



**UBT**  
**FACULTY of ENGLISH LANGUAGE**

**QUALITY IMPROVEMENT PLAN**  
**2023-2024**

## Quality Improvement Plan for Faculty of English Language based on Student Evaluation

Enhancing the quality of education in the Faculty of English Language requires a comprehensive approach that addresses various aspects of teaching, curriculum, assessment, and overall student experience.

### Objective:

- Enhance the quality of teaching and learning experience by addressing identified areas of improvement.

This objective is reached through some strategies that the Faculty of English Language has implemented.

Area	Key Strengths	Key areas to develop further
<u>1 Quality of Education Teaching and Learning</u>	Improving the standard and consistency of teaching and learning Higher expectations for all students Improving the trend of stretching the most able Meeting the needs of students through a deeper understanding	Consistency and narrowing the gap between less effective and more effective practice Staff Personal development Staff Development Review 2023-2024 Sustained improved practice including new staff
<u>1b Quality of Education Literacy</u>	Reading strategy - students are encouraged to visit the UBT Library Library lessons delivered by professors to build relationships with the library.	Improving levels of literacy in books Consistency of literacy marking and vocabulary development Developing higher levels of competency in our students
<u>1c Quality of Education Curriculum</u>	Broad and balanced curriculum for our students Range of pathways to meet student needs Ambitious curriculum for all	Involve students in projects base learning outside of the class Quality assurance of wider curriculum to monitor uptake of vulnerable groups
<u>2 Behaviour and Attitudes</u>	Climate for learning across the UBT High expectations for students in their interactions and attitude with any study challenge Misunderstanding is dealt with swiftly and effectively Relationships with staff are respectful on the whole	Review often the absence of students and communicate the reasons. Improving overall attendance

<p><u>3 Personal Development</u></p>	<p>Faculty promotes being responsible, respectful, and resilient to students  Faculty prepares students for life beyond the UBT gates with a focus on our values, and also includes English Values throughout the curriculum which is relevant to local and regional needs, and tailored to student needs on vocational and academic pathways.  Our interdisciplinary curriculum supports the development of communication in different fields and prepares our students for the market needs and success in their studies.</p>	<p>A small number of students do not attend lectures regularly due to part-time jobs in different shifts.  Develop educational research opportunities and build a culture of sharing best practice</p>
<p><u>4. Study Courses</u></p>	<p>See if the study courses deliver essential content and skills aligned with the objectives of the UBT English Language program.  See if there is a need for any other structured learning path to acquire proficiency in language skills, literature, linguistics, and related subjects.</p>	<p>Consider additional courses for next re-accreditation 2024- 2027</p>
<p><u>5. Leadership and Management</u></p>	<p>Clear and ambitious vision for high-quality education for all students  Strong shared values and practice  Focus on improving pedagogy and subject knowledge  Support for new staff  Leaders of other offices support staff and stand united  Safeguarding the culture and values of UBT is a priority for all of us</p>	<p>Developing more effective ways of working with the subcommittee of quality assurance on strategic developments and priorities, holding them to account for the quality of education and compliance with syllabi compatibility.   New Staff training on SPSS</p>

This improvement plan is implemented immediately upon approval by the Faculty Council. The sub-committee for quality assurance will monitor the implementation of the plan on a semester basis and will report the progress of its implementation to the Faculty Council.

### **Continuous Professional Development for Faculty:**

**Foster different workshops and training:** Usually are done as needed or identify the needs of a certain professor, or in general to update their teaching methods, integrate new technologies, and stay informed about the latest pedagogical approaches.

Periodically review and update the curriculum to ensure it aligns with current industry standards, emerging trends, and the needs of students.

Encourage professors to promote active learning strategies such as group discussions, case studies, and hands-on activities to engage students and deepen their understanding and incorporate real-world applications: Connect theoretical concepts to real-world applications to make the learning experience more relevant and meaningful.

Encourage professors to implement a variety of assessment methods, including project-based assessments, presentations, and written assignments, to evaluate different aspects of student learning.

Encourage professors to provide timely and constructive feedback to students, emphasizing areas of improvement and recognizing their strengths.

Establish tutoring services and mentorship programs to support students who may need additional assistance in English language skills.

Students performed in the Summer Academy.

**Guest Speakers and Industry Experts:** Invite guest speakers and industry experts to share their experiences and insights, connecting classroom learning to real-world applications.

Encourage Professors to implement teaching strategies that accommodate different learning styles and the needs of diverse learners.

Facilitate opportunities for internships, field experiences, or community service projects that allow students to apply their English language skills in real-world settings.

Utilize online platforms, digital resources, and multimedia tools to enhance the learning experience and provide additional learning materials.

Conduct regular program reviews to assess the effectiveness of teaching methods, curriculum, and overall program goals.

### **Tasks and Activities:**

- Task: Improve Interactivity in Lectures/Exercises
1. Activity 1.1: Conduct faculty workshops on active learning strategies.
  2. Activity 1.2: Implement technology tools like polls, quizzes, and discussion forums to make lectures more engaging.
  3. Activity 1.3: Introduce case studies and role-play sessions relevant to English Studies to enhance student engagement.
- Task: Increase Professors' Regularity and Respect for Schedule

1. Activity 2.1: Monitor faculty attendance and punctuality regularly.
2. Activity 2.2: Introduce a feedback mechanism for students to report any inconsistencies.
3. Activity 2.3: Encourage faculty to communicate any foreseeable schedule changes in advance.

- Task: Enhance Clarity in Teaching Methods

1. Activity 3.1: Organize peer-review sessions where professors can attend each other's classes and provide constructive feedback.
2. Activity 3.2: Encourage the use of visual aids, AI tools and real-life examples to elucidate complex language concepts.

### **Milestones:**

1. Conduct the first faculty workshop on active learning strategies by the end of the next month.
2. Complete implementation of at least two technology tools in lectures within the next two months.
3. Complete three peer-review sessions for each professor by the end of the current semester.
4. Establish a mentorship program by the start of the next academic year.
5. Achieve a 90% punctuality rate for all faculty members by the end of the current academic year.

### **Key Performance Indicators (KPIs):**

1. Engagement Metrics: A 20% increase in student participation in lectures and exercises, as measured through polls, quizzes, and discussion contributions.
2. Feedback Metrics: A 15% improvement in student feedback regarding the clarity of teaching methods in the next student evaluation.
3. Punctuality Metrics: Achieve a 90% or higher punctuality rate for all faculty members in the next semester.
4. Mentorship Metrics: At least 80% of new faculty members should be paired with senior faculty mentors by the start of the next academic year.
5. Peer-review Metrics: At least 85% of professors should have undergone three peer-review sessions by the end of the current academic year.

## **Specific Quality Improvement Plan for Identified Professors**

### **Objective:**

- Address and enhance specific areas of improvement for the identified professors to ensure a consistent and high-quality learning experience across the board.

## **Tasks and Activities for Specific Professors:**

### **Professor ENG017**

1. Activity 1.1: Attend specialized training sessions focused on teaching clarity.
  2. Activity 1.2: Encourage the use of more visual aids and real-life examples in lectures.
  3. Activity 1.3: Seek regular feedback from students on areas of confusion and address them promptly.
- **Task: Enhance Interactivity**
    1. Activity 1.4: Incorporate more group discussions and debates in lectures.
    2. Activity 1.5: Use technology tools to facilitate student interaction.
  - **Task: Boost Engagement and Collaboration**
    1. Activity 2.1: Organize more group assignments and projects.
    2. Activity 2.2: Allocate time for open discussions in each lecture.
    3. Activity 2.3: Implement regular office hours and encourage students to attend for doubts and clarifications.
  - **Task: Refine Assessment Methods**
    1. Activity 2.4: Attend training sessions on diverse assessment strategies.
    2. Activity 2.5: Introduce a mix of assessment methods, such as quizzes, essays, and presentations.

### **Professor ENG026**

1. Activity 1.1: Attend specialized training sessions focused on teaching clarity.
  2. Activity 1.2: Use more visual aids and real-life examples in lectures.
  3. Activity 1.3: Seek regular feedback from students on areas of confusion and address them promptly.
- **Task: Enhance Interactivity**
    3. Activity 1.4: Incorporate more group discussions and debates in lectures.
    4. Activity 1.5: Use technology tools to facilitate student interaction.
  - **Task: Boost Engagement and Collaboration**
    4. Activity 2.1: Organize more group assignments and projects.
    5. Activity 2.2: Allocate time for open discussions in each lecture.

6. Activity 2.3: Implement regular office hours and encourage students to attend for doubts and clarifications.

• **Task: Refine Assessment Methods**

3. Activity 2.4: Attend training sessions on diverse assessment strategies.

4. Activity 2.5: Introduce a mix of assessment methods, such as quizzes, essays, and presentations.

**Milestones:**

1. Complete at least two specialized training sessions for each identified professor by the end of the next month.
2. Introduce at least one new teaching or learning assessment workshop during the summer academy.
3. Publish in Scopus.

**Key Performance Indicators (KPIs) for Specific Professors:**

1. Training Metrics (ENG-STAFF-002&ENG-STAFF-006&ENG-STAFF-020): All professors should have attended a minimum of two specialized training sessions by the end of the academic year.
2. Engagement Metrics (ENG-STAFF-018 &ENG-STAFF-015): A 10% increase in student questions, discussions, and participation during lectures.
3. Assessment Metrics (ENG-STAFF-018): A 20% increase in student feedback satisfaction regarding assessment methods by the end of the semester.
4. Collaboration Metrics (ENG-STAFF-002): A 15% increase in student attendance during office hours for the next semester.

The combination of these strategies, helps the Faculty of English Language can create a dynamic and adaptive learning environment that not only meets academic standards but also prepares students for success in their future endeavors. Regular assessment, feedback, and a commitment to ongoing improvement are key components of achieving and maintaining high educational quality.

**Quality Coordinator of Faculty of English Language**

**22.09.2023**