

Implementing Learning Outcomes in HEI practice: Perspectives from the Center for Teaching and Learning at the University of Vienna

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How are learning outcomes perceived, transmitted, and implemented in daily practice of Higher Education Institutions?

International Peer Learning Activity

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Roadmap

- Institutional context and vantage point faculty development
- Areas of implementation: Programs at the CTL
- Experiences & challenges
- New developments

Institutional Context: University of Vienna



- ca. 90,000 students
- ca. 7,300 teaching staff
- 20 faculties and centers (15 + 5)
- ca. 180 degree programs

https://www.univie.ac.at/fileadmin/user_upload/startseite/Fotos/Publikationen/20-07-13_UW_Imagebroschu_re_2020_EN_web.pdf

Vantage Point: Center for Teaching and Learning (Faculty Development)

- We work with:
 - **Teachers**
 - Administrators (e.g. program directors)
 - Students
- Translate the university's teaching vision & policies into actionable advice, guidelines, and other support.
- Consultations on any teaching-related concerns and questions.

<https://ctl.univie.ac.at/>



What's in It for Us?

- Useful tool to pass on to teachers;
- Common language, across disciplinary boundaries;
- Important step in implementing student-centered teaching and learning;
- Unifying concept to use in all our offers;
- Makes inclusive teaching easier (e.g. alternative modes of assessment or alternative performance evaluation);
- Flexibility in designing classes (e.g. pivot from face-to-face to online or hybrid teaching).

Areas of Implementing Learning Outcomes

We address as many levels and target groups as possible:

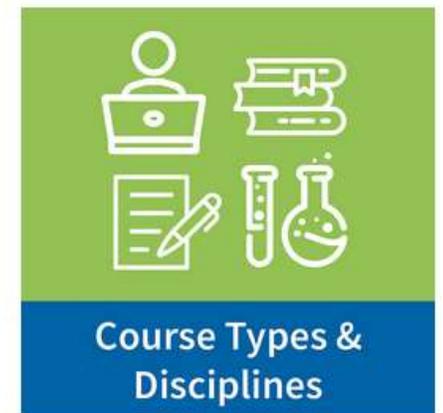
- Curricular working groups: Consultations upon request;
- New teachers (doctoral students): [Basic Qualification](#);
- For all teachers: LO inserted into programs and events across the entire portfolio;
- Basis for communication during consultations;
- For all teachers: [Infopool better teaching](#) (OER):
 - [Outcomes-oriented Teaching and Learning & Constructive Alignment](#),
 - [Outcomes-oriented Choice of Methods](#);
- Alle target groups via the [CTL-Newsletter](#).

For all Teachers: Infopool *better teaching*

Learning outcomes in:

- Foundational texts (s. previous slide);
- Starting point for many articles;
- Explicit mentions in as many places as possible, such as:
 - [Assessment & Grading](#)
 - Teaching and Learning Methods (WIP)
 - [Assignments](#)

<https://infopool.univie.ac.at/en>



Workshop: Foundations of Teaching at the University (for Predocs)



Photo: Jacob Lund Photography



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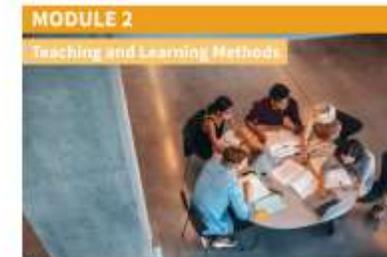


Photo: Jacob Lund Photography



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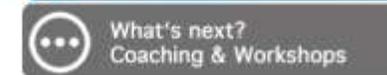
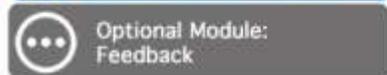


Photo: "Justitia" by Tim Beckmann. Licensed by CC BY 3.0 / extended Background



Photo: Jacob Lund Photography | extended Background

Additional Material:



<https://ctl.univie.ac.at/en/services-for-teaching-staff/faculty-development/basic-qualification/>

Outcomes Orientation in Faculty Development Programs

- Teaching Competence (starting point/foundation in many workshops);
 - Teaching in HE Certificate (advanced teachers);
 - Teaching Conversations: Peer learning, informal learning;
 - Workshops on Demand;
 - Consultations.
- Pivotal point, basis for communication, orientation for (re-)designing courses;
- Also useful for teachers in their own development (of competences).



Basisqualifizierung



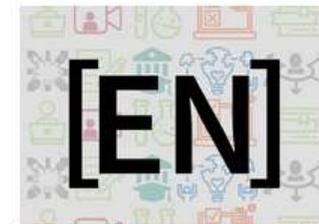
Praxiscoaching



Teaching
Competence



Lehre im Austausch



Programme in
English Language



Maßgeschneiderte
Lehrentwicklung



Beratung



Zertifikatskurs



Digitale Lehre

<https://ctl.univie.ac.at/angebote-fuer-lehrende/hochschuldidaktische-qualifizierung/>

Challenges in Working with LO

- Significance needs to be clear;
- How to reduce resistance;
- Teachers need to experience relevance/added value and
- Opportunities for practice;
- Facilitate communication among teachers about LO;
- Help teachers to internalize LO (strategies, embed them in programs).

New Developments

- CTL: Informal learning, communities of practice, peer learning formats:
 - Teaching conversations (breakfast event),
 - Networking event for peer observation of teaching,
 - Hands-on methods workshop.
- Beyond CTL: Renewed interest in LO, as expressed by the University Think Tank „Covid Learnings“: Need for more communication about LO among all parties involved.

Thank you!