



LEARNING & TEACHING PLAN

2017 – 2021

Learning & Teaching Aims & Objectives

AIM 1: Authentically Relevant Christian Institution

Objectives

- 1.1 A positive expression of Seventh-day Adventist Christian faith and lifestyle

By 2021 we will have implemented an invigorated Christian Studies core for all our courses with high student satisfaction at 80%.

- 1.2 A service – oriented culture

By 2021 we will have enhanced existing outreach programs with evidence of improved risk-management awareness by staff and students measured through an external audit in 2020.

AIM 2: Engaged Learners and Work Ready Graduates

Objectives

- 2.1 A student-engaged learning environment

By 2021 we will have:

- *Implemented innovative teaching and learning paradigms with 80% participation in CASTL workshops and demonstrated engagement through Faculty Showcases;*
- *Implemented an Authentic Assessment framework with outcomes collated and disseminated through an Authentic Assessment Toolbox;*
- *Evidenced 70% achievement of Graduate Attributes through Employer Survey 2020;*
- *Expanded the reach of our existing courses in line with Avondale's growth agenda;*
- *Rolled out an ePortfolio program ensuring that 100% of graduates have participated and produced ePortfolios by 2021; and*
- *Increased enrolment in postgraduate coursework and research degrees by 20%.*

AIM 3: Research & Scholarship Plan

Objectives

3.1 A high-performing Adventist research institution in Avondale's fields of research

By 2021 we will have:

- *Achieved 20% increase in research grant income and 25% in overall research income as well as 100% participation in research; and*
- *A productive interdisciplinary-based portfolio of projects led by Avondale's research centers to support research and scholarship targeting 100% research participation by staff in one or more teams by 2020.*

3.2 Impact statements demonstrating quality research/scholarship outcomes

By 2021 we will have ERA Quality Research Impact Statements for 40% of Research Output.

AIM 4: Empowered & Enabled Staff

Objectives

4.1 A comprehensive staff development program to enhance professional/ academic skills.

By 2021 we will have targeted staff development programs to meet identified needs of institution/staff with a minimum of 6 in-house programs targeting expertise in authentic conversations and skill development in organisational change aptitude.

4.2 A demonstrable culture of professionalism

By 2021 we will have:

- *A culture of professional best-practice including compliance to policy relevant to the Threshold Standards with 100% participation in Closing-the-Loop Reporting Practice and Threshold Standards audit;*
- *Fully aligned academic workload and promotion policies with support for staff academic leadership building targeting 20% increase in Senior Lectureship and upward trend in Professoriate positions; and*
- *A workforce plan that meets Avondale's current and future needs with succession for key stakeholders identified to meet all top level positions and faculty leadership positions identified and sourced.*

AIM 5: University Status

Objectives

5.1 Operating at University level by 2021

By 2021 we will have:

- *Demonstrated ongoing compliance with the 2015 Threshold Standards with 100% coverage of all Standards with Reports against Learning and Teaching Plan; and*
- *Demonstrated readiness for change of provider category to Australian University with University application on target by 2021.*