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**“CHANGE IN CLASSROOM: PROMOTING INNOVATIVE TEACHING & LEARNING TO ENHANCE STUDENT LEARNING EXPERIENCE IN EASTERN PARTNERSHIP COUNTRIES”,
PRINTEL**

TSDC from EU partners REPORT – Institut de Desenvolupament Professional
University of Barcelona

1. General information

The *Institut de Desenvolupament Professional (IDP)*, *Institute for Professional Development* in Catalan, is the equivalent of a TSDC at the University of Barcelona (UB) and was created in 1969 as a center for the HE teacher development in relation to teaching issues, pedagogical innovation and research. The objective of training HE teaching staff was not incorporated until the year 2000.

Currently, the Statute of the University of Barcelona (2003) establishes that the IDP carries out the functions of training and development of teaching staff, research and technical advice in the different educational levels and areas of education (art. 45.1) and that the University of Barcelona develops, through the IDP, the training of UB teaching

staff for the academic job (article 45.3), thus responding to the statute prescript that includes as a right of HE teachers (in Catalan, *PDI - personal docent i investigador*) "to have access to continuing education and training in order to guarantee the constant improvement of the teaching and research work".

Within the IDP the University Section (UniSec) is responsible for programming the Teaching Training Plan of the UB. The teacher training focuses on all the functions that a university professor will develop to a greater or lesser degree in his professional career: teaching, research, and management.

The University Section has the participation of representatives of all the faculties that make up the UB through the *Board of Faculty Training Coordinators*. Furthermore, it also collaborates with other institutions in the organization of all kinds of activities and events related to university teaching staff.

2. Objectives

The main objective of the University Section of the IDP is to promote the UB teacher professional development and to contribute to the improvement of the quality of university teaching, through the design, organization and management of lifelong learning activities, and the provision of advice and the technical assistance to the UB teaching staff. In recent years, the Section has also incorporated among its objectives to contribute to the development of competences in research and in managerial skills among our teaching staff, to improve their leadership skills and teamwork.

3. Relationship with the university

Statutory relationship with the UB:

The Statute of the University of Barcelona establishes in article 45.3 that the training of the UB teachers is developed through the IDP. To meet this goal, the University section of the IDP analyses the teachers' needs, establishes training strategies and designs the proposals for training, counseling and dissemination activities to increase the quality of higher education according to the European Higher Education Area.

Teaching staff assigned to the IDP:

- **Teaching staff of the UB:** UB teachers who are involved in different training projects of the IDP. Their dedication is partial, between 25% and 50% of their dedication, which is equivalent to between 9 and 18 hours a week. They have a teaching reduction in their corresponding faculties.
- **Administration and services staff (PAS):** This is full-time UB staff at the IDP. The PAS provides technical and administrative support for the management of the different projects. At the moment, the IDP has the support of 18 PAS.
- **Teacher from the Department of Education:** They are teachers of different educational levels (from Early Childhood, Primary and Secondary Education) who are in Service Commission at the IDP, with exclusive dedication. These teachers carry out the continuous training of teachers of all the educational stages except the university. The IDP has 5 people attached.

Budget:

ICE manages its own budget and has different stable financial resources.

Main sources of income:

- University of Barcelona
- Education Department, from the Catalan Autonomous Government
- Aid from other institutions (Generalitat de Catalunya: School of Public Administration, Interlingua)
- Specific agreements with other institutions
- Enrollments in postgraduate courses and training activities that are not fully subsidized by any Administration Body.

4. Organisational structure

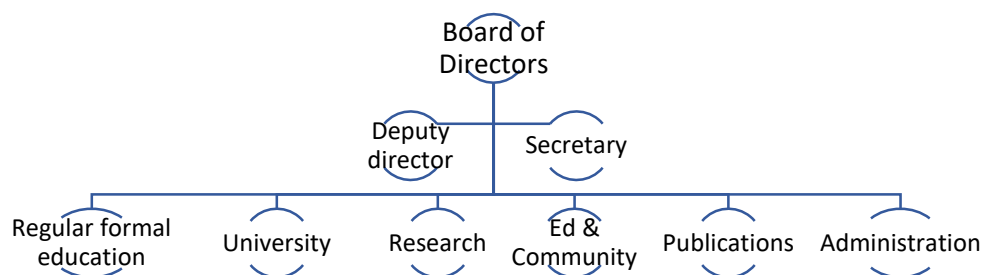
IDP governing bodies

The IDP is governed by unipersonal and collegiate bodies.

- Unipersonal bodies: Director, Deputy Director and Secretary. They all make up the management team.
- Collegiate bodies:

- Council of Directors: it exercises the representation of the entire university community and that of the different groups that make up the Institute. It is the highest governing body of the Institute.

- Board of Directors: formed by the management team, the head of the administration staff assigned to the IDP and all the heads of section. This Board manages the ordinary activity of the Institute, advises and supports the management team.



Sections at IDP:

- Early Childhood, Primary, Secondary and Vocational Education
- University
- Research (on teaching)
- Community Education
- Publications
- Administration

Structure of the University Section:

- **Section Head:** a UB professor with partial dedication (50%) to the IDP who is in charge of directing the Section.

- **Board of Faculty Training Coordinators:** consisting of a training coordinator of each Faculty of the UB (18 in total) and all the other members of the University Section (10 in total). The coordinators are proposed by each faculty and appointed by the vice-rectorate of teaching matters. These representatives are responsible for organizing and managing their own training activities for their faculties and participating in the detection of training needs.
- **Technical training staff:** two full-time trainers with a technical training profile who give permanent support to the Section.
- **UB teaching staff assigned at IDP:** at present, 8 teachers are assigned to the University Section including the Head of the section. The present teachers come from different faculties: Education, Psychology and Biology.
- **Collaborating teaching staff:** at present, 2 teachers without specific dedication but who collaborate eventually on specific projects.

5. Teacher training programs

The objective of the programs is to train UB teachers in the developing of the three main areas that determine their academic job: teaching, research and management.

This organization has been derived from the studies carried out by the Interuniversity Group of Educational Training (in Catalan, *Grup Interuniversitari de Formació Docent - GIFD*), in which all the TSDC from the Catalan public universities take part.

The vast majority of training activities offered includes courses and workshops in which the objective is to deepen the knowledge of different pedagogic and methodological issues and their practical application in the university classroom. In these cases, the course is complemented by practical activities that aim to facilitate the transfer of the teachers' learning to their actual teaching context. However, some activities have only the purpose to disseminate information and knowledge on educational issues.

TRAINING IN HE TEACHING

Initial training:

- Initial training for new UB teachers: For the newly recruited teaching staff at the UB, there is an introductory course in HE teaching. The 14-hour course aims to reflect on what to teach and learn at university implies, the role of the teacher, and an introduction to planning, methodology and assessment.

- Master's in HE teaching for novice teachers: The master's degree is aimed at faculty members of no more than 5 years of HE teaching experience. The training is equivalent to 60 ECTS and has a duration of 2 academic years. The Master's Degree aims to offer a highly-applied training that facilitates the direct transfer of their knowledge and competences worked in the course to its own teaching. A mentoring system is included which guarantees a relation between experienced teachers and new

Continuous training program:

Several courses aimed at developing the following teaching competencies:

- a. methodological
- b. digital
- c. communicative and interpersonal
- d. planning and management of teaching
- e. teamwork
- f. innovation

Apart from the activities under these competencies, some specific programs are offered to develop personal and soft skills.

At present, we would like to point out the offer of the following courses.

a. Courses on digital competence

In order to develop the digital teaching competence of university teaching staff at the UB, a series of courses aimed at the knowledge and application of different digital resources and their integration into teaching are planned.

b. Courses on communicative and interpersonal competence: foreign languages

In the UB, a plan for the internationalization of teaching began a few years ago. In this regard, since 2010 the IDP has organized a series of courses for the improvement and learning of a foreign language (face-to-face and blended learning formats) as well as specific courses about how to teach in English.

TRAINING IN RESEARCH

All type of courses in which the topic revolves around research, such as research methods, statistics, how to write a scientific article, open-source publication, ... A specific program for doctoral students that begin to research is also offered in collaboration with the Doctoral School.

TRAINING IN MANAGEMENT

In order to respond to the teachers' needs for managerial skills and to improve the teaching staff's skills related to leadership and the management, a series of conferences and courses are offered. We would like to stand out the following courses:

TRAINING IN SOFT SKILLS

This section includes all those courses to help teaching staff to acquire general or soft skills applicable in the general professional development. We have offered courses on assertiveness, time management, mindfulness, stress management, and voice techniques.

OTHER SORT OF TRAINING

Advice and counselling service:

Another form of training is counselling. The UniSec organizes counselling (through the teaching staff that is collaborating or looking for other specialists outside the IDP) to accompany teaching teams in solving problems or concerns (for example, how to work with competencies, inclusion of the continuous assessment ...).

Bank of Resources:

As complement to the training and advice, the UniSec collaborates in the publications (online and paper-based) to deepen in different subjects related to HE teaching (see section 9 below).

6. Students' involvement in decision-making

At the time of writing this report, students do not take direct part in the planning nor training processes of university teaching staff. However, data gathered from students' evaluations about the courses and the teaching they have received during the semester is valuable information for faculty coordinators to identify good teaching practices and problems which can result in planning some remedial training to help to tackle them.

7. Program Management Procedures

Needs analysis

The needs analysis is carried out mainly from what the training coordinators of each faculty provide: from the results of the teaching evaluation of the faculties and the needs collected by comments from colleagues or vice-deans. In some cases, they have administrated needs analysis questionnaires.

Program offer:

The offer is configured based on the needs detected in accordance with the priority lines set by the UB Rectorate. In some occasion, there has been a training offer in collaboration with the training units from other universities.

Marketing:

The marketing of the training activities for the university teaching staff is done through:

- News on the IDP website, on the UB intranet and via twitter.
- Messages with the information to the Faculty Training Coordinators, who are responsible for disseminating it to the rest of the faculty staff.

Two web pages are also used to publicize activities in the section:

- Blog: <http://www.ub.edu/ice-universitat/>
- Web about language training for UB teachers: <http://www.ub.edu/idiomesice/inici/>

Enrolment:

Enrolment is done through an IDP computer application. Sometimes there is a pre-enrolment procedure so that the allocation of places is carried out afterwards (mostly at random). In other cases, the allocation of places is done strictly by order of registration.

Implementation / following-up:

The UniSec is responsible for contacting the trainers and for the necessary admin procedures (e.g. room bookings, activating the online courses on Moodle, etc.) so the training can be carried out smoothly and successfully.

Evaluation of satisfaction of all the training activities are carried out for each training program, and the evaluation of transfer and impact of the training is carried out every 2 years through questionnaires.

Accreditation

Each training activity is certified. At the moment, we do only issue certificates of attendance (which requires not only attending a minimum of 80% of the classes but also doing the course tasks). In the online courses the certificate is also of attendance taking into account that participants have carried out all the online activities.

8. Best practices - "Strengths" of our programs

From our training programs, we can highlight the following best practices:

- **Initial HE teacher training:** Both the UB Teaching Training and the Master's in University Teaching for novice teachers offers a solid training and of high quality.
- Inclusion of the figure of **Faculty training coordinator** within the structure of the Section who manages the needs of the teachers and the evaluation of the impact of the training
- **Networking with other universities** in Catalonia and Spain:
 - Interuniversity Group of Educational Training - GIFD: <https://gifd.upc.edu/ca>
 - State Network for University Teaching - RED-U: <http://red-u.org/>

9. Dissemination

Publications

At the moment, the UniSec, together with the Octaedro Publisher, is coordinating the following two collections:

- **Educación Universitaria:** <http://www.ub.edu/ice/node/47>

This collection was created with the aim of contributing to provide adequate answers to the challenges posed by both the new paradigms on the teaching-learning process in the construction of the European Higher Education Area, which demands not only a reconsideration of the structure and contents of the teachings that allow to obtain the different degrees, but also to redefine the teachers' functions and adopt new strategies and teaching methodologies.

The last two issues address the topics of emerging pedagogies and learning-service in the university.

Format: on paper and e-book

Language: Spanish

- **Quaderns de Docència Universitària:** <http://www.ub.edu/ice/node/57>

The purpose of this collection is to make available to university teaching staff documents and work materials on topics related to HE that facilitate their training, the exchange of experiences and the dissemination of teachers' "best practices".

The last issue, for instance, addresses the topic of learning based on inquiry and co-design.

Format: e-book (free)

Language: Spanish

- **Portal web de *Bones pràctiques docents per a professorat universitari***
<http://www.ub.edu/bonespractiquesdocents/index.php/ca/>

In addition to the previous publications, the UniSec also contributes to this website, which is the result of an interuniversity collaborative project with the *Universitat Autònoma de Barcelona* (UAB) for the improvement of teaching quality.

The objective is to collect and share experiences of teaching practices that facilitate the development of teaching and learning in a specific context with a high level of effectiveness and efficiency.

Conferences

The IDP at the UB is **an active member** of the Organizing and Scientific Committee of the International Conference on University Teaching and Innovation (**CIDUI**): <https://www.cidui.org/en/>

CIDUI is an interuniversity consortium of all Catalan TSDCs that organizes a biannual conference and a symposium to:

- Encourage the exchange of experience teaching improvement
- Promote research and innovation
- Encouraging greater scientific rigor in teaching field
- Favour cooperation between universities in terms of teaching quality
- Discuss academic level about the economic, social and educational context and the challenges of universities
- Promote the internationalization of the Catalan public universities.

10. International relations

The IDP has signed agreements with several South-American universities to promote the training of HE teaching staff:

- a master's degree in HE teaching with the Universidad de Antofagasta, Chile
- a postgraduate course with the Universidad Central de Quito, Ecuador
- an 80-hour online training course on teaching methodologies with Universidad Católica del Ecuador- Ambato

We are proud to collaborate with the Observatori de la Globalització – UB in the PRINTeL project.