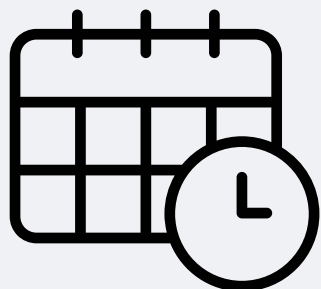


BKO TRAJECTORY

WHAT'S NEW IN 2024-2025

UVA TLC SCIENCE



DEDICATED WHOLE AND HALF-DAY WORKSHOPS

We will introduce whole and half-day workshops to replace sporadic sessions. This will increase focused learning and fully immersing in the material. The participant can concentrate on the BKO without distractions and will have better time management between the BKO activities and other work duties.

STREAMLINE CALENDAR COMMITMENTS

We've reduced the number of training sessions, from 9 to 6*, while keeping the same investment time overall, resulting in a more efficient program. Participants will be able to balance their professional responsibilities better with fewer but more impactful training days.

*On average, depending on personal needs and learning goals.



DESIGNATED TIME FOR PORTFOLIO DEVELOPMENT



Writing the portfolio takes quite some time. In the new set-up that will be more integrated into the workshops. This means the participant will get a more seamless learning experience between the two. Resulting in continuous improvement of their work, with reflection and taking actions on feedback in real-time (not just at the end). Getting a great start on finishing their portfolio on their own.

ASSESSMENT METHODOLOGY

We will make a transition from solely written assignments to a combination of written and oral assignments. This assessment approach creates the opportunity for the participants to present themselves much better. Also making sure participants who don't excel in writing can also show their excellence as teachers. Next to that, with the rise of GenAI, an oral assessment is much more reliable for evaluating genuine understanding.



PORTFOLIO WRITING DAYS



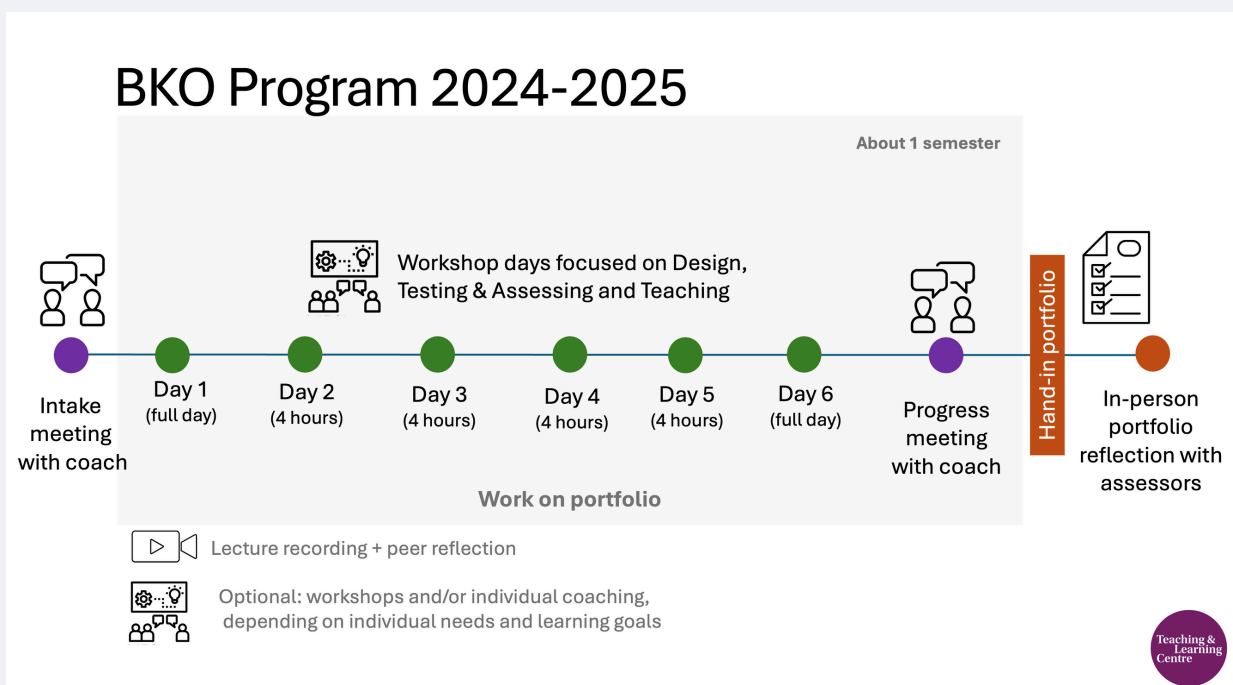
In 2023 we've already introduced 'Portfolio Writing Days'. A day in which the participant can spend dedicated time on writing their portfolio, guided by their coaches and peers. Multiple participants completed their portfolios way faster by joining these writing days, with even a few finishing their portfolios that day. We will open up these days for all participants still in the trajectory and have planned three of these days in this academic year.

ACCOMMODATE FOR EXCEPTIONS

Just like in previous years, some participants will have previously required qualifications or competencies. We want to recognize and accommodate these different backgrounds, to make sure the training program is adequate for all. Together with their BKO coach, the participants will see how they can get the most out of this program.



OVERVIEW OF THE PROGRAM

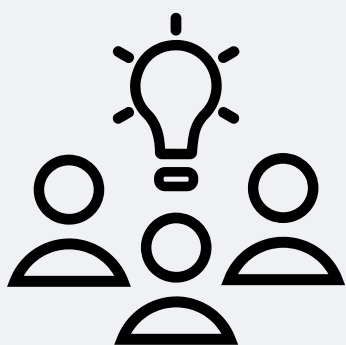


INTAKE MEETING WITH COACH

The participant will be invited for an intake meeting with one of our BKO coaches. During this session, they discuss their training needs and what is required to achieve the BKO. Agreements regarding the BKO trajectory and personal goals will also be established.



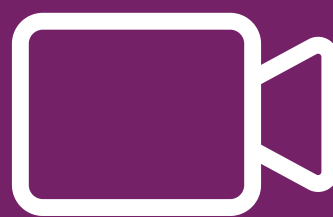
WORKSHOPS AND COACHING



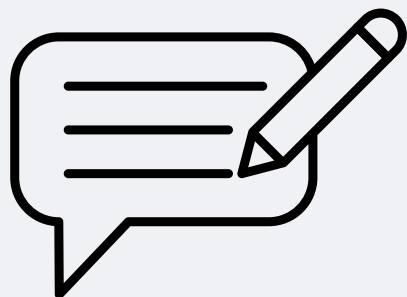
Based on the agreements made during the intake interview, participants follow an individualized program of workshops and coaching. Workshops on Course Design, Testing & Assessment and Teaching are highly recommended. Also, workshops on specific competencies (like Supervising Students) or skills (like giving feedback) can be part of this trajectory, depending on the learning goals of the participants.

LESSON OBSERVATION

Participants will observe a lecture given by another BKO participant and provide feedback. Students will evaluate these lectures, which will be recorded to aid in self-reflection. Based on video self-observation, as well as feedback from students and peers, participants will write a reflection on their teaching.



PROGRESS MEETING WITH COACH



All participants will have a progress meeting with their BKO coach. To prepare, they need to complete as much of their BKO portfolio as possible. During this meeting, your portfolio materials will be reviewed and you'll receive feedback on how they align with BKO requirements.

BKO ASSESSMENT

In their online BKO portfolio, participants will compile all materials related to their BKO journey. This portfolio must be completed before submitting it for assessment. It will include evidence demonstrating all competencies as a teacher. The assessment will be completed with an in-person portfolio reflection with the assessors.

