

Evidencing the Impact of Staff Development in the Wider Context of Teaching Enhancement

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Hochschullehre

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Introduction



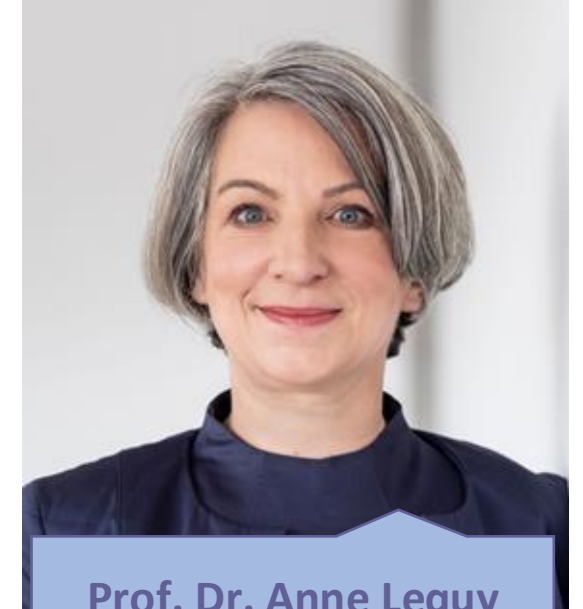
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Participant scan: Getting to know each other

- **Step 1: Pick a coloured card that best matches your role in teaching enhancement:**
 - **Blue** Policy / Government / Funding agency / Quality assurance agency
 - **Green** Cross-institutional network / Platform / Association
 - **Red** Institutional leadership (VP, Dean, Director)
 - **Yellow** Academic development / Teaching support staff
 - **Orange** Teaching academic / Faculty member
 - **White** Other role

- **Step 2: Write your country on the card**

- **Step 3: Hold up your card for creating a visual snapshot of our group**

Agenda

11:15 Welcome & Framing

- Introductions & participant scan
- Multi-level perspective on teaching enhancement

11:30 The German Case

- Policy level
- Cross-institutional level
- Institutional level

11:50 Group Work

- Three stations representing the three governance levels
- Share examples, discuss challenges & develop ideas

12:20 Synthesis & Closing

- Key insights from each station
- Personal take-aways

12:45 End



Icon by phatplus from flaticon.com

Evidencing the Impact of Staff Development ...

- **Beyond the Metrics:**

- Evidencing means engaging in a **process of sense-making** that brings together different types of evidence to make the value of staff development visible (Bamber & Stefani, 2016)

- **Evidencing involves:**

- **Local Data & Evaluation** – Indicators, participation rates, feedback
- **Wider Research** – Theoretical frameworks, evidence from the field
- **Practice Wisdom** – Stories, tacit knowledge, professional judgement

- **Navigating competing demands:**

Internal Learning	External Accountability
Understand what works	Justify funding & resources
Improve practices	Demonstrate value to stakeholders
Context-specific, nuanced understanding	Standardized, comparable metrics

... in the Wider Context of Teaching Enhancement

Policy Framework

Laws &
Guidelines

Stakeholders

Funding
Initiatives

Cross-Institutional Structures

Networks

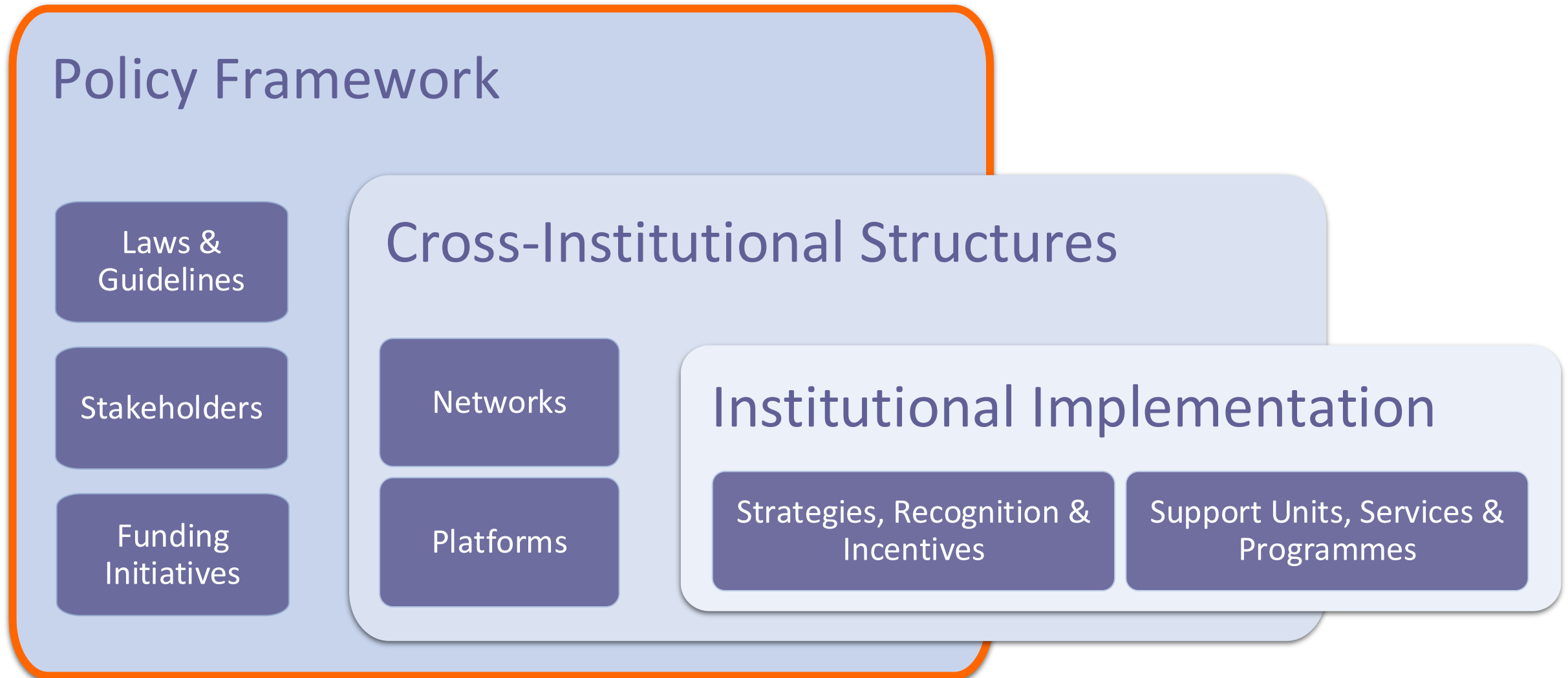
Platforms

Institutional Implementation

Strategies, Recognition &
Incentives

Support Units, Services &
Programmes

... in the Wider Context of Teaching Enhancement



Teaching Enhancement at the Political Level

Policy Framework

Laws &
Guidelines

Stakeholders

Funding
Initiatives

- Bologna Process & EHEA Guidelines
- Higher Education Framework Act & State Higher Education Acts (*Länder*)
- State Accreditation of Study Programs & Model Legal Ordinance
- Joint funding by Federal Government and Länder



Bundesministerium
für Forschung, Technologie
und Raumfahrt



Gemeinsame
Wissenschaftskonferenz
GWK



**KULTUSMINISTER
KONFERENZ**

Teaching Enhancement at the Political Level

Policy Framework

Laws &
Guidelines

Stakeholders

Funding
Initiatives

- 2011-2020 | Quality Pact for Teaching – €2 billion
- Specific Strategies & Funding initiatives in different *Länder*
- Since 2021 | Future contract for Strengthening Studying and Teaching in HE – €4 billion annually (50% Federal gov., 50% *Länder*)
- Competitive funding: *Stiftung Innovation in der Hochschullehre* (Foundation for Innovation in Higher Education) – €150 million annually



In-Between Role

Policy Framework

Laws &
Guidelines

Stakeholders

Funding
Initiatives

Cross-Institutional Structures

Networks

Platforms

Institutional Implementation

Strategies, Recognition &
Incentives

Support Units, Services &
Programmes

Teaching Enhancement at the Cross-Institutional Level

Cross-Institutional Structures

Networks

Platforms

within states or at federal level

- Certificate Programmes
- Networks for Teaching Enhancement
- Other specific networks
- OER-Portals
- Teaching Award & Fellowships
- ...

Examples



Hochschulforum
Digitalisierung



One Example



Stiftung
Innovation in der
Hochschullehre

LIF
22.06.2026 – 24.06.2026
UNIVERSITY:FUTURE FESTIVAL 2026
Jetzt Beitrag zum Call einreichen

TURN
Conference '26
24.09.2026 – 25.09.2026
TURN CONFERENCE 2026
Call for Participation gestartet

Established 2020

From State and Federal Government

Budget 150 Mio./ Year



www.stiftung-hochschullehre.de

What we do



Stiftung
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Hochschullehre

Project Funding

Strategic /Structural Level

Current Issues/Topics

Experimental/Individual

Community Building

Conferences

Thematic circles

Individual Empowerment

Knowledge Transfer

Knowledge Infrastructure

Transferkiosk.net

Wikipedia Hochschullehre

Teaching Enhancement at the Institutional Level

Policy Framework

Laws &
Guidelines

Stakeholders

Funding
Initiatives

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Networks

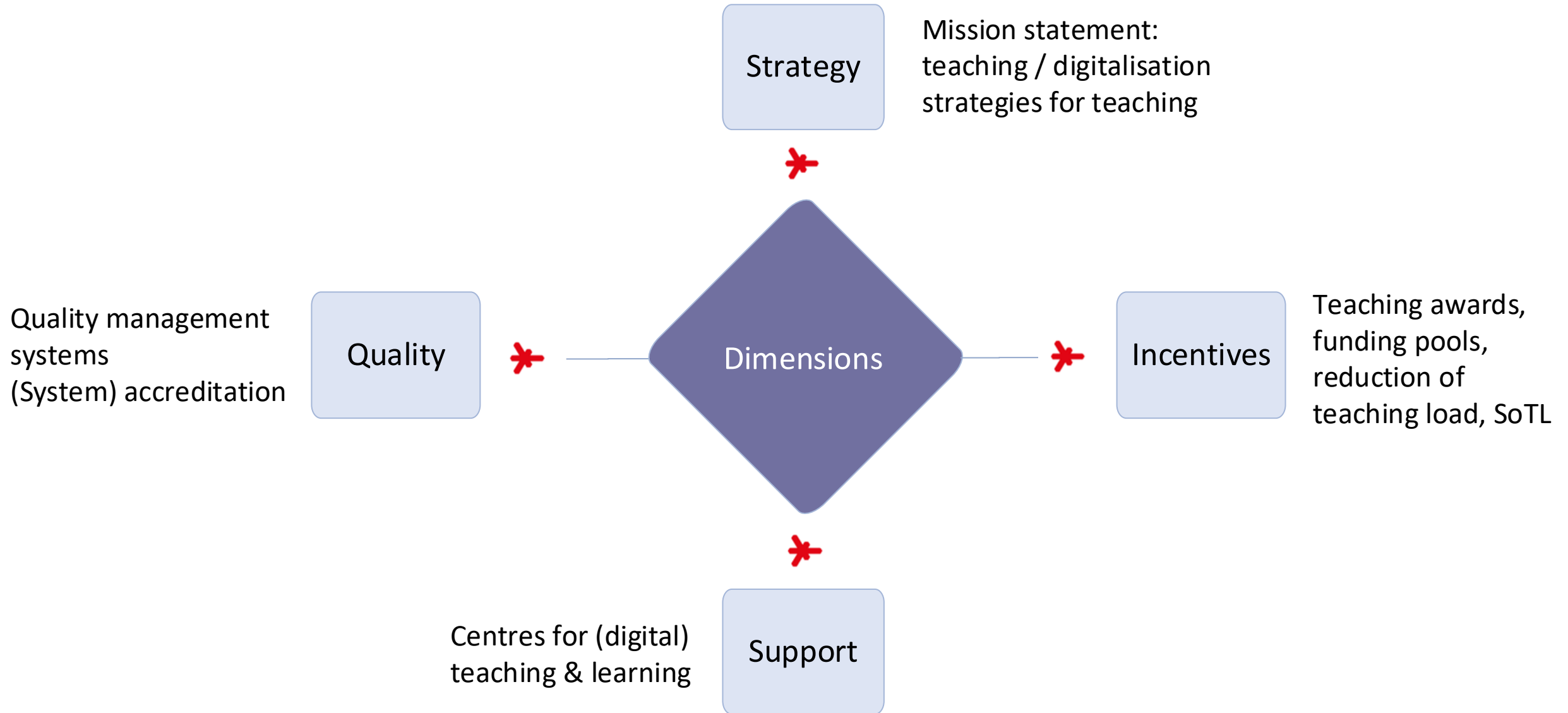
Platforms

Institutional Implementation

Strategies, Recognition &
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Support Units, Services &
Programmes

Teaching Enhancement at the institutional level



Group Work: Evidencing the Impact of Staff Development

- **30 min – 3 parallel groups – Choose your station:**

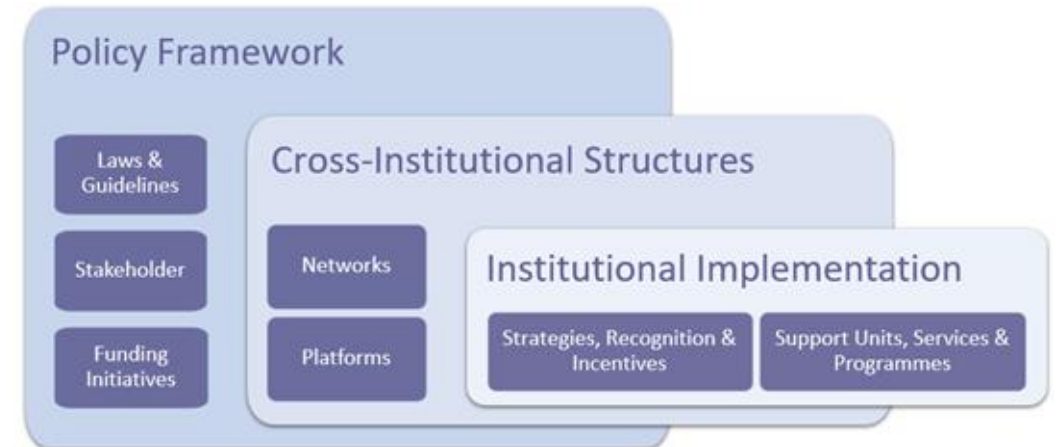
- Station 1: Policy & Funding
- Station 2: Cross-Institutional Structures
- Station 3: Institutional Implementation

- **Guiding question at each station:**

- **What's happening at this level & how do you know it works?**

- **Explore:**

- 🔍 **Examples & Current Practice:** *What initiatives/structures/activities exist, and how is impact currently shown?*
- ⚠️ **Challenges:** *Where do you see blind spots, tensions, or unintended consequences?*
- 💡 **Ideas:** *What could make evidencing more meaningful and transferable?*

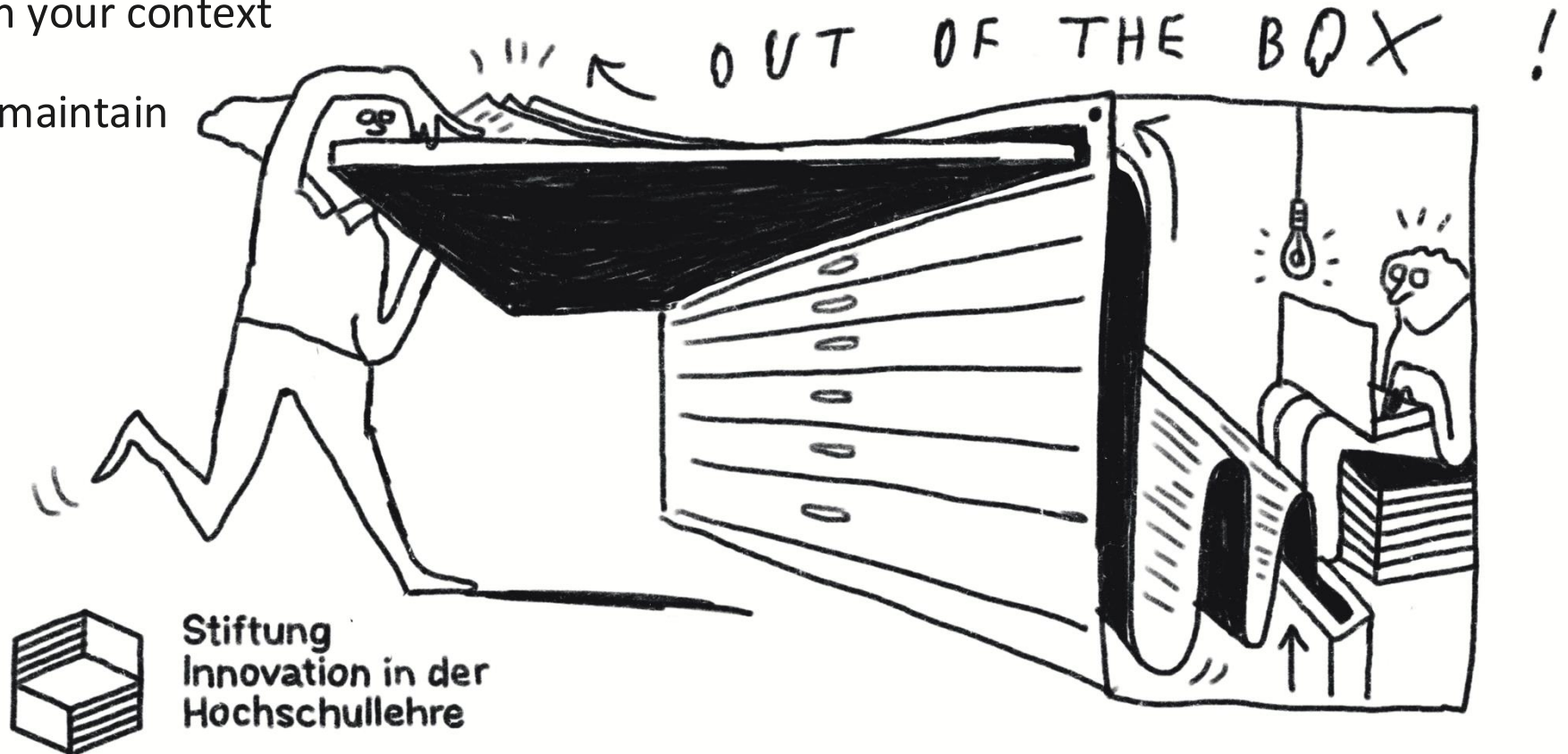


Synthesis

- **Guiding question:**
What emerges when we look across all three governance levels?
- **Each station shares:**
 - Key insights from your discussions
 - Patterns across contexts
 - Promising practices & remaining challenges

Take Aways & Next Steps

- One **key insight** that resonates with you
- One **idea** you might explore in your context
- One **connection** you want to maintain



Thank you for your participation!

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