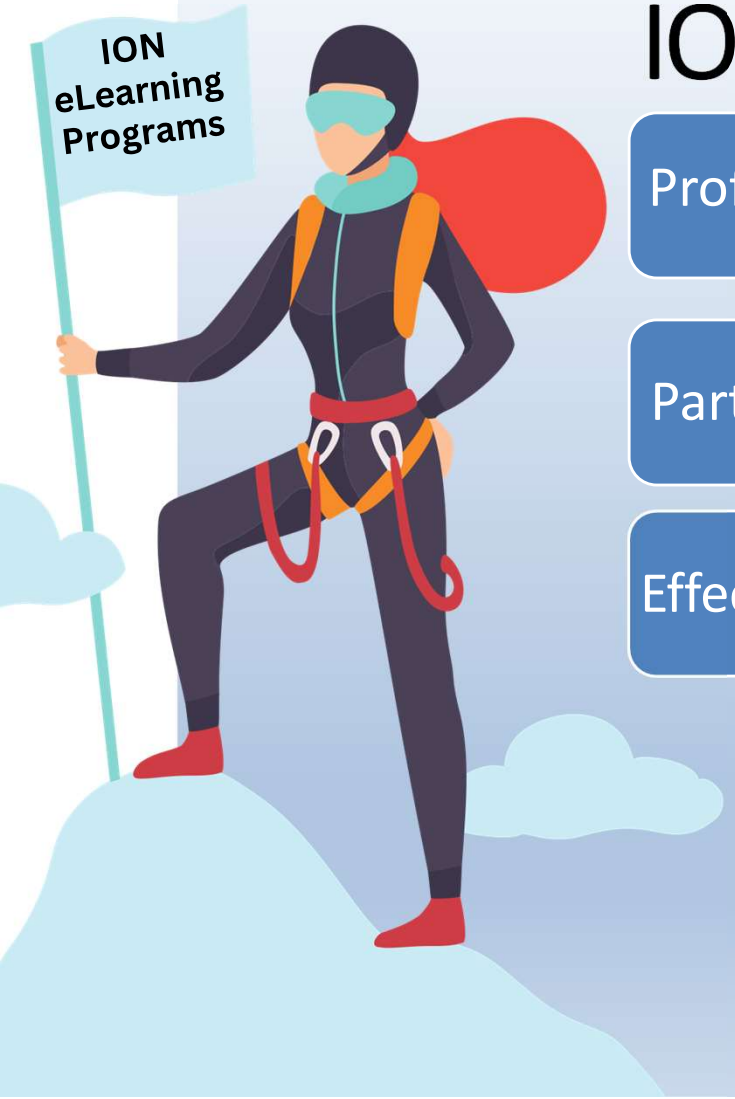
Effective Online Teaching Through Faculty Development

Russ Stoup
Coordinator of Professional Programs

ION Professional eLearning Programs

- ION was founded in 1997
- Best practices for online learning
- In 1999 ION started offering professional development courses
- Was at UIUC until moving to UIS in 2017



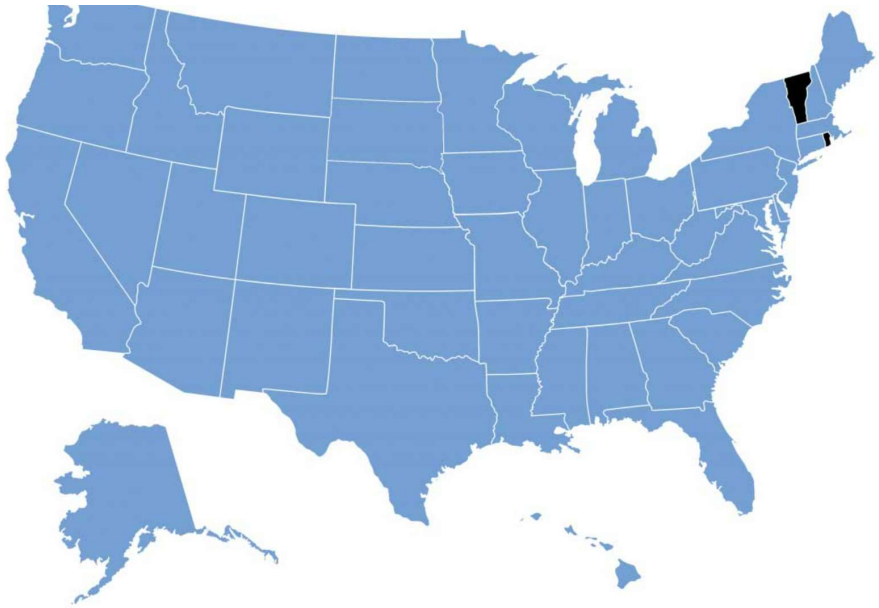
ION Professional eLearning

- Professional development courses
- Participant credentialing
- Effective practices for online courses

UIS
ION Professional eLearning Programs

Community College Members

Beyond Illinois Community Colleges!



ASIA
NORTH AMERICA
Atlantic Ocean
AFRICA
Indian Ocean
OCEANIA
Pacific Ocean
SOUTH AMERICA
ANTARCTICA
Keyboard shortcuts

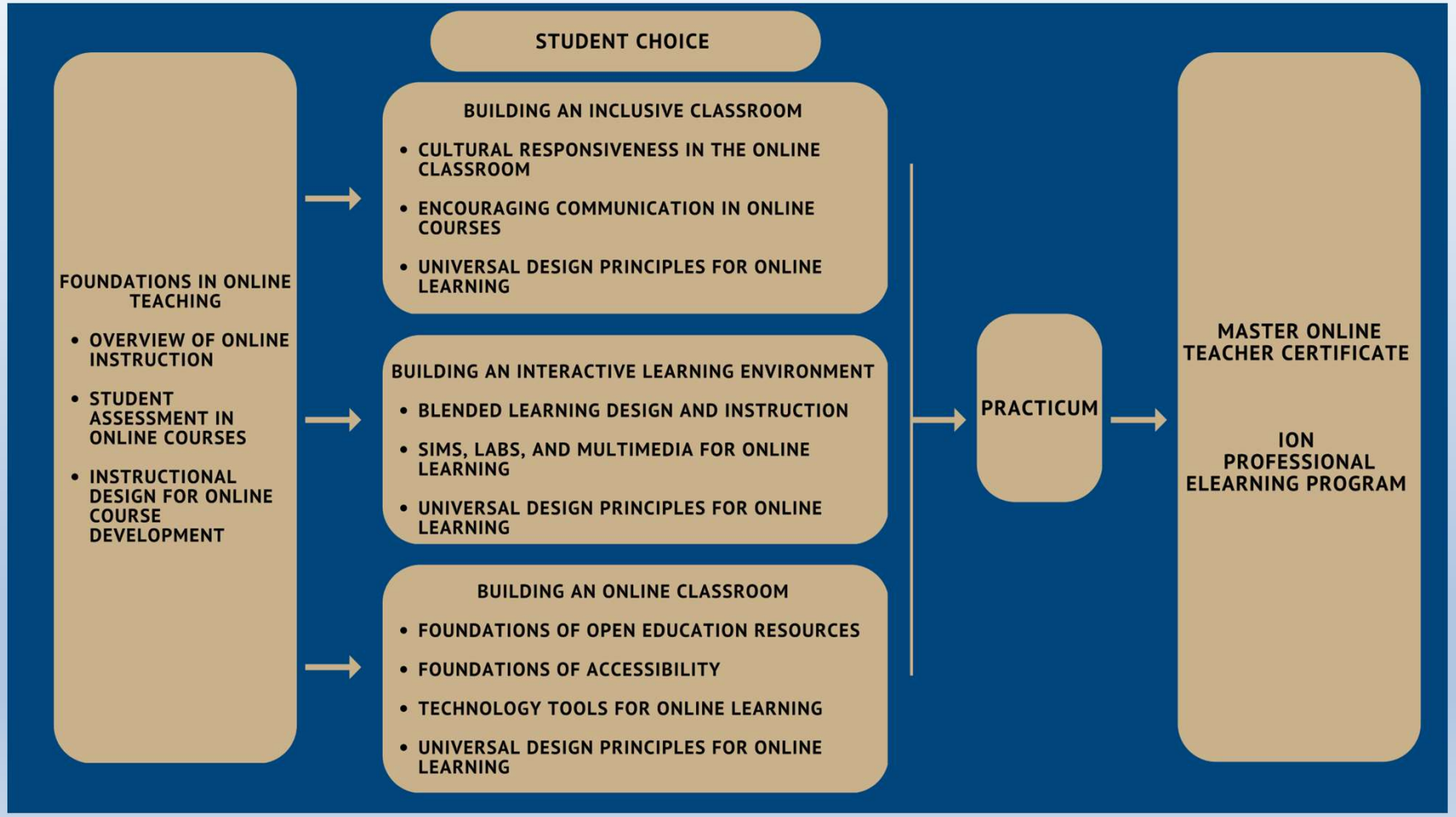
Beyond Illinois Community Colleges!

- Businesses and Agencies
- Secondary Education
- Other

We Offer Four Certificates

- Master Online Teacher Certificate
- Master Online Leader & Administrator Certificate
- Digital Accessibility for Educators Certificate
- Open Educational Resources for Instruction Certificate

Micro Certificates



The shift toward online teaching in recent times combined with COVID presented challenges for many educators, particularly those who have little or no experience in this area.

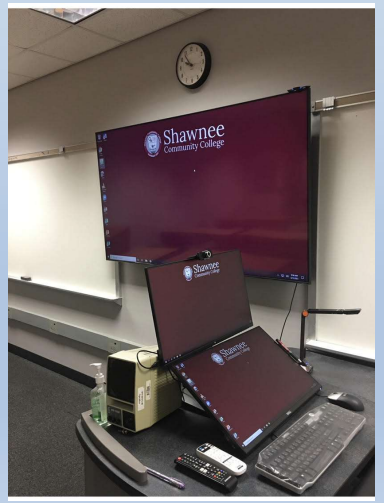
Why Professional Development?

Emergency Remote Teaching

Quality Online Learning

Emergency Remote Teaching

- Equipment Ordered
- Training Provided
- Support Provided
- Classrooms Upgraded



Emergency Remote Teaching

- How did we do?
- Online Learning Growth?

Emergency Remote Teaching

What did we Learn?

"First and foremost, we must be prepared for future pandemics, natural disasters, or other breakdowns that disrupt our educational institutions and systems."

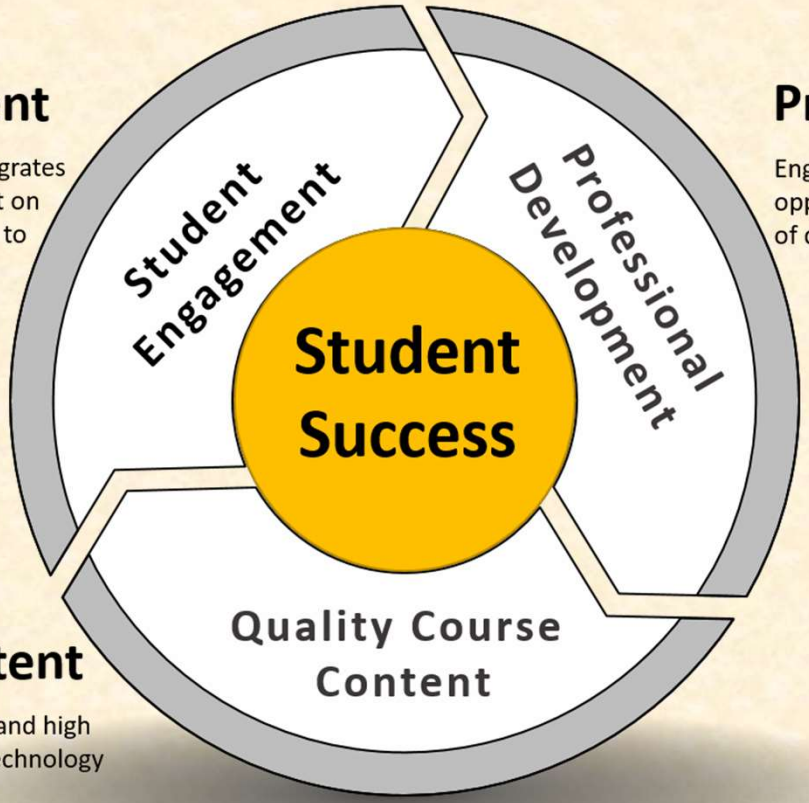
Ray Schroeder, Professor Emeritus and former Associate Vice Chancellor for Online Learning at University of Illinois Springfield and UPCEA Senior Fellow

While some institutions have offered professional development programs through organizations like the Illinois Online Network, little is known about the impact of such programs on teaching effectiveness *(instructor and student success)

Discuss the relationship between faculty online teaching professional development and teaching effectiveness.

Student Engagement

Create a collaborative model that integrates student services and instruction intent on developing opportunities for students to engage in high-impact practices.



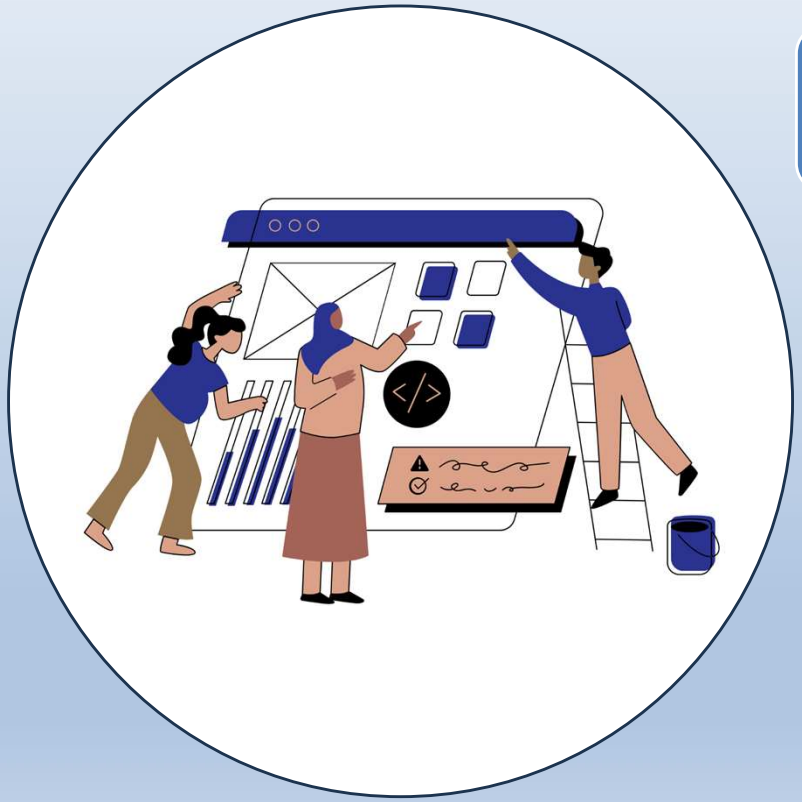
Professional Development

Engage faculty and staff in professional learning opportunities intended to facilitate implementation of digital learning technology.

Quality Course Content

Increase student success in gatekeeper and high attrition courses using digital learning technology to improve pedagogical practices.

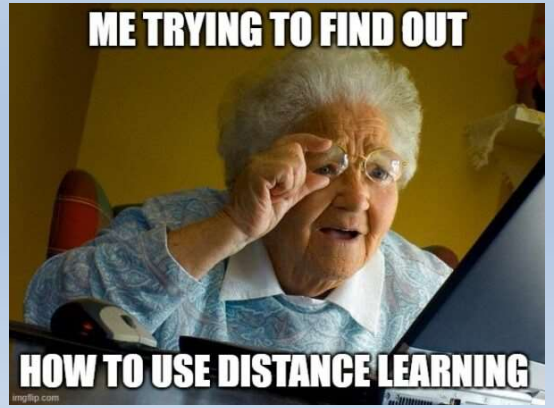
Quality Online Learning Needs



- High Quality Professional Development
- Adequate Support
- Infrastructure (Students and Faculty)
- Incentives

Professional Development Discussion

What kinds of professional development do you offer?



Professional Development Discussion

- Who is it offered to?
- Incentives

Professional Development Discussion

- Do you have any examples that show the connection between faculty development and improved online teaching? Student success?

Professional Development Discussion

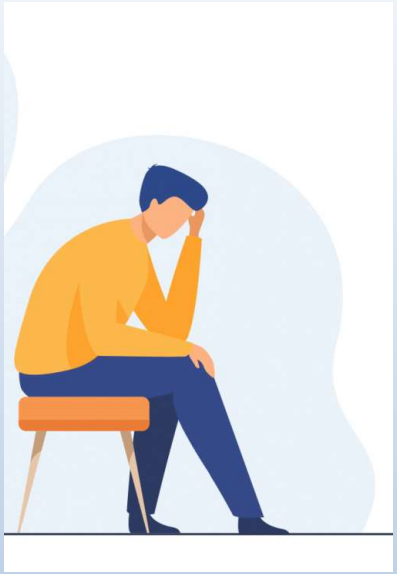
Have you used in anything to gauge the impact of faculty development on your online teaching?

Professional Development Discussion

- What are some common challenges faculty members face in online teaching, and how can professional development address these challenges?

Professional Development for Everyone

- Chronicle of Higher Education
- Online learning and in-person courses
- Consistent expectations
- Many in-person courses are web enhanced now
- **Adjuncts



Adjuncts

"…quality teaching and access to rich educational experiences are correlated with improved student retention, yet the demand for professional development among adjunct instructors significantly outweighs that for full-time faculty members."

(Anna Conway and Thomas J. Tobin)

- How to you evaluate them?

Professional Development for Everyone

60.0% of the teaching staff at …… are part-time non-faculty or non-tenure track faculty. This use of adjuncts is on par with the national average of 51.4%

*They have an excellent PD program

Professional Development for Everyone

"Professional development is necessary and must be paired with meaningful reward and recognition systems."

"And we must create a life cycle of support for teaching that goes beyond a few hours during onboarding or orientation sessions."

(Anna Conway and Thomas J. Tobin)

Professional Development for Everyone

"…graduate programs seldom provide formal preparation for quality teaching or recognition of it."

(Anna Conway and Thomas J. Tobin)

Professional Development for Everyone

Effective Teaching and Learning Strategies

Modules include

Prepare Essential Course Elements, Develop Effective Teaching Practices, Foster Inclusive and Supportive Learning, Enhance Communication and Classroom Management, Utilize Tools and Resources Effectively to Support Teaching and Learning

Professional Development for Everyone

"The success of any course, experts say, also comes down to investing in professional development." (Swaak)

Professional Development for Everyone

A study of teachers who taught both online and face-to-face reported that 75% of the survey respondents indicated that teaching online had a positive impact on their face-to-face teaching. (McQuiggan)

"ION courses directed and transformed my career. Learning to teach well online also transformed my in-person classes; becoming an advocate affected my role on campus, course requests, and relationships with colleagues. ION provides more than theory and tips; participants experience a sea-change in our attitudes and a discard of our assumptions."

Anne Humphrey
(Master Online Teacher, Master Online Leader & Administrator, Open Educational Resources for Instruction, and Digital Accessibility for Educators Certificates)

If you build it, they will come.
W. P. Kinsella
quotefancy

Professional Development for Everyone

Digital Accessibility for Businesses & Agencies Certificate

Courses include

- Creating Accessible Documents for Businesses and Agencies
- Creating Accessible Videos for Businesses and Agencies
- Legal Landscape of Digital Accessibility

Professional Development for Everyone

AI in Secondary Education Course

Modules include

Introduction to AI in Education, AI Applications in Education, Implementing AI in the Classroom, Exploring AI Trends, Classroom Integration Plans, and Reflective Insights

Professional Development for Everyone

Master Online Leader and Administrator (MOLA) Changes

- Quality Assurance and Accountability for Online Leaders

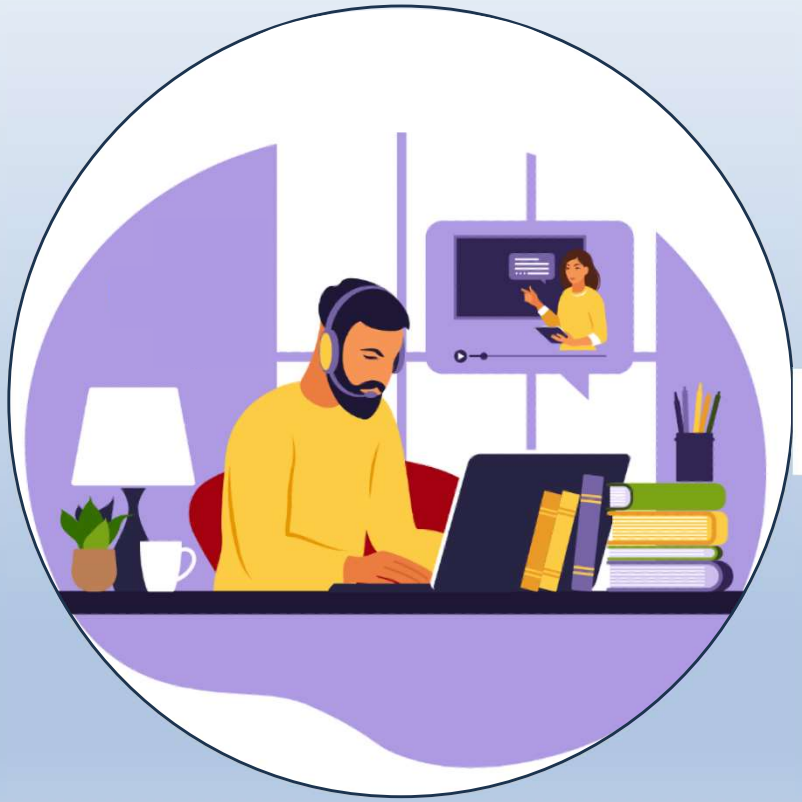
- Faculty and Student Support for Online Leaders
- Takes away a 4-week and an 8-week course (kInda)

“Life Changing”

Professional Development for Everyone

Master Online Teacher (MOT) Review

Professional Development Observations



- Some offer nothing
- Some require a few courses

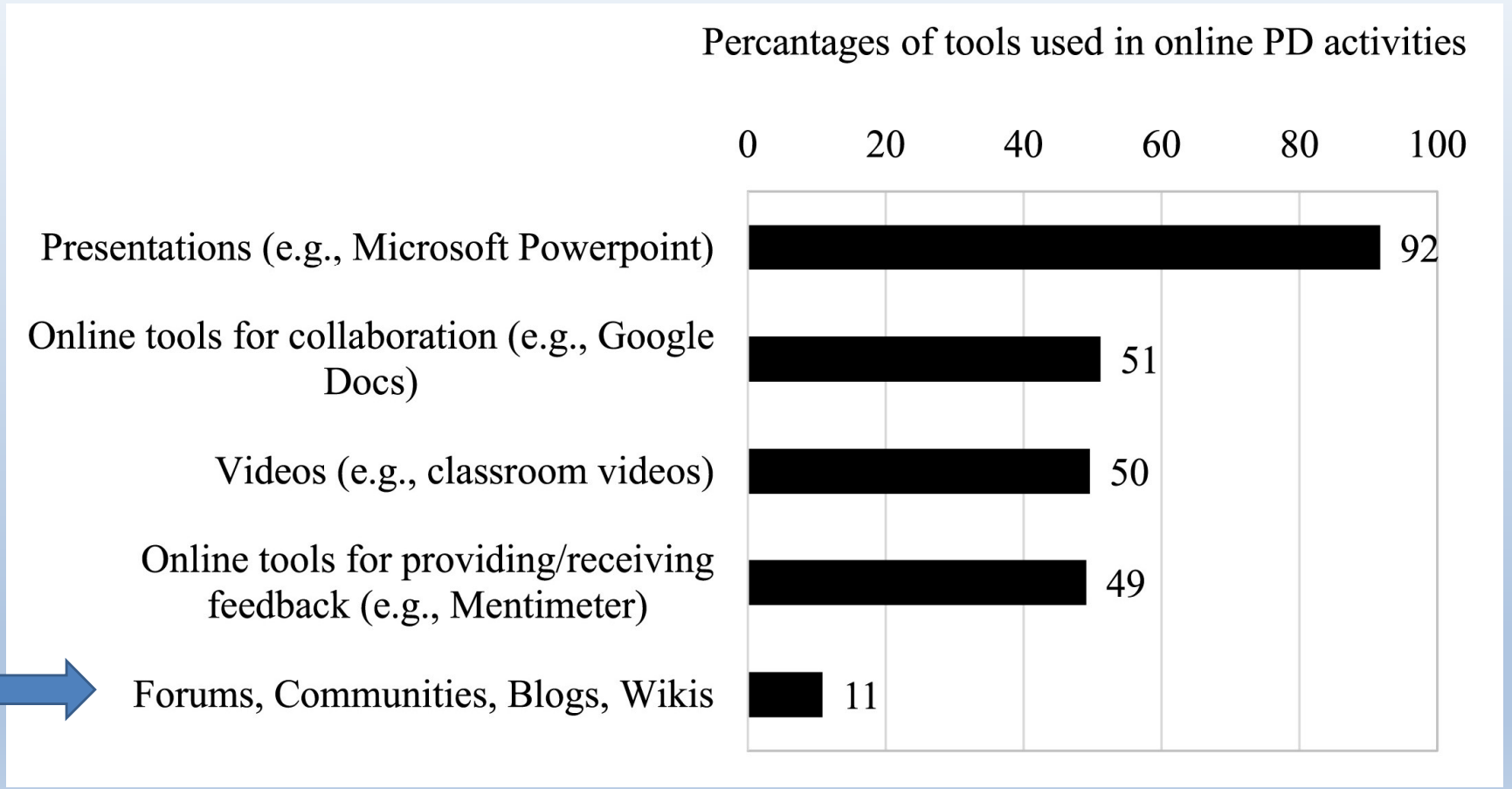
Should PD be required before teaching?

What ION eLearning Does

- Professional development courses
  - Online Teaching and Administration
  - Accessibility
  - Open Education Resources
- Participant credentialing
  - Badges and Certificates
- Effective practices for online courses

What Makes ION Different!

- Instructor Led
- High Quality
- Affordable
- ➢ Offer opportunities for networking


Percantages of tools used in online PD activities
0
20
40
60
80
100
Presentations (e.g., Microsoft Powerpoint)
92
Online tools for collaboration (e.g., Google Docs)
51
Videos (e.g., classroom videos)
50
Online tools for providing/receiving feedback (e.g., Mentimeter)
49
Forums, Communities, Blogs, Wikis
11

Testimonials

"Little did I realize that it not only honed my online teaching and technology skills, but it connected me with peers from other higher ed institutions with whom I could chat, share ideas, and seek advice."

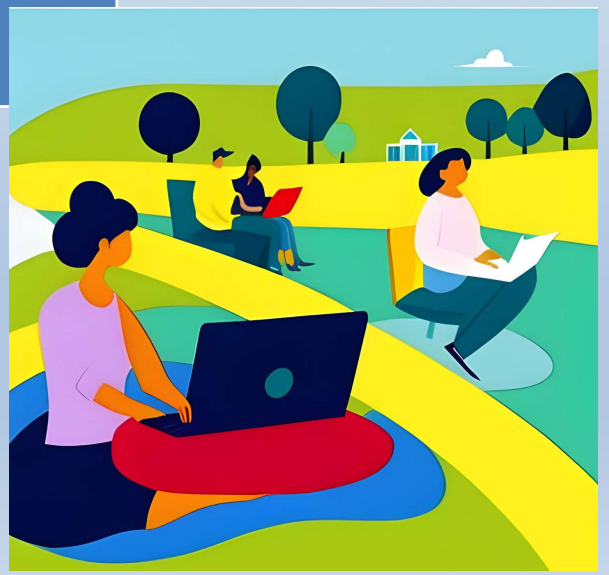
Lori Wendt
(Master Online Teacher and Master Online Leader & Administrator Certificates)

The 5 Ps of Professional Development

- Create a **p**lan
- Be **p**roactive
- Pick a quality **p**rogram or programs
- Requires dedication and **p**ersistence
- Evaluate your **p**rogress regularly

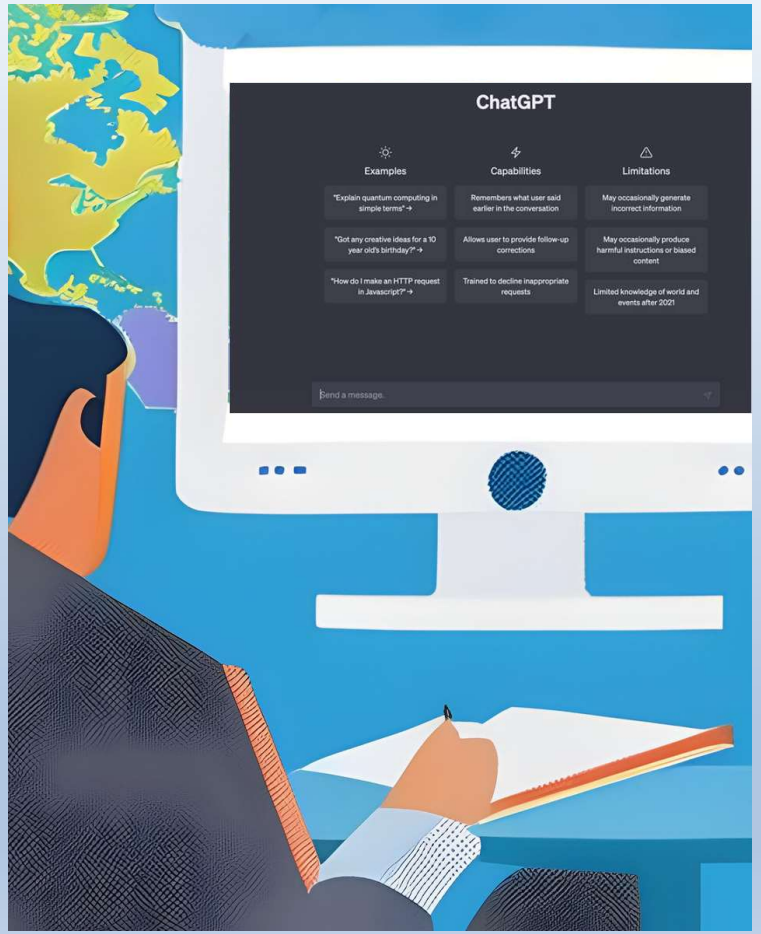
Questions

- What can we do to promote/encourage professional development?
- How can we measure success?



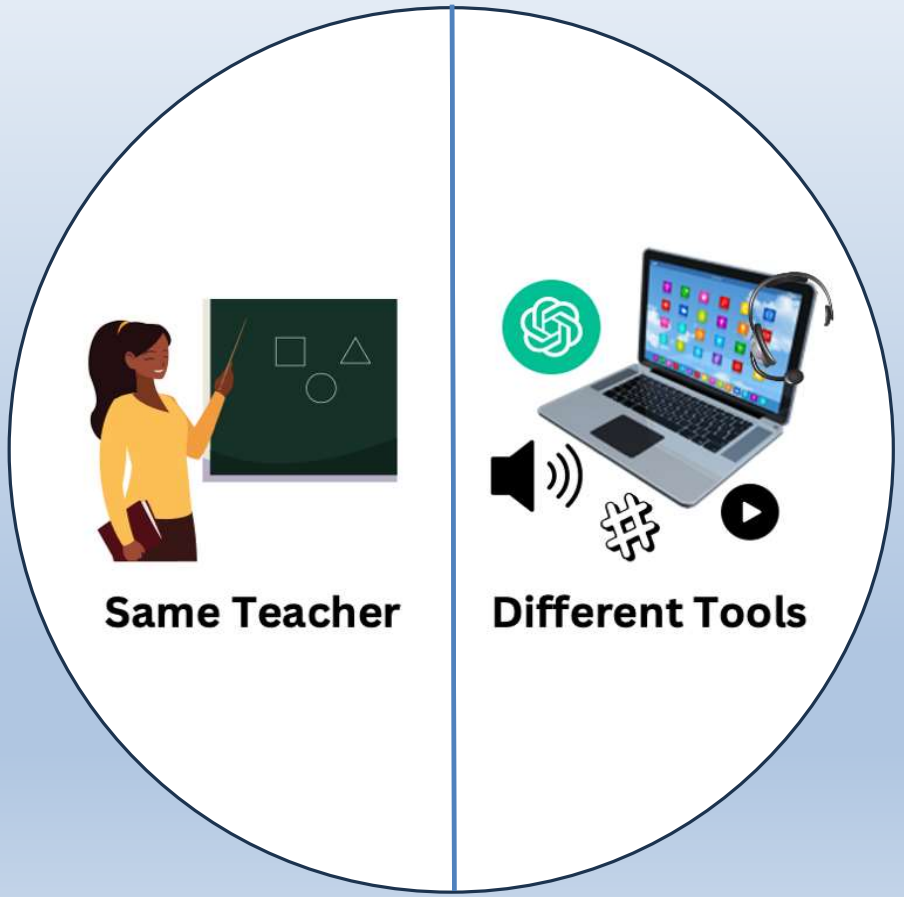
The Future of Online Teaching

…. and Student Success



- Online and hybrid instruction are growing
- Student expectations
- **Accessibility**
- **Regular and Substantive Interaction (RSI)**
- **Universal Design**
- Artificial Intelligence (AI)

Online is Growing



- Seventy-three percent of adults thought online education was the same or better at meeting the needs of traditional students, up from 40 percent who believed that in 2017. (Coffey)
- Eighty-four percent believe employers are more accepting of online degrees today than they were pre-pandemic. (Coffey)
- About 80 percent stated they would consider an online program if they were enrolling in an undergraduate or post graduate program. (Coffey)

Online is Growing

- With growth comes responsibility
- 36 percent believe online is the best value,

  32 percent said on-campus is best and

  32 percent said they provide roughly the

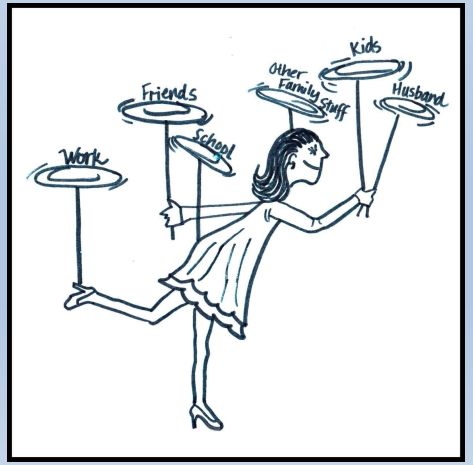
  same value. (Coffey)

Online is Growing

- Obligations
  - Career Development
- Barriers

“These barriers include money, care obligations, family obligations, geography, scheduling, mobility and the list goes on and on”

Caleb Simmons



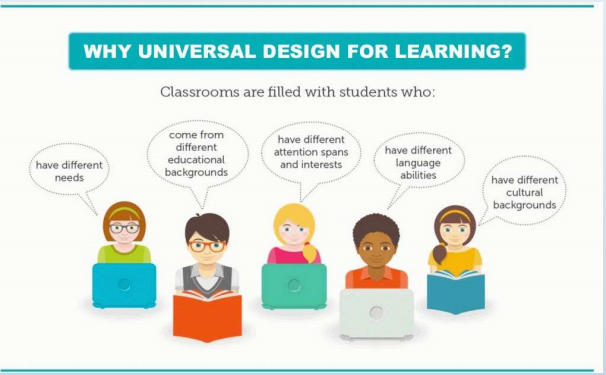
Online is Growing

“The traditional, residential, in-person-only system intrinsically denies access to those without the means and resources necessary to enter the system and inherently perpetuates inequities in access.”

“The only future of higher education is a future for everyone. Online modalities move us in that direction.”

Caleb Simmons

Because it's The Law

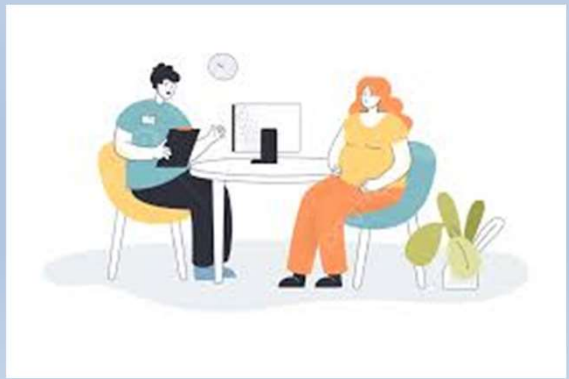


- Make Courses Accessible
- Increase Student Engagement
- Promote Universal Design

Benefits of Professional Development

“ION courses could be very helpful for anyone like me who has taught only in a face-to-face setting. Higher education has truly changed after the 2020 pandemic and students are looking to see more options for their classes. Educators have a responsibility to learn new ways to teach and the ION courses could be a very helpful tool in that process.”

Dr. Ruchi Jairath
(Master Online Teacher Certificate)



Alumni

https://www.uis.edu/ion/about/alumni

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(Anna Conway and Thomas J. Tobin) https://www.insidehighered.com/opinion/career-advice/2023/11/08/adjunct-instructors-deserve-professional-development

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(Lauren Coffey)https://www.insidehighered.com/news/tech-innovation/teaching-learning/2023/11/13/survey-public-perception-online-education?utm_source=Inside+Higher+Ed&utm_campaign=0f6b83d325-DNU_2021_COPY_02&utm_medium=email&utm_term=0_1fcbc04421-0f6b83d325-198668573&mc_cid=0f6b83d325&mc_eid=34875c10b8

Caleb Simmons https://evolllution.com/a-future-for-everyone-rethinking-higher-education-for-all-through-online-modalities