



Ref. No.
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**Projects on Promoting Outcome-Based Approaches in Student Learning
2007-08
Application for OBA Funding**

PART I: General Information

1. Title

OBA Staff Development in SHTM

2. Name(s) of Applicant(s)

Project Leader

Name	Dept	Post	Groupwise	Ext.
McKercher, Bob	SHTM	Prof	hmbob	6553

Team Member(s)

Name	Dept	Post	Groupwise	Ext.
Wong, Simon	SHTM	Asst Prof	hmsimon	6364
Penfold, Paul	SHTM	Manager, Education Development	hmpp	4092

3. Total funding requested

4. Expected duration of project: 12 months

Proposed commencement date: September 1, 2008

Expected completion date: August 31, 2009

PART II: DETAILS OF PROPOSAL

1. Project objectives and significance

(What are your objectives in initiating this project? How does it align with institutional goals and targets in implementing outcome-based approaches in student learning?)

Introduction

SHTM is currently undertaking a project to assess progress made toward the implementation of OBE. This project has four main objectives:

- evaluate integration alignment of subject syllabi with existing schemes of work, current teaching and learning activities and the existing assessment tasks and rubrics,
- evaluate the effectiveness of existing facilities to achieve outcome-based objectives,
- evaluation of staff awareness of and concerns about OBA.
- review of sample lessons.

The findings of the study will result in the development of an action strategy to help SHTM staff move progressively towards the full integration of OBA in our teaching and learning activities.

At present, the evaluation of alignment between syllabi and Schemes of Work has been completed. Interviews with staff members are scheduled for January to March 2008. The study should be completed by the end of the 2007/08 academic year. Preliminary findings suggest that SHTM is moving in the right direction, but that more work is required. In particular, alignment between syllabi and Schemes of work, assessment and assessment rubrics is variable. Moreover, it appears that many staff members are still uncertain about the “what” and “how” of OBA.

Proposal

A second round of funding has been called for with three broad objectives:

1. Designing effective methods for guiding students to achieve learning outcomes
2. Assessing professional and generic programme outcomes
3. Reviewing the alignment and mapping of subjects to programme outcomes

The first proposal essentially achieved Outcome 3. At this stage, targeted professional development and resources for all staff as well as more focussed support for individual staff and study teams is required to implement OBA. Doing so will assist SHTM to achieve desired outcomes 1 and 2.

Programmes are only as strong as their staff. Desired OBA outcomes can only be achieved if staff members individually and collectively learn to deliver our programmes and their constituent subjects better. This proposal seeks to develop and implement a series of development activities and resources for all staff, plus specialised initiatives for subject teams and individual staff members. In doing so, SHTM can better achieve the desired outcomes of guiding its students to achieve desired learning outcomes and achieving generic programme and PolyU outcomes.

The desired outcomes of this funding round are to:

- To establish creative efforts to develop, pilot and evaluate teaching and assessment methods which are aligned with intended learning outcomes of the programmes, in particular, *effective methods for integrating generic competences into the formal curriculum are specially needed.*
- Implement Programme outcomes that require students to integrate and apply the knowledge and skills learnt and developed over the course of their study in the programme.

The desired outcomes from this proposal are complementary with the funding guidelines by:

- Increasing staff practical knowledge of OBA and how to apply it effectively in their teaching
- Increasing staff confidence in designing and managing their subjects using Outcomes Based approaches that will facilitate the achievement of approved programme and PolyU outcomes
- Developing some OBA exemplar materials to help embed OBA and demonstrate how the approaches can be implemented
- Increasing staff confidence and ability to design and implement Outcome Based Assessment tasks, to achieve subject outcomes, which in turn will achieve overall programme outcomes
- Embedding transparency and accountability into the SHTM Outcomes Based Assessment process in all subject disciplines, by ensuring alignment between approved syllabi, schemes of work, assessment and evaluations
- Setting up a framework for monitoring Outcomes Based Assessment progress to ensure ongoing compliance

Significance

SHTM underwent a complete programme re-validation exercise in 2005 as part of its Departmental Assessment. This revalidation included reducing the number of specialisms from three to two, changing the name of the degree programme from a BA to a BSc, writing completely new programme outcomes in accordance with OBA guidelines and rewriting its entire curriculum using OBA. This project will help SHTM achieve better alignment within its subjects, enhance staff abilities and importantly, enable the School to ensure that its programme outcomes can be achieved.

SHTM is committed to OBA, but it is something that is well known within the School, but not done well. The programme will move quickly from generic awareness at a School level to specific knowledge and application at an individual staff level. The present project will identify the current 'state of the art' in SHTM, outline a road map of where and how to improve and provide specific exemplars, models and practices to help staff implement OBA in their teaching and in student learning.

1. Proposed Professional Development Activities and Resources

The final set of OBA professional development activities cannot be fully determined until the Phase 1 study has been completed. Preliminary findings suggest that following tailor-made staff development activities, resources, exemplars and models would be appropriate. These activities range from the achievement of SHTM programme and PolyU generic outcomes to enhancement of teaching and learning at a subject level.

They include a mix of activities, resources, templates, ideas for teaching, cases and action learning tools with some of the following themes:

- Programme Level / PolyU Outcomes

- How to write Outcomes for Learning and Assessment to achieve programme outcomes
- How to Map Curricula to Align with Desired Learning Outcomes to achieve programme outcomes
- How to Develop a Scheme of Work that Aligns with Programme Outcomes
- How to Design and Implement 'Real World' Assessment Strategies to Enhance Students' Transfer and Application of Knowledge, Skills and Attributes from the Classroom to the Workplace
- How to Involve Students in the Assessment Process to Achieve Set Learning Outcomes
- How to Use Student Portfolios in OBA – Identifying, Documenting and Explaining Learning (generic and professional skills, competencies, attributes); Stages in the Portfolio Process (Planning, Building and Presenting)
- How to Use OBA Feedback for Programme Improvement

- Subject Level Outcomes

- How to write Outcomes for Learning and Assessment to achieve subject level outcomes
- How to Map Curricula to Align with Desired Learning Outcomes to achieve subject level outcomes
- How to Develop a Scheme of Work that Aligns with Subject level Outcomes
- How to Design Assessment Tasks and Rubrics that Meet Set Learning Outcomes
- How to Design and Use Assessment Tools Effectively for OBA
- How to Assess Student Performance in Group Work
- How to Write Exam Questions that Align with Desired Learning Outcomes
- How to Use OBA to Enhance Student Motivation and Performance

2. Resources, activities and exemplars for staff to use to provide ideas for teaching and learning approaches, to include:

- A dedicated website
- A bank of case studies
- Exemplars of good practice
- Templates and examples
- Problem-based learning scenarios
- etc

3. Consultations:

Consultations will be undertaken with subject discipline teams, learning partners/mentors, one-on-one in areas related to activities or on specialised areas related to OBA issues.

2. **Target users**

(Who are the intended users of the 'deliverables' of the project – faculties / departments management or programme/subject teams or students?)

- All teaching staff in SHTM will be involved and benefit from this project.
- All 1600 students in the School should benefit from the outcomes of the project through an enhanced learning and assessment experience.
- The resources and exemplars will also be made available to other PolyU staff.

3. Outcomes and deliverables

(a) Major outcomes and deliverables

(What will be the major outcomes and deliverables of the project?)

	Major outcomes and deliverables with descriptions
(a)	Targeted staff development activities specific to SHTM staff
(b)	Smaller group consultations/workshops for individual discipline teams in SHTM to identify and resolve OBA issues specific to each team
(c)	Individual consultations with staff on an as needed basis
(d)	Development of SHTM specific / OBA resources to be made available to all staff online and in other appropriate formats.

(b) Plan for developing and piloting / implementing the deliverables

(Detail the plan and procedures that you will adopt to develop and pilot/ implement the outcomes and deliverables. Also specify the dates of the pilot / implementation period)

Background and Preparation (September / October, 2008)

- Review of Phase 1 information to identify core areas needing attention
- Pre-professional development surveys to determine and target specialised needs of staff
- Selecting and planning professional development activities
- Planning development and acquisition of teaching and learning support materials
- Planning activities and reporting progress – before, during (ongoing) and at the end of the staff development programme

Delivery (October 2008 to May 2009)

- Preparation, design and delivery of tailor-made developmental activities and resources:
 - Target 8 to 10 activities for all staff
 - 2 to 3 activities for specific subjects groups with common issues
 - Consultations with staff on an ongoing, as needed basis
 - Development and acquisition of teaching and learning support materials

Reflection (May / August 2009)

- Reporting feedback to SHTM and EDC for further staff development planning purposes
- Recommendations to SHTM and EDC for Phase 3 activities

Planned pilot / implementation period of the deliverables:

Start Date (dd/mm/yyyy): 01/09/2008

End Date (dd/mm/yyyy): 31/08/2009

4. Dissemination and sharing plan

(How are you going to disseminate and share the outcomes and deliverables of your project?)

- SHTM will disseminate our findings, development activities and resources to PolyU academic staff through possible EDC seminars, experience sharing sessions and workshops.
- In addition, resources and materials will be made available on-line to all staff in PolyU.

5. Evaluation plan

(How do you plan to evaluate the effectiveness of the project, particularly its impact on the implementation of outcome-based approaches in student learning in the PolyU?)

- Pre-and post project surveys to determine benefits of project and identify areas for further development
- Evaluation of revised schemes of work
- Replicate Stage 1 study to measure improvements in alignment in SoW
- Periodic 'audits' of subjects to verify implementation of SoW as part of SHTM's peer review system
- Periodic review of teaching strategies and assessment methods to ensure alignment with learning outcomes and best practices in outcome-based approaches.

6. Impact

(How will the project contribute to the success of the implementation of outcome-based approaches in student learning in the PolyU/ department/ programme/ subject?)

This is an applied project that will build on specific issues identified in the current study. It is focussed explicitly on resolving identified issues in the effective delivery of OBA in SHTM. It is expected that by the start of the 2009/10 academic year, all SHTM will have a detailed functioning knowledge of OBA and its application in teaching and assessment, and that the School will fully implement it. It will also have provided a well-developed resource bank which can be utilized by existing and new teaching staff, and added to over time as new and innovative teaching, learning and assessment resources are developed and used.


7. Target date(s) for submission of progress and completion reports

	Planned submission date (mm/yyyy)
1. Progress report <i>(for projects whose duration lasts more than 1 year; to be submitted mid-way through the proposed project period)</i>	
2. Completion report <i>(to be submitted within 3 months after the project completion date)</i>	<u>09/2009</u>

PART III: BUDGET OF PROPOSAL

Project Leader

Name: Prof Bob McKercher.....

Signature: 

Dept: SHTM.....

Date: 28/1/08.....

PART IV: DEPARTMENTAL ENDORSEMENT

Endorsement by Chair of FLTC/ DLTC:

Comments on the proposal:

SHTM SLTC had discussed this project in our meeting on Jan 22, 08. This project is well-supported by members. This project is a phase 2 extension of present phase 1 (review of SHTM scheme of work and interview all teachers in SHTM). After the phase 1 exercise, consistency of subjects' scheme of work will be maintained. This project will focus on facilitating faculty members to design assessment methods, to deliver the contents using Outcome-based approach.

Recommendations on broadening the objective to cover the programme level and the inclusion of time release project proposers have been adopted and modified. An external Senior Project Fellow is recommended to recruit in order to provide independent and professional advice to staff in this project.

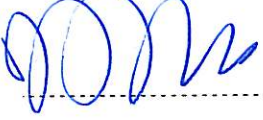
Name: Dr. Simon Wong Signature:  Date: January 28, 2008
(in block letters)

Endorsement by Dean/ HoD:

Comments on the proposal:

By endorsing this proposal, I agree that:

1. The proposal suitably addresses the School/Department's needs in promoting and implementing outcome-based approaches in student learning and will be considered as part of the School's/Department's Business Plan.
2. The School/Department will receive a funding as calculated for item (e) in the Budget section which I will use for providing the time release recommended by the project proposers, based on the Total Workload Model, to support them to work effectively on the project.

Name: Prof. Kaye Chon Signature:  Date: 28 JAN 2008
(in block letters)

Please return this form to Miss Miranda Fung, Secretary of Working Group on Outcome-based Education,
c/o Educational Development Centre
by 31 January 2008

Dept: SHTM Date: _____