

Learning and Teaching Staff Development Guidance

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Learning and Teaching Staff Development Guidance

The University of the West of Scotland (UWS) is committed to supporting the development of staff involved in delivering and supporting learning and teaching. UWS provides a range of core development opportunities designed to support staff at various career stages and offered consistently across the institution with delivery co-ordinated by the Directorate of Learning and Teaching Enhancement. Development pathways align with the Professional Standards Framework (PSF) 2023 and are informed by the principles of the UWS Curriculum Framework and UWS Academic Career Development Framework.

Purpose and Benefits

UWS's staff development in learning and teaching aims to:

- enable staff delivering and supporting learning and teaching by equipping them with the knowledge and skills required for specific activities and roles.
- foster a high-quality inclusive, learning and teaching environment;
- connect scholarship, sector developments and institutional priorities to the ongoing enhancement of learning and teaching practice;
- support the development and recognition of professional expertise; and
- facilitate sharing of good practice and sector best-practice.

Eligibility and Engagement

All staff involved in the delivery and support of learning and teaching are:

- encouraged and expected to participate in CPD relevant to their career stage and teaching and/or support context; and
- encouraged and expected to plan and engage with CPD through the My Contribution process, ensuring alignment with individual career goals and UWS's strategic priorities.

Effective professional development requires support from multiple stakeholders.

- **People & Wellbeing:** Support induction as custodians of UWS onboarding, facilitated by People Experience team.
- **LTE Directorate:** Design and deliver development aligned with UWS's strategic learning and teaching priorities, sector expectations and best practice.
- **School and Division Leaders:** Facilitate access to and engagement with development through Activity Planning (where appropriate), ensuring balance with role responsibilities and informing staff development priorities, for example through Learning & Teaching Committee.
- **People Managers:** Role model expectations of CPD engagement, advocate for CPD and discuss professional development aligned with UWS Academic Career Development

Framework and Learning and Teaching Development Guidance in one-to-ones and My Contribution.

- Colleague Participants: Actively engage in relevant CPD and align development with the UWS Academic Career Development Framework.

Learning and Teaching Development

Colleagues can expect to be supported through a range of courses, professional recognition opportunities, and resources aligned to their career stage and role.

Programme/Resource	Target Audience	Description
Introduction to Learning and Teaching at UWS	All staff new to learning, teaching and assessment at UWS; staff in non-academic roles supporting student learning may also be eligible	A two-part online course. Part 1: self-paced introduction to UWS and Scottish HE sector, covering core principles of learning and teaching, assessment fundamentals, and student support. Part 2: live online workshop for reflection and development planning.
PgCert in Academic Practice (PgCAP)	Lecturers with less than three years of teaching experience; staff in non-academic roles supporting student learning may also be eligible	A 60-credit, Level 11, fully online, practice-based programme, typically completed within one year. Completion leads to Fellowship of Advance HE.
sALTiRE	Staff involved in teaching and/or supporting student learning	UWS's experiential route to Advance HE Fellowship, with Fellowship category (Associate, Fellow, Senior, Principal) depending on individual experience.
UPLIFT (UWS Professional Learning and Innovation for Teaching)	Staff involved in teaching and/or supporting student learning	A range of CPD and training events focused on effective use of the VLE and digital tools, active and engaging teaching, curriculum design, and assessment and feedback approaches.
Resources and Guides	Staff involved in teaching and/or supporting student learning	A suite of online resources and guides supporting learning and teaching activities, designed to be user-friendly, accessible, and aligned with current educational practices.
Learning and Teaching Conference	Staff involved in teaching and/or supporting student learning	Annual conference providing networking, collaboration, and sharing of exemplary practice across the institution, fostering a vibrant academic community.