



Changing the Culture of How We Teach

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NSF WIDER Program

- Aims to substantially scale up evidence-based teaching practices (EBIPs)
- Ultimate goals are improved student learning and retention, and increased number and graduation of STEM majors, including under-represented students
- Called for applications that
 - intentionally integrated a purposeful change model
 - Looked at baseline data...current state of evidence based instructional practices



PERSIST VISION “end state”

Boise State will be characterized by:

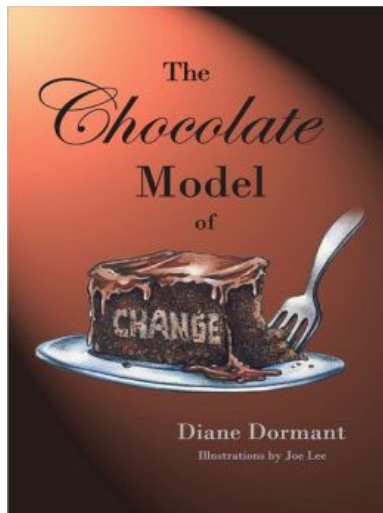
- a learning-centered culture
- ongoing exploration and adoption of evidence-based instructional practices.
- faculty engaged in continuous improvement of teaching and learning
- dialogue around teaching supported through a community of practice
- teaching evidenced and informed by meaningful assessment

Impact:

The fulfillment of this vision will result in increased student achievement of learning outcomes, retention, degree attainment; especially among underrepresented populations.

5 General Principles of Change

- Changes aren't events, they're processes
- Change takes time, often more than you expect
- Lacking good information, people "Horribilize"
- Faced with change, people often resist
- Changes need to be done WITH people (not TO people)



- Manage the change throughout all levels of the organization
- Synthesized John Kotter's leadership of change model (top down) and Evert Rogers' diffusion of innovations (bottom up)



Leverage the Characteristics of Your Change

Characteristic	Description
Relative Advantage	Does your change offer clear advantages over the other alternatives?
Simple	Is the change complex, or is it relatively simple to understand and do?
Compatible	Is your change compatible with what the users are used to using, or doing?
Adaptable	Can the users of your change adapt it to meet their own circumstances or must everyone do the same thing?
Social Impact	Does your change alter social relationships in any way? Be careful, social impacts are often difficult to anticipate.
Extra: Divisible	Can your change be broken into smaller parts or phases, or must it be implemented all at one time?



The Stages and Strategies of Change

If you're in this <u>Stage</u> ...	#	... then use this <u>Strategy</u>
Awareness	1	Advertise (Brief)
Curiosity	2	Inform (Detailed)
Mental Tryout	3	Demonstrations
Hands-on Tryout	4	Training
Adoption	5	Support



Does paying attention to the process
of change improve our results?