Re-Engage Your Instruction Team Today

Jolene Cole
Georgia College, jolene.cole@gcsu.edu

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RE-ENGAGE YOUR INSTRUCTION TEAM TODAY

JOLENE COLE
GEORGIA COLLEGE & STATE UNIVERSITY
AGENDA

• BACKGROUND INFO
• PROGRAM DEVELOPMENT
• IMPLEMENTATION
• HURDLES SO FAR
• MINI VICTORIES
"The best thing any education can bequeath is the habit of reflection and questioning."

AC Grayling – The Guardian 2000
The concept originated in education.
It was associated with professional development and the advancement of teachers.
The practice then spread to other professions.

WHY REFLECTION?

“Reflective teaching is a cyclical process, because once you start to implement changes, then the reflective and evaluative cycle begins again.

• What are you doing?
• Why are you doing it?
• How effective is it?
• How are the students responding?
• How can you do it better?

As a result of your reflection you may decide to do something in a different way, or you may just decide that what you are doing is the best way. And that is what professional development is all about.”

Tice (2004)
REFLECTIVE ACTIVITIES

- Reflective Journals
- Written dialogue between mentors and/or peers
- Presentations & Discussions
- Readings
- Brainstorming
- Debates
- Role Playing
- Case Studies & Scenarios
- Portfolios
- Personal Development Planning
- Self—Assessment
NOTES ON REFLECTION

Reflection is typically considered a solitary action. However, the key is to have a collaborative and cooperative environment.

"Trust is perhaps the essential condition needed to foster reflective practice in any environment. If the reflective process is going to flourish in an organization setting, the participants must be confident that the information they disclosed will not be used against them – subtle or not so subtle ways.” Osterman (1993)
PROGRAM DEVELOPMENT

Our motivation:

- Burnout: A need to revamp our program
- A need for additional assessment
- To add an additional level of accountability
- Encourage reflection in order to improve our teaching
OUR PROGRAM

Reflection Portfolios (5 Parts)
1. Librarian Teaching Philosophy
2. Reflective Journal Entries
3. Peer-Review
4. Assessment
   - Faculty Feedback
   - Student (Classroom) Feedback
   - Student (Consult) Feedback
5. Sample Lesson Plans

Instructional Data
IMPLEMENTATION

Librarian Toolkit: http://libguides.gcsu.edu/Toolkit

Example Portfolio: http://libguides.gcsu.edu/ReflectionTemplate
IMPLEMENTATION

- Portfolios are updated frequently and reflect the librarians attempt to continuously improve.

- It is a tool to provide constant self-evaluation.

- It demonstrates a commitment to improving one’s personal teaching style.

- The portfolio should be viewed as a non-judgmental space.

- Having a reflection portfolio will assist in the application process for pre-tenure, tenure and post-tenure by collecting and organizing many resources that can be used for evidence.
HURDLES SO FAR

- Getting Buy-in From the Team
- Organization – Info. Overload
- Time Management
- Changing Behaviors
- Trust
MINI VICTORIES

- Improved Assessment
- New Types
- Automated
- Improved Teaching
- Increased Accountability/
  Clearer Responsibilities
FINAL THOUGHTS

Be Flexible: It is ok for it to be a pilot program.

Keep Organized!

Be empathic to your colleagues but don’t allow them to manipulate the process.

Look for ways to automate the process

Incorporate standards such as the Framework & the ACRL Standards for Proficiencies for Instruction Librarians


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