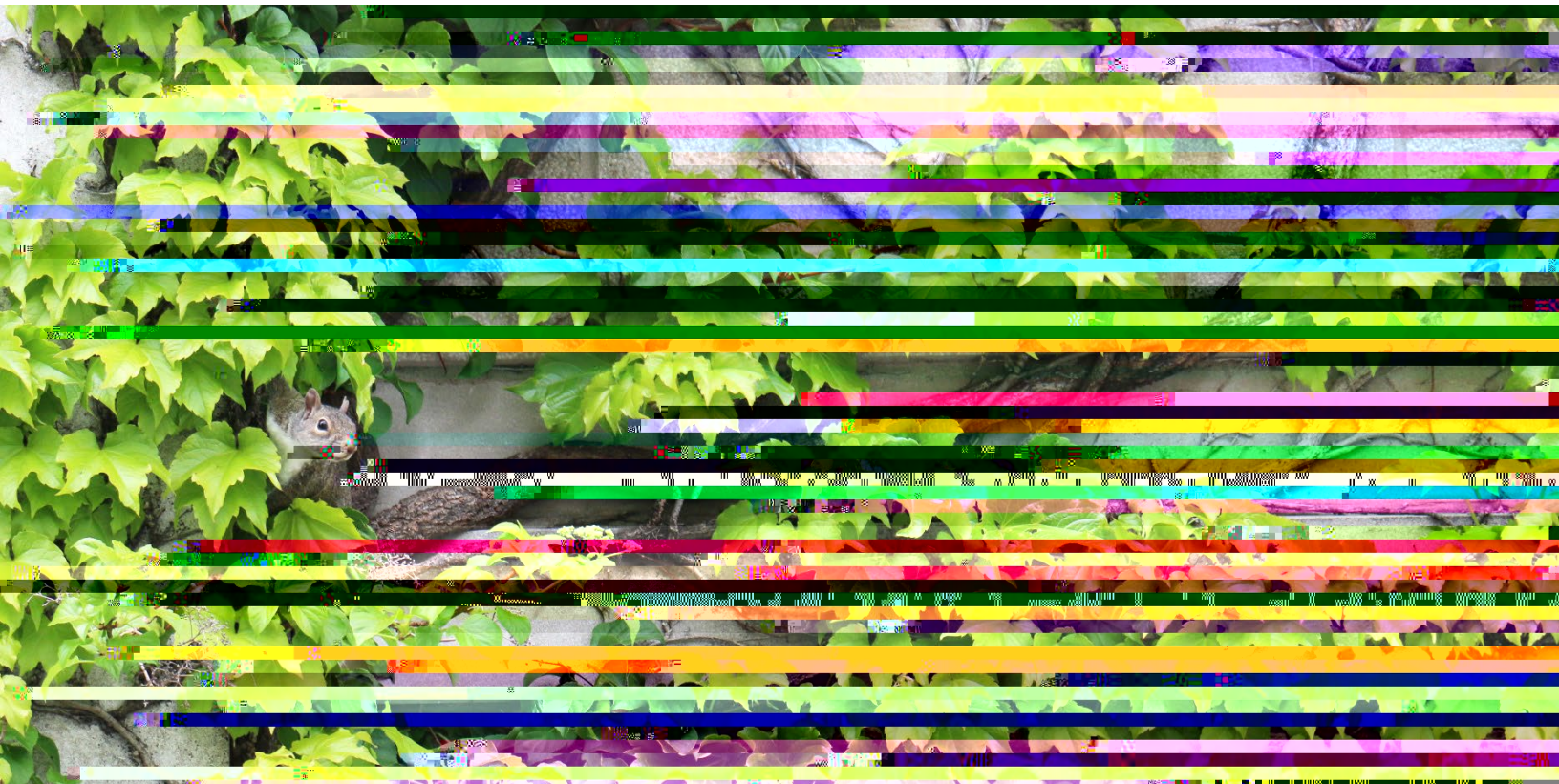




Role of Departmental Chairs in Teaching Excellence

June 2023



Centre for Teaching and Learning



- Flipped classrooms for large courses.
- Center evidenced-based and high-impact practices as the core, baseline standard for teaching and not “extra.”

Professional development²

“Whether teachers have spent their careers in academia or have extensive experience as practitioners, the key challenge for quality teaching is to develop subject-specific experts into excellent teachers.”

- Suggested guiding principles for professional development:
 - **Alignment:** Develop a professional development program that aligns with university values, identity, and faculty expectations. At Queen's this includes policies outlined in the [PICRDI report](#), the [Scarborough Charter](#), and [Extending the Rafters](#).
 - **Adequate support and resources:** Allow adequate time, human resources, funding, and facilities to ensure that quality improvement initiatives meet the needs of teachers and foster a sense of ownership amongst the community.
 - **Professional learning communities:** Support faculty in creating Professional Learning Communities to share practices/experiences and problem-solve together. Encourage peer-evaluation, constructive feedback, and coaching as ongoing practices to foster a learning community approach to quality teaching.
 - **Outreach to teaching and learning professionals:** Provide an effective venue for discussions and experience sharing on teaching and learning practices (e.g., a Learning and Teaching Centre), that is visible and valued by the academic community, either at institution, department, or program level. At Queen's, this includes the Centre for Teaching and Learning.

Cited resources:

[Boyer 2030 Commission. \(2022\). The equity/excellence imperative: A 2030 blueprint for undergraduate education at research universities.](#)

[Hénard, F., & Roseveare, D. \(2012\). Fostering quality teaching in higher education: Policies and practices.](#)

Additional resource on high-impact practices:

[High-Impact Practices \(The American Association of Colleges and Universities\)](#)

² Compiled from “Fostering quality teaching in higher education: Policies and Practices” by Fabrice Hénard and Deborah Roseveare (pgs. 17-19)

