The background of the slide features three smooth, light-colored spheres (possibly stones or beads) resting on a sandy surface. The sand has been disturbed, creating a series of concentric, wavy ripples that radiate outwards from the spheres. The lighting is soft, casting gentle shadows. The largest sphere is in the center-left, with two smaller ones to its right.

What does it mean to be an educational developer?

Natasha Kenny, PhD, CEC, ACC

Senior Director, Taylor Institute for Teaching and Learning

EDCC-CDPC, April 10, 2025



What matters most?

What drives you to do what you do?

Educational Development

- Focuses on postsecondary contexts
- Sits on the margins or fringes
- Varies by institutional contexts
- Spans a wide range of approaches
- Works across multiple levels
- Field of practice, leadership & scholarship
- Builds expertise and capacity for learning and teaching

Gibbs, 2013; Green & Little, 2013; Harland & Staniforthb, 2003; McDonald et al., 2016; Kenny et al., 2017; Taylor & Rege-Colet, 2010; Timmermans, 2014; Taylor et al., 2022; Taylor, 2005




Educational development

“...is about the creation of conditions supportive of teaching and learning
(Leibowitz, 2014, p. 359).

The background features a network of light blue lines connecting orange circular nodes. Three hands are depicted in a dark reddish-brown color: one at the top center, one at the bottom left, and one on the right side, all appearing to interact with or support the network.

But does it stop at teaching and learning?

We could broaden our focus beyond learning and teaching to consider the *whole of the academic role*, the *whole of the institution*, and the *whole of the person* (Sutherland, 2018)



How do I see educational development?

A human-centred approach to strengthening teaching and learning practices, communities, and cultures across multiple organizational levels.



(Some of) Our verbs

- Advocating
- Advancing
- Brokering
- Building
- Collaborating
- Consulting
- Connecting
- Creating
- Evaluating
- Designing
- Disseminating
- Facilitating
- Integrating
- Leading
- Producing
- Researching
- Reflecting

Gibbs, 2013; Green & Little, 2013 McDonald et al., 2016; Kenny et al., 2017; Kenny, 2024b; Taylor & Rege-Colet, 2010

The background of the image is a close-up, slightly blurred view of a notebook page. The page is covered with numerous colorful sticky notes in various shades including yellow, green, blue, pink, and orange. The notes are of different sizes and are arranged in a somewhat chaotic but organized manner, suggesting a brainstorming or planning session. The lighting is soft, and the overall tone is creative and educational.

What do educational developers do?

What are some activities that you engage in?

- Developing teaching and learning expertise
- Partnering with students
- Leading communities, conferences, networks
- Integrating and advancing educational technologies
- Facilitating/consulting on curriculum processes
- Strengthening educational leadership
- Building relationships & connecting with community
- Influencing microcultures & significant conversations
- Providing expertise & supporting strategic priorities, teaching awards and grants
- Influencing policy, reward & recognition
- Disseminating research & scholarship
- Advocating & knowledge sharing across the sector

Micro

Meso

Macro

Mega

A green spiral graphic, resembling a nautilus shell or a plant stem, is positioned on the right side of the slide, spiraling outwards from the bottom right towards the top left. The background is a dark teal color.

Ongoing reflections

How do we move beyond Western/Eurocentric frameworks,
perspectives and world views?

ii' taa'poh'to'p: Indigenous Strategy, 2017; Flanagan et al., 2025;
Lindstrom, 2022; Raffoul et al., 2022

The background of the image shows the silhouettes of several people from the chest up, their arms raised and holding lit sparklers. The sparklers are bright and create a trail of light against a dark blue twilight sky. The overall mood is celebratory and joyful.

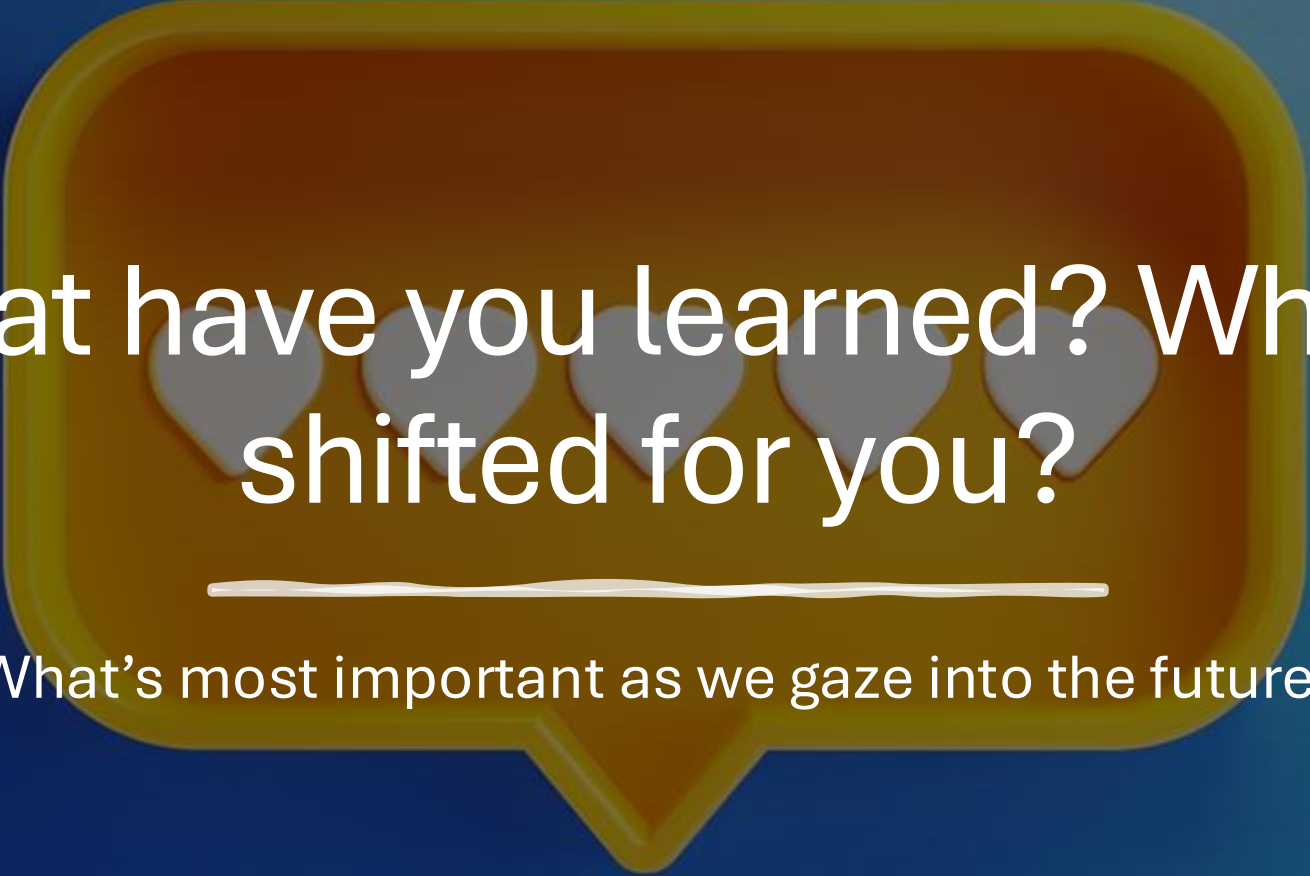
What core values, principles or
beliefs guide our practice?

Values

- Adaptability
- Collective Capacity
- Collaborative Relationships
- Human-centred
- Learning-focused
- Scholarly approach
- Truth, Reconciliation and Indigenization
- Equity and Inclusion
- Critical Reflection

Kenny, 2024a; Kenny, 2024b; McDonald et al., 2016; Raffoul et al., 2022; Taylor & Rege-Colet, 2010; Timmermans, 2014





What have you learned? What's
shifted for you?

What's most important as we gaze into the future?



A caution moving forward

While being strategic and working with the institution seems to me essential if you want to have a wide impact, some institutional attempts to be strategic about the improvement of teaching resemble crude managerialism and may have more negative than positive consequences. Educational development can be seen as a tool of oppressive, and ignorant, management if it is not careful. (Gibbs, 2013, p. 12)

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