CITY OF GLASGOW COLLEGE

Enhancement Plan 2017/18

Updated Enhancement Plan as at October 2018

Actions Completed

	Action	Date	Responsibility	Impact on College performance
	Planning for continuous improvement based on student feedback			
A	Through the development of the Student Partnership agreement, this will enhance the student experience by ensuring the student voice is acted upon in a more consistent manner.	Action Completed	Student Experience Director and Student Exec	• Enhance student engagement and develop improvement through – 'You said …. We did' • Improve student engagement with the Student Association

Update October 2018 – Action Completed

The Student Partnership Agreement involves all students in rating and presenting ideas, which impact on the student experience using the My Voice Digital platform. The Students' Association My Voice Digital platform has generated innovative ideas from all students over the academic year; there have been over 16,000 interactions with students including ideas and suggestions. The outcomes from the Partnership have been shared on the Student Association's Facebook page, campus screen and TVs.

There have been improvements in engagement with the Student Association which has led to –
- engagement in candidates for the Presidential elections doubling from 13 to 26 for the March 2018 elections
- 91% of classes having student representatives
- 89% of students identifying that the Student's Association influences change for the better.

	Implement the revised Corporate Care Action Plan			
B	To further enhance training in Safeguarding, Child Protection, Corporate Caring and Prevent.	Action Completed	VPSE	• To ensure the College meets it statutory duties.

Update October 2018 – Action Completed

The College devised an effective Corporate Care action plan which brought together training in relation to statutory duties.

This plan has resulted in most College staff being training in Corporate Parenting, Prevent and Safeguarding. In addition since the launch of the College's online modules 457 members of staff have completed Corporate Care training using the mandatory online modules.

	Enhance the effectiveness and appropriateness of the curriculum			
C	To enhance Curriculum Planning there is a need to integrate and plan earlier in the academic year. This also provides the opportunity to develop curriculum in line with future local and national demand.	Action Completed	VPSE and P&ID	• To ensure curriculum is developed in line with local and national drivers. • Develop challenging action plans for retention and attainment for curriculum.

Update October 2018 – Action Completed

All Faculties and Curriculum Areas were reviewed as part of Curriculum Planning and robust action plans for improvement of retention and attainment were developed in November 2017. This process fed into the development of the ROA.

	Enhance student services to support learning			
D	Review student support to personalise it and support learning.	Action Completed	SED	• To strengthen access and inclusion in line with students' needs.

Update October 2018 – Action Completed

There was extensive consultation on the College's guidance system and as a result the system was enhanced. The system now provides effective support of students by linking more effectively with Academic Advisors and Services to Support Learning.

As part of the personalisation of student support, the College has introduced Mental Health advisors. This need was identified

	through the effective monitoring of student PLSPs.			
E	Build on the progress made in using learner analytics in all Faculties.	Action Completed	VPSE and P&ID	• Support student guidance, retention and attainment.

Update October 2018 – Action Complete

The College further refined the algorithm, which identifies student engagement with their learning. The College dashboard provides all Faculties and Curriculum Areas with this information and it is widely used by guidance staff and managers in discussing progress with students.

Areas for Development Academic Years 2018-19 to 2020-21

	Action	Date	Responsibility	Impact on College performance
Improve equality and access				
1	Although the College's Gender Action Plan has been implemented it has not year resulted in appropriate balance across all programmes	July 2021	C. Sec.	• Improve the gender balance within the curriculum for those subject areas with imbalanced recruitment.
Update October 2018 – Action On-going We have devised a whole College Gender Action Plan framework supported by Faculty Action Plans. The overall plan has a leadership, governance, planning and performance section, outlining how we plan, deliver and evaluate delivery. The College dashboard provides teams with live information on gender balance by Faculty, Curriculum Area and class group (RAG rated to focus on priority areas) to assist our planning at team level.				
Improve student attainment				
2	In FT FE there has been a decline in student retention, which has affected attainment.	July 2021 Subject to annual review	VPSE and P&ID	• Develop challenging action plans for retention and attainment for curriculum. • Achieve retention and attainment. • Achieve ROA targets.
3	The College recognise a need to further examine the success rates for FT HE Care Experienced students, as they are lower than the latest national comparator.	July 2021 Subject to annual review	VPSE and P&ID	• Achieve retention and attainment. • Achieve ROA targets.
4	The College has identified a need with regional colleagues to	July 2021	VPSE and Deans	• Develop challenging action plans for retention and attainment for Senior

	examine further the factors contributing to attainment rates for Senior Phase students.			• Phase students. • Achieve retention and attainment.
5	The College recognises a need to work with Glasgow Colleges to examine approaches to attainment.	July 2019	P&ID	• Develop approaches to retention and attainment within curriculum. • Achieve ROA targets. • Achieve retention and attainment.
6	The College is committed to working with Glasgow Colleges through Regional Curriculum Hubs to ensure that transitions between Glasgow Colleges are supported effectively.	July 2021	VPSE and Deans	• To develop further student pathways within the Glasgow Region.
7	The College has identified a need from its analysis of the College and wider college sector to reorganise its management structure to continue to deliver a high quality student experience, which meet the aims and aspirations of its strategic plan.	July 2019	ELT	• Achieve retention and attainment. • Achieve ROA targets. • Consistent approaches to College processes.

Update October 2018 – Action On-going

In addition to action point C above, areas identified in the Evaluative report were subject to particular scrutiny as part of Curriculum Planning. Challenging action plans were developed and a Performance Action Group was established to examine and evaluate curriculum teams' approaches to addressing PIs. This work resulted in the development of a toolkit for practitioners to assist in developing actions to improve PIs.

A Regional Performance Improvement group (see Action Point 5, above), focused on attainment and retention, has been

developed.

Action Point (6) Articulation between Glasgow Region colleges has been mapped out through the Regional Curriculum Hubs. To provide clear progression pathways for students, revised curriculum maps showing entry requirements for programmes are being created.

Enhancement of Learning and Teaching

8	The College recognises there is a need to develop a digital transformation model, which harnesses new technologies to enhance pedagogy, improve services and support the lifelong learning experience.	July 2020	Deans, AD Centre of Professional and Technical Education (CoPTE) & HOD	- To enhance pedagogy and improve services to support learning. - To develop classroom practice in line with the requirements of City Learning 4.0. - To increase student engagement in lessons and ensure that students have the required skills for further study. - Develop shared teaching practice to assist teaching staff reflect on classroom practice. - To develop teaching staff approaches and broaden their range of teaching styles. - Achieve targets and internal benchmarks in line with the Student Experience Strategy. - To promote retention and attainment.
9	There is a need to re-enforce work-based learning as part of Curriculum Planning.	July 2020	Deans	To bridge the gap between education and industry and to prepare young people for careers that help them succeed through the development of Industry Academies.

10	Most students are satisfied with their college experience; however, there is a requirement to examine causes of dissatisfaction.	July 2020	VPSE and P&ID	• Achieve high levels of student satisfaction. • Achieve ROA targets.

Update October 2018 – Action On-going

Action Point (8) The College launched City Learning 4.0 to all teaching staff in November 2017. Following this we have -

- Broadened the range of training and development opportunities to support implementation - This has resulted in almost all academic staff accessing the College's online teaching resource on the VLE.
- Improved digital support to ensure staff can embed City Learning in their teaching practice.
- Developed a system of peer learning to share effective practice in digital education.
- Further refined the model with collaboration from all staff and students.
- In our annual CPD conference for all staff, OneCity, in June, we focused a significant number of sessions on digital skills to develop staff skills. At this event, almost all staff participated in practice to develop digital skills.

The College held a number of targeted events to develop digital capacity in areas where there has been historically low use of digital skills, such as mathematics and construction.

To develop this further -

- The College was one of a hundred UK FE and HE centres to pilot the Jisc digital capability survey tool. This allowed staff to build a profile of their own capabilities and for the College to benchmark against 100 digitally ambitions institutions. 207 staff took part in the survey and a core team of 5 staff were asked by Jisc to work on refining the tool for use across the sector. This survey will better inform the development of a College-wide action plan of digital skills development and it will be further expanded to include students.
- Twenty workshops (online and face-to-face) were held across a number of curriculum areas to enhance staffs' digital skills.
- Enhanced dashboard reportage has been introduced to identify progress in embedding digital skills within Curriculum Areas.
- Bring Your Own Device (BYOD) is encouraged in all teaching areas and the there is also a loan service available within the Library to enable effective access to digital resources.

11	There is a need for a more consistent approach to sharing pedagogical practice, which will be developed as part of the College's shared teaching practice approach.	July 2020	AD CoPTE & HOD	• To ensure that teaching staff reflect on classroom practice and broaden their range of teaching styles.

Update October 2018 – Action On-going

During the academic year four well-attended Teachmeets were arranged which assisted a number of staff to reflect on their teaching practice.

Induction for all teaching staff now incorporates mindfulness and reflection of teaching practice.

The College commenced work with Education Scotland to identify a shared teaching practice approach that will be rolled out in all Faculties. This work has been subject to extensive consultation and will be launched during academic year 2018/19.

Services to Support Students

12	The College has recognised there is a need to enhance further the student mental health action plan.	July 2019	Director SE	• To minimise the stigma associated with mental health issues and improve the quality of interventions for students who require support.