"Teaching Innovation in Andalusia: Professionalization through Reward Policies and Database Management"

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Organization: AGAE (Agency for QA in HE and Research in Andalusia)

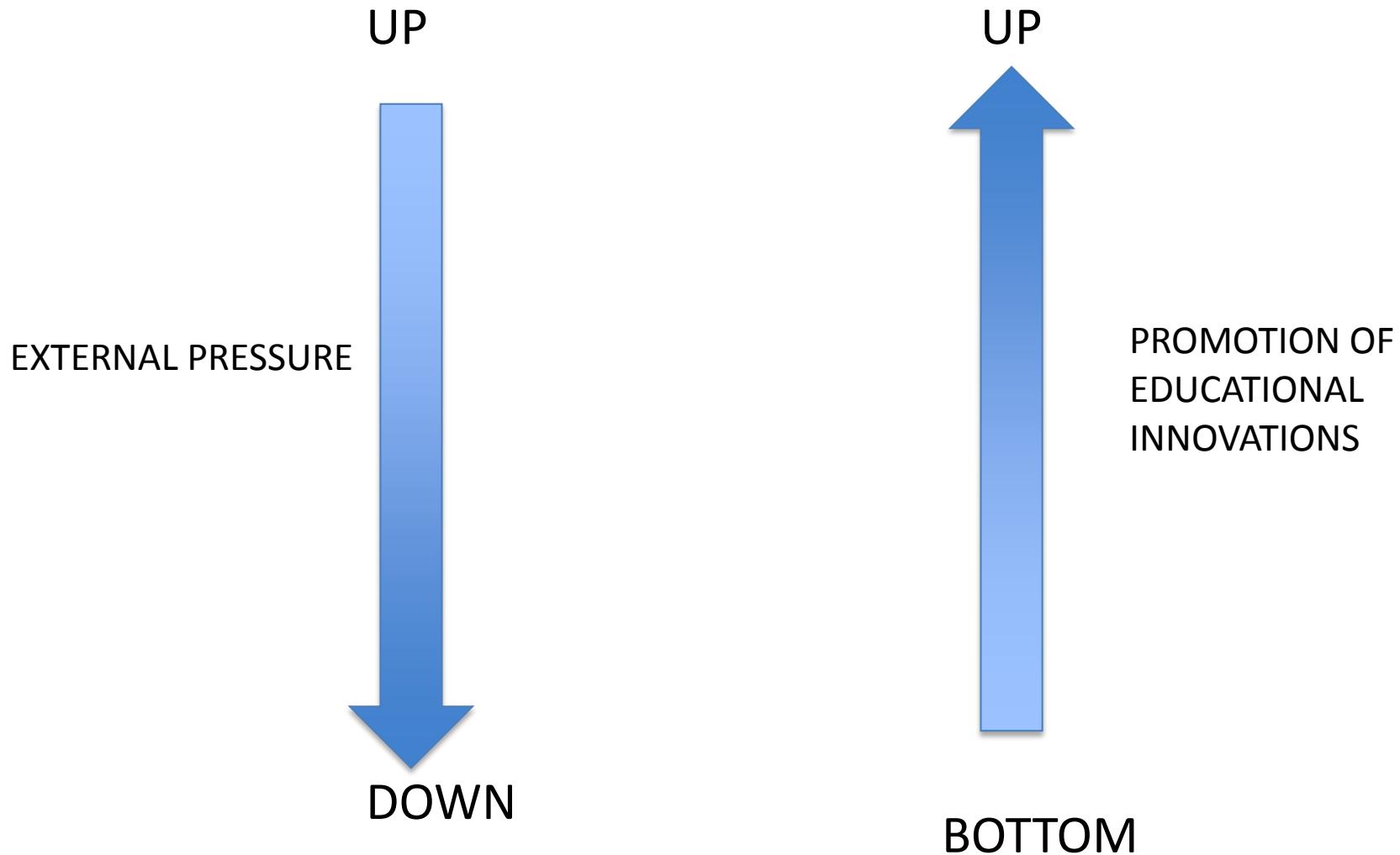# Changes in European Universities

- curriculum reform,

  structure of university degrees,

  procedures for university access,

  monitoring, evaluation and accreditation of new programs

AND

teaching and student learning in the classroom

REFORMS IN EDUCATION

UP

UP

EXTERNAL PRESSURE

PROMOTION OF EDUCATIONAL INNOVATIONS

DOWN

BOTTOM

SUPPORTING INNOVATION IN UNIVERSITIES

- It is important, to support the educational processes of innovation that the teaching staff at the universities starts and develops.

- The functions of an accrediting agency should not be limited to external evaluations,

- but should provide a better environment for innovation and change in universities.

PROMOTING AND SHARING TEACHING INNOVATION IN UNIVERSITIES

The conference was structured around the themes of:

- multilingual teaching,
- evaluation of competencies,
- ICT-based teaching methodologies,
- procedures for welcoming and orienting students,
- strategies to spur students' participation and
- structure and style of master's theses.

It included workshops, roundtables, presentations, lectures and symposia

A Prize to the best projects

- In addition, prizes were awarded (I Premios a la Innovación Docente en Andalucía) to the three best projects on innovation by a Committee formed by knowledge-authorities in QA.

Professionalization and Social Recognition Bring Professional Value

- AGAE's staff organized and conducted the whole enterprise

- two types of competencies:

  - Diagnosis
  - Networking.

The competence of diagnosis

- I was acquired through:

  - Regular contact (formal and informal) with AUPA, the Association of Public Universities in Andalusia in charge of implementing the region's plan of innovation and modernization.

  - Training in seminars, courses, meetings and conferences on the processes of innovation and change

- Provided the staff with the knowledge to appraise the areas that needed to be addressed in the course of the conference and helped structure the event accordingly.

The competence of networking

- the instrumental ability of planning, coordinating, using technologies and communicating in formal contexts

- It was acquired through the previous organization of Conferences and Seminars at an international level and,

- through the staff's daily activities in the fields of evaluation and accreditation which certainly require organization skills.

Professions and professionalization

Structural attributes of professions identified in the literature include:

- Creation of a full time and paid occupation.

- Establishment of a training school.

- Formation of a professional association.

- Support of law (i.e., legal recognition of title and/or work activities).

- Formation of a code of ethics (Wilensky 1964).

Attitudinal elements

- The use of the professional organization as a major referent.
- Belief in service to the public.
- Belief in self-regulation.
- Sense of calling to the field.
- Autonomy.

Professionalization in QA

- QA can be defined as a well-established profession
- its associations have authorized qualifications and standards require a set of competencies and abide by a code of ethics to be adhered to
- they provide its members with the attitudes that support professional attributes and comprise the essence of "acting like a professional"

The steps to professionalization

Professionalization of QA

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Social Recognition

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Professionalization of Agency

On AGAE's Contribution to the Professional Organization of QA
Reward Policy

– Prizes were awarded to the three best projects by a Committee formed by representatives from the 10 Universities operating in Andalusia and 3 representatives of AGAE (the agency administered the prizes)

– The institution of prizes dispelled two of the myths surrounding Educational Innovation.

- One: the assessment of innovation is difficult because of its unique character.
- Two: consensus in the field of innovation can hinder innovation.

On AGAE's Contribution to the Professional Organization of QA
Database Management

On AGAE's Contribution to the Professional Organization of QA
Database Management

- AGAE staff has created database for evaluators of educational innovation

- Each of the 10 Andalusian universities compiled a list of experts on Innovation

- The criteria used for selection were established by AUPA and AGAE

- The database offers free access to all Andalusian Universities who can select experts according to the field of knowledge they need assistance in.

Conclusions

- The professionalization of QA spurs social recognition of an agency's services.

- The increasing professionalization of QA strengthens an agency's belief in the attitudinal components that support professional attributes.

- An agency may contribute to the professional organization of QA by promoting the strategy of qualification through a reward policy.

- Founding a prize may be one way to attach cultural value to the function of QA and disseminate qualifications.

- Information management (database) may help shape the professional nature of an agency by the logic of trust and credibility.

- The autonomous framework of an agency guarantees the autonomy and objectivity of the information managed.