Award winner –
North East Worcestershire College

- Best practice-sharing website
- Close relationship between senior and junior teachers
- Targeted development opportunities
- Inventive use of podcasts, webinars and events to vary development creatively

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Good educators are the foundation of a good reputation

"The goal of senior teachers is to make the already outstanding teaching…even better."

Good educators

Good education

Good reputation

"This award is another example of why NEW College is now regarded as one of the UK's top colleges."

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Key ways to support staff

- Training and development
- Leadership / workplace wellbeing policies
- External support
- Culture

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Key ways to support staff - 1

- Training and development
  - Helps staff to adapt to change and provide a good education
  - Can focus on the individual, as well as their performance. CPD training can look at reflective learning and practice; giving focus to emotional reaction and reflection
  - Empowers staff to be creative and resourceful
- Leadership / workplace wellbeing policies
- External support
- Culture

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Key ways to support staff - 2

- Training and development
- Leadership / workplace wellbeing policies
  - Health and wellbeing policies must be enthusiastically supported and enforced at the top
- External support
- Culture

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Key ways to support staff - 3

- Training and development
- Leadership / workplace wellbeing policies
- External support
  - Promote the College & University Support Network. www.cusn.info. 08000 32 99 52
  - Phone CUSN or other unions to get relevant promotional materials
  - Earn financial rewards for being a public sector ‘exemplar’

- Culture

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Key ways to support staff - 4

- Training and development
- Leadership / workplace wellbeing policies
- External support
- Culture
  - Aim to create a supportive environment where all staff and students look out for each other
  - Think about what you can do in every aspect of the workplace to achieve that aim

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Other examples of best practice

Can you volunteer an example of good practice in:

- training and development
- leadership
- any other practice that supports staff health and wellbeing

in your workplace, or in another that you've heard of?

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Training & Development

Leadership / workplace wellbeing policies

Good educators

External support

Culture

Good education

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