



Continuous Professional Development Program

CPD

UNIT FOR TEACHING EXCELLENCE AND LEADERSHIP

UTEL

www.uob.edu.bh

The Continuous Professional Development (CPD) Program is a faculty development program designed for mid-career or veteran academic staff with more than 5 years of experience in teaching in Higher Education (HE). It is designed for academic staff who believe that their effective and inclusive teaching practice is worth being recognized professionally.

The CPD Program offers its participants the opportunity to be rewarded for their effective and inclusive teaching practice in HE and engagement with relevant pedagogical research in the form of professional recognition by the Higher Education Academy (HEA) as a Fellow or an Associate Fellow.

Participants will be guided to achieve this recognition by capturing their recent development and success in relation to their teaching practice in a portfolio aligned with the Professional Standards Framework (PSF). This framework provides a comprehensive set of professional standards guidelines for those who are involved in teaching and supporting learning in HE. It focuses on effectiveness and impact, inclusion and context as important aspects of teaching and supporting learning practice in HE.

The PSF contains 15 dimensions that are arranged as in three sets of five professional values, five forms of core knowledge and five Areas of Activity.



Objectives

The CPD Program has two objectives:

- 1 To support participants to further develop their teaching skills in relation to the PSF.
- 2 To guide participants in applying for professional recognition for evidencing their effective and inclusive practice in all the dimensions of the PSF.

BENEFITS OF THE PROGRAM



Recognition

Allowing you to evidence your record of effective and inclusive practice in relation to teaching and learning through Advance HE recognition as an Associate Fellow (D1) or a Fellow of the HEA (D2).



Support

Providing you with the assistance required to identify and address issues pertaining to your teaching practice within the context of HE.



Reflection

Fostering a reflective approach to your professional practice.



Growth

Encouraging your continuous professional development.



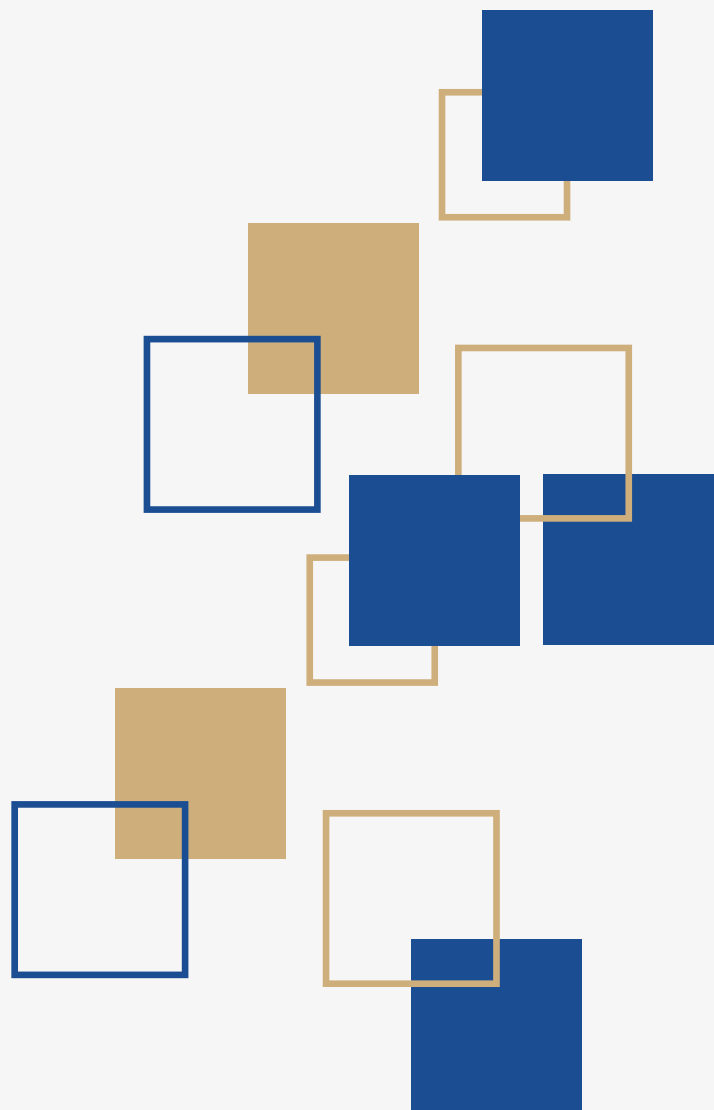
Collaboration

Enhancing cooperation and exploration of shared teaching-related challenges among yourself and fellow academics



Accreditation

Meeting the national quality assurance requirements for the Bahrain Education and Training Quality Authority (BQA).



PROGRAM INTENDED LEARNING OUTCOMES

Upon completion of this Program, you will be able to:

- 1 Demonstrate a theoretically informed approach to reflection and sustained engagement with the relevant literature to inform the development of practice.
- 2 Critically evaluate practice in relation to the Descriptor and all the dimensions of the PSF.
- 3 Critically evaluate your current professional development and demonstrate your future professional development plan.

PROGRAM DELIVERY

The CPD Program is a **part-time work-based** learning program, in which the participants are expected to learn in work and through work. The Program is designed to foster independent learning. It encourages **independent self-development** through reflection on your effective and inclusive academic practices associated with teaching and learning. This will give the participants the

choice of how, what, and when to study in order to achieve the desired development in your **professional practice**. The participants are required to work independently in preparing for their professional recognition submission. However, they will receive effective **support and guidance** from the Program Coordinator, delivery team, and their mentor throughout their independent learning process.

WORKSHOPS AND FOLLOW-UP DAYS

Participants are required to attend several functions that will help them develop their practice and prepare for a successful application for recognition. The functions are:

- 1 Six compulsory workshops: Five at the beginning of the first semester and one at the beginning of the second semester of the academic year.
- 2 Three compulsory follow-up days evenly distributed through the academic year.
- 3 At least four workshops of the additional development workshops offered by the Unit for Teaching Excellence and Leadership (UTEL).
- 4 Mentor group meetings to support the participant development and application.

Participants will be given a schedule of workshops. These workshops are identified in relation to the PSF, allowing them to select those that align with the dimensions they wish to further develop in their practice.

ASSESSMENTS

Participants must submit a RAPP by April of each academic year. Those who successfully meet the CPD program assessment requirements through their RAPP submission will be eligible for professional recognition from Advance HE for Descriptor 1 (Associate Fellowship) and Descriptor 2 (Fellowship).

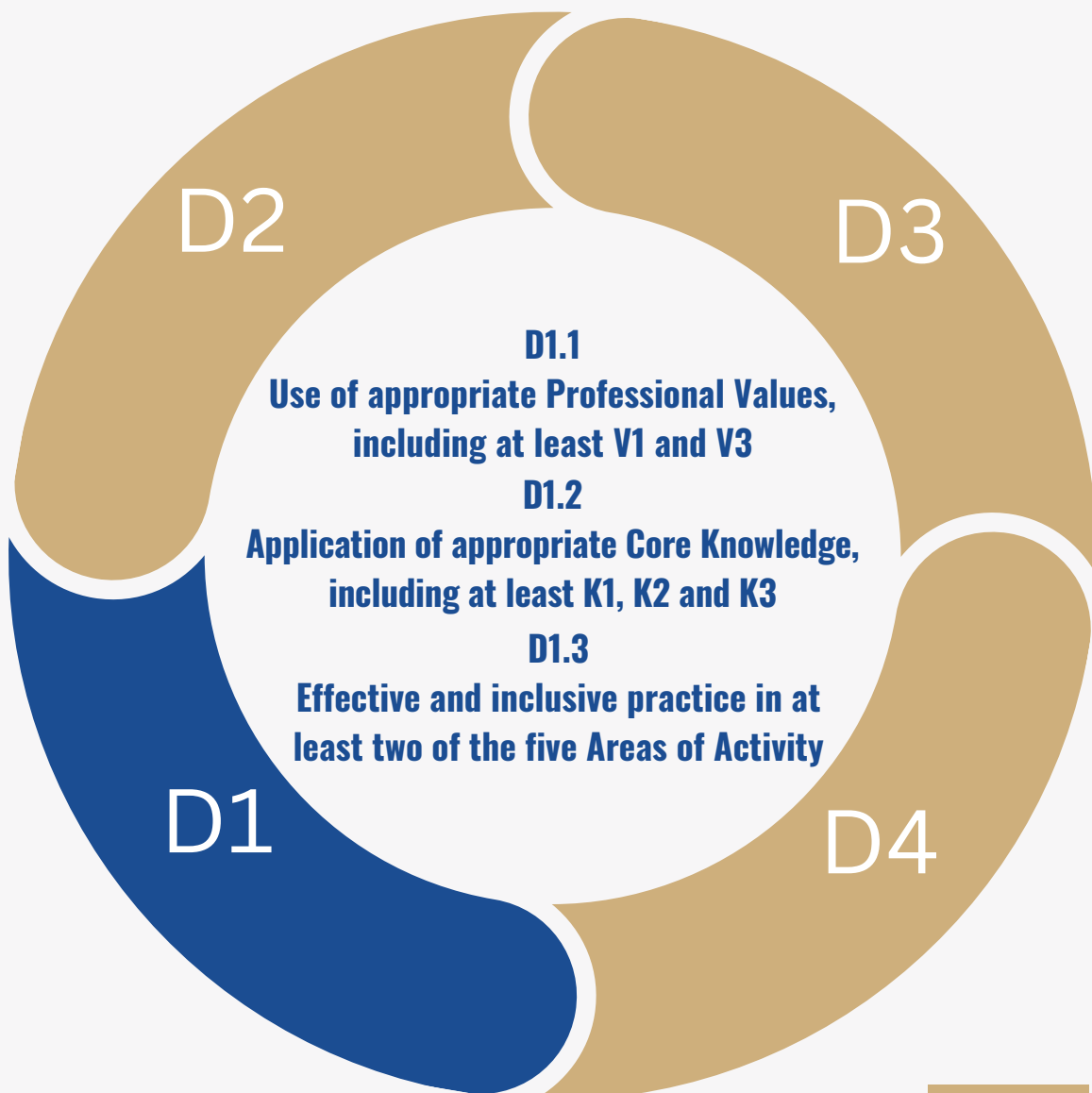
If a submitted RAPP does not meet the criteria, participants will be required to resubmit within two months for minor amendments or reapply in the following academic year for major revisions.

REWARDS FOR PROGRAM GRADUATES

The PSF is comprised of four Descriptors. The CPD program is accredited to confer two of them – Associate Fellowship (D1), and Fellowship (D2).

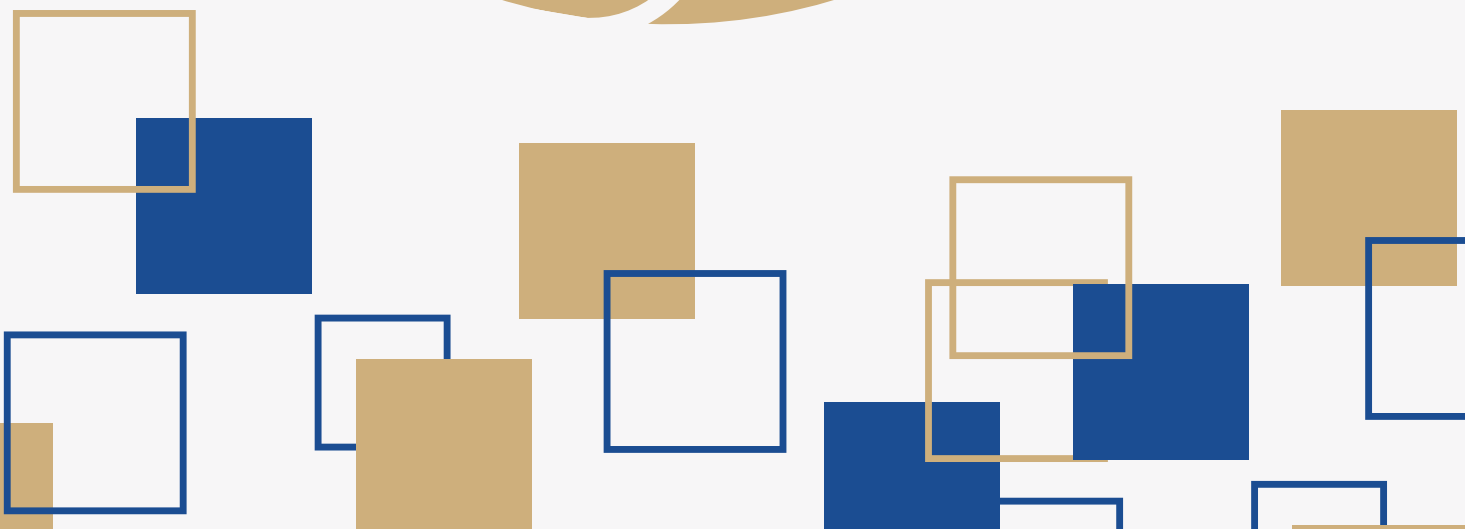
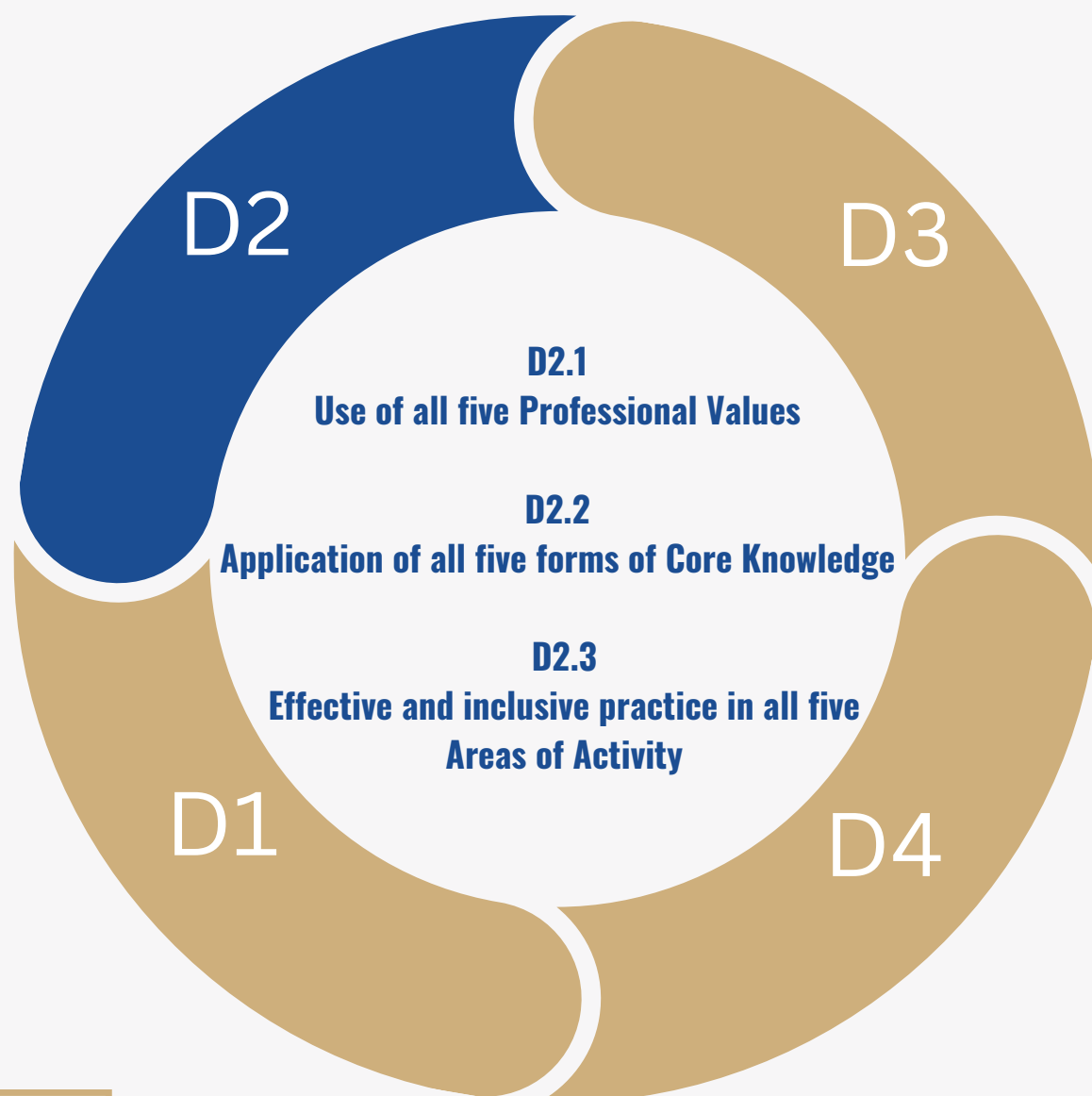
D1: Associate Fellowship

D1 is suitable for individuals whose practice enables them to evidence some Dimensions. Effectiveness of practice in teaching and/or support of learning is demonstrated through evidence:



D2: Fellowship

D2 is suitable for individuals whose practice with learners has breadth and depth, enabling them to evidence all Dimensions. Effectiveness of practice in teaching and/or support of high-quality learning is demonstrated through evidence of:





University of Bahrain

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**Please visit our website for additional
information about our programs.**



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