



Universiteit Antwerpen

| ECHO | Expertisecentrum  
Hoger Onderwijs

# Future-Proof Teaching session 3

## Feedback methodology

Anke Baeyens & Philip Lambrechts

# Who are we?

## Supporters / Coaches



**Anke Baeyens**  
ECHO  
Education Department



**Philip Lambrechts**  
Education Department



**Joke Wauters**  
Applied Engineering



**Gunter Van Rompaey**  
Science



**Kim Boudiny**  
Design Sciences  
Social Sciences



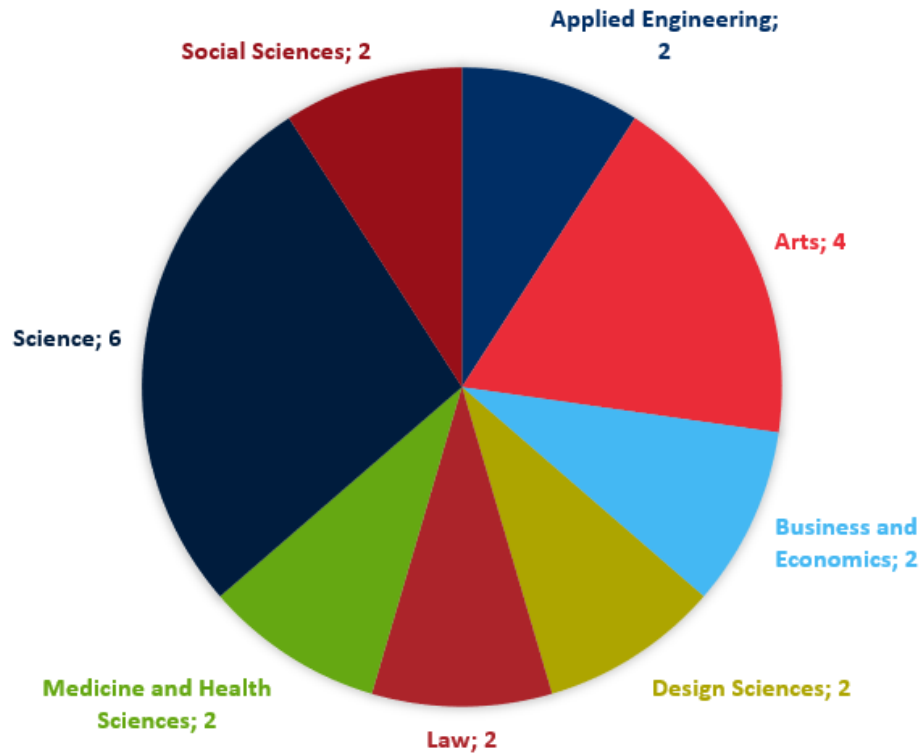
**Walter Roosels**  
E-campus



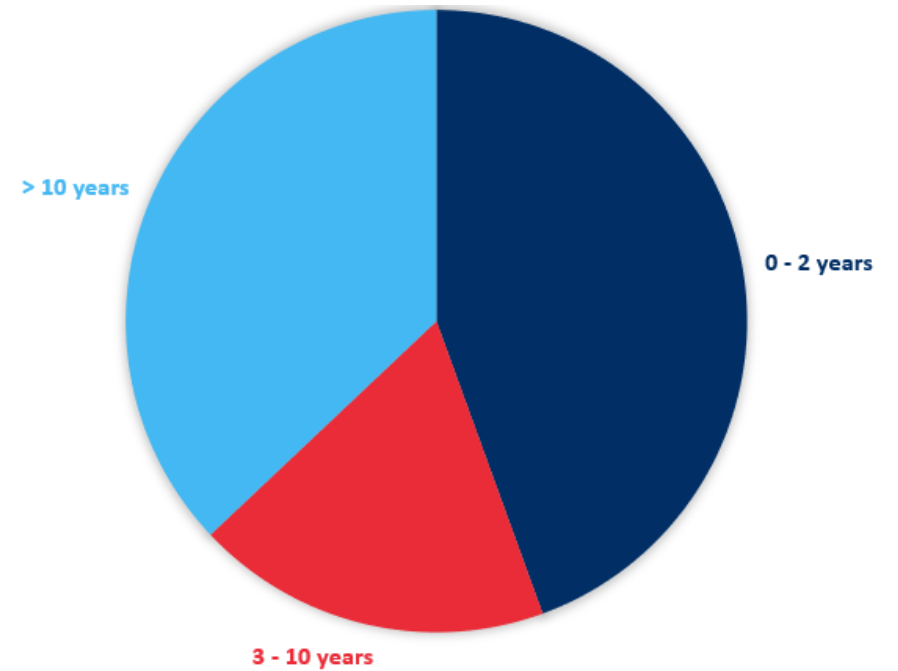
**Gernot Lecaks**  
E-campus

# Who are you?

## Representation by faculty



## Diversity in teaching experience



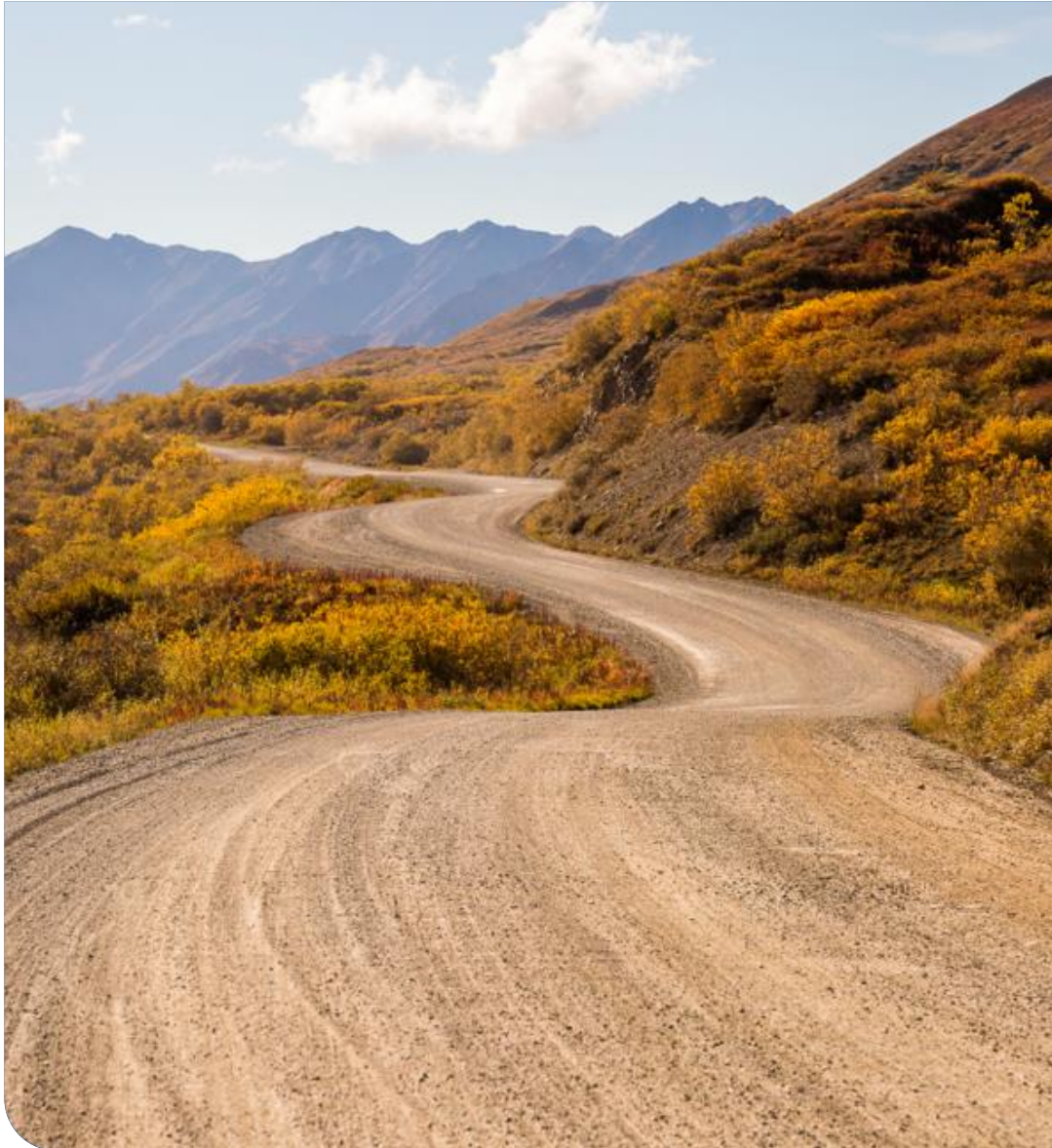
# Past <> Future-Proof Teaching





## Check-in

- What's on your mind from session 2?  
(key take away)
- Who is your buddy?  
(social contract)
- What is your motivation to participate today?  
(sail boat)



# Today's session

1. Coaching: What's in a name?
2. GR(R)OW methodology
3. Cases
4. Break-outs
5. Plenary discussion
6. Check-out

# 1. Coaching: What's in a name?



***We must adress people not for what they are, but for what they can become***

Goethe

***Coaching is getting the best out of the student by using the best of yourself as a teacher***

Wyffels

# 1. Coaching: What's in a name?

self-insight  
movement  
development performance thinking  
involvement longitudinal  
potential feeling  
reflection





# 1. Coaching: What's in a name?

- **Basic principles of coaching**
  - Process
  - Longitudinal
  - Coach and coachee are equal partners
  - Self-directed learning



# 1. Coaching: What's in a name?

## ■ Checklist (1)

- Confident, committed, appreciative and motivating environment
- Observe and listen objectively
- Patience, embrace silence
- Be interested
- LSQ = listen, summarize, ask questions (W/H)
- Give development-oriented feedback



# 1. Coaching: What's in a name?

## ■ Checklist (2)

- Always keep the goal in mind
- Integrate your self-knowledge, but put your way of thinking and judgements aside
- Believe in the potential of the student/coachee
  
- **Mind the balance between providing space for the development of the student and teaching as a teacher (role conflict?)**

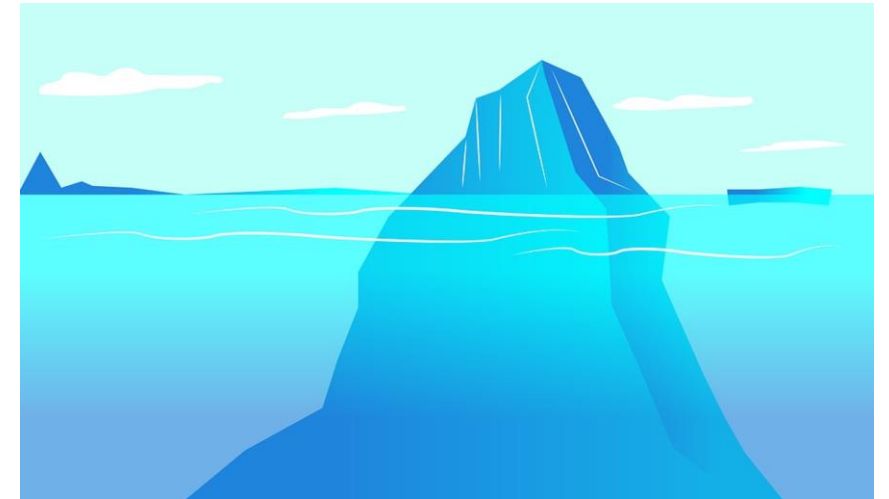
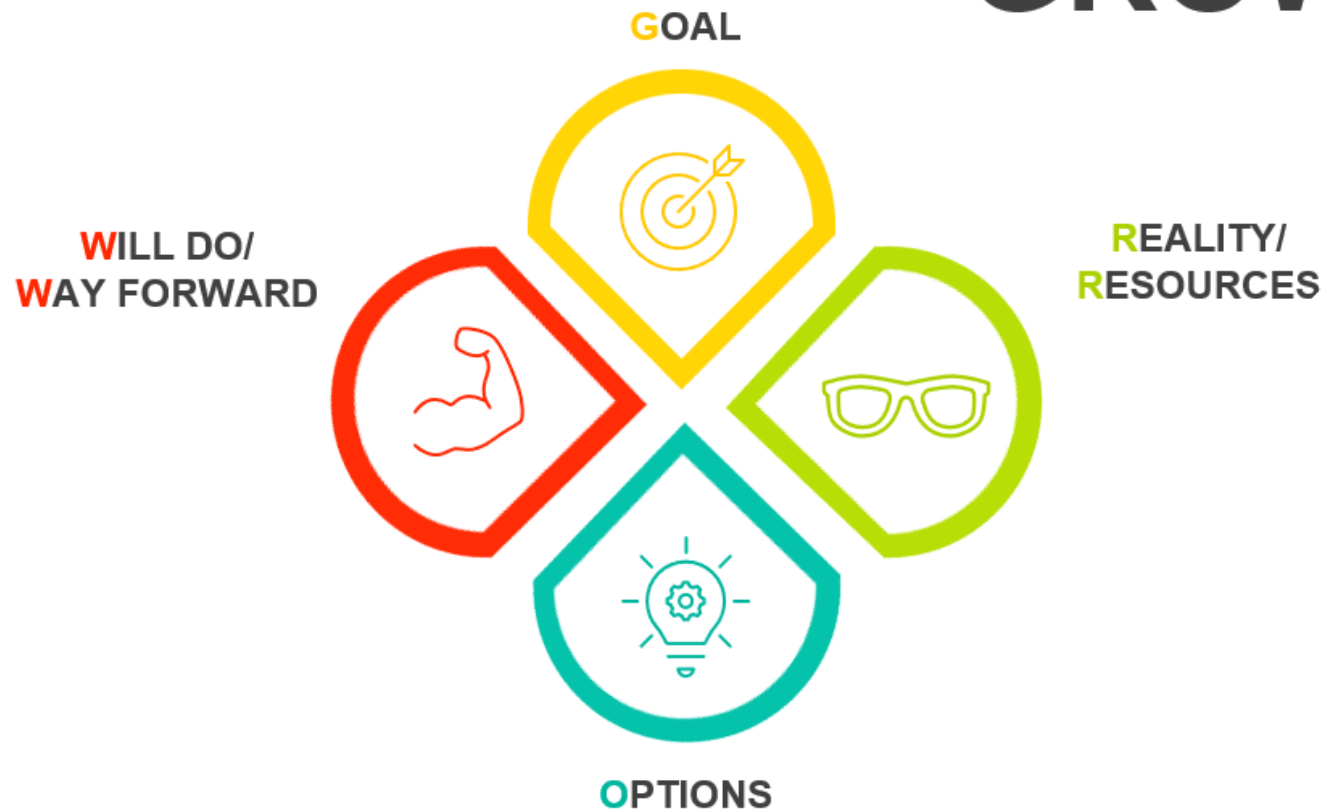
## 2. GROW methodology

# GROW



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# GROW



## 2. GROW methodology

*What do you want to achieve/change?*

*What makes you happy?*



# GROW

## 2. GROW methodology

*What do you want to achieve/change?*

*What makes you happy?*

# GROW

**GOAL**



**REALITY/  
RESOURCES**



*How is it going now? How does this impact you and others?*

*Which actions did you take so far and which effects did they have?*

*Which tools, resources (human capital) do you need?*

## 2. GROW methodology

*What do you want to achieve/change?*

*What makes you happy?*

# GROW

**GOAL**



**REALITY/  
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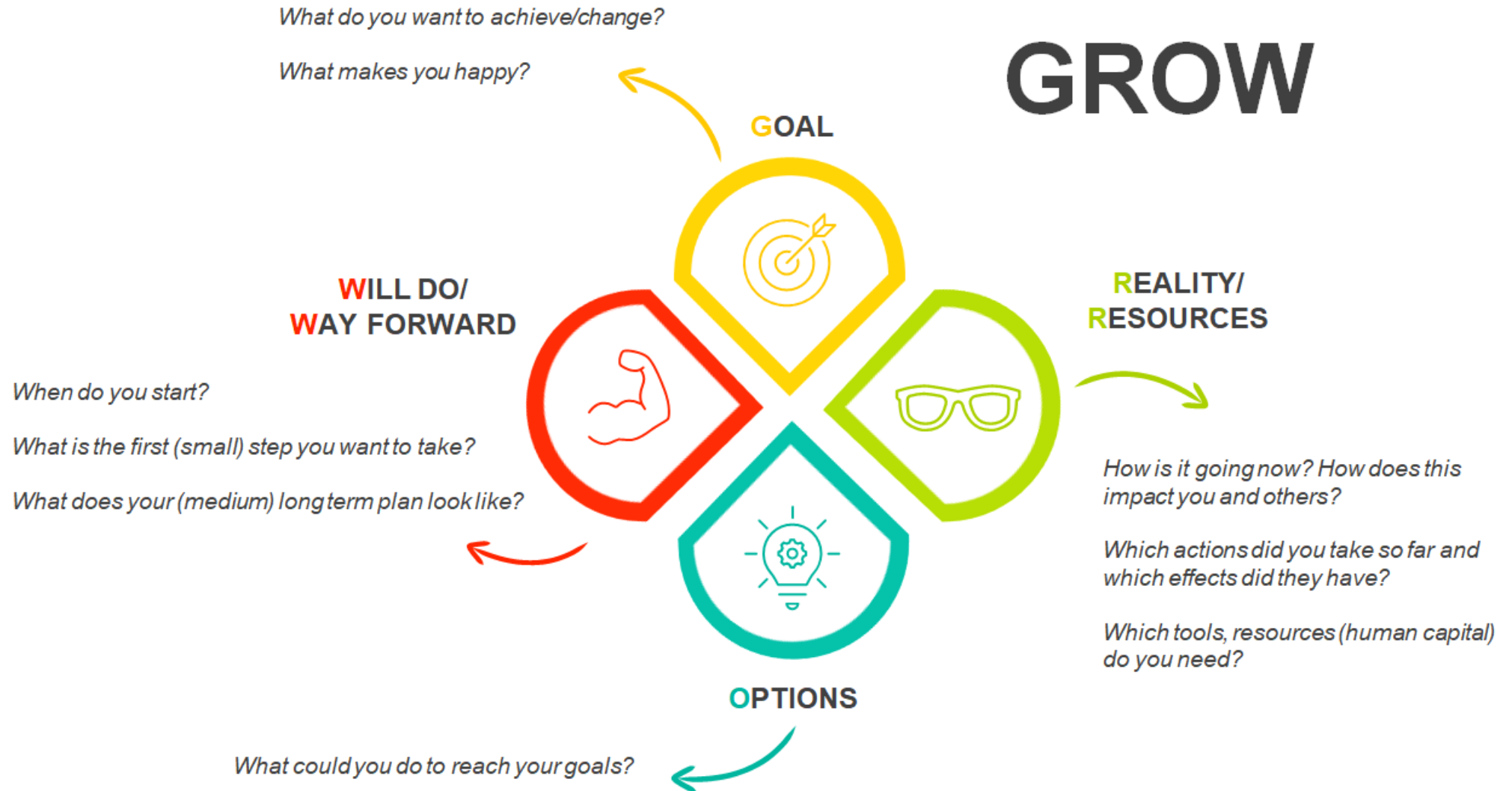
**OPTIONS**



*What could you do to reach your goals?*



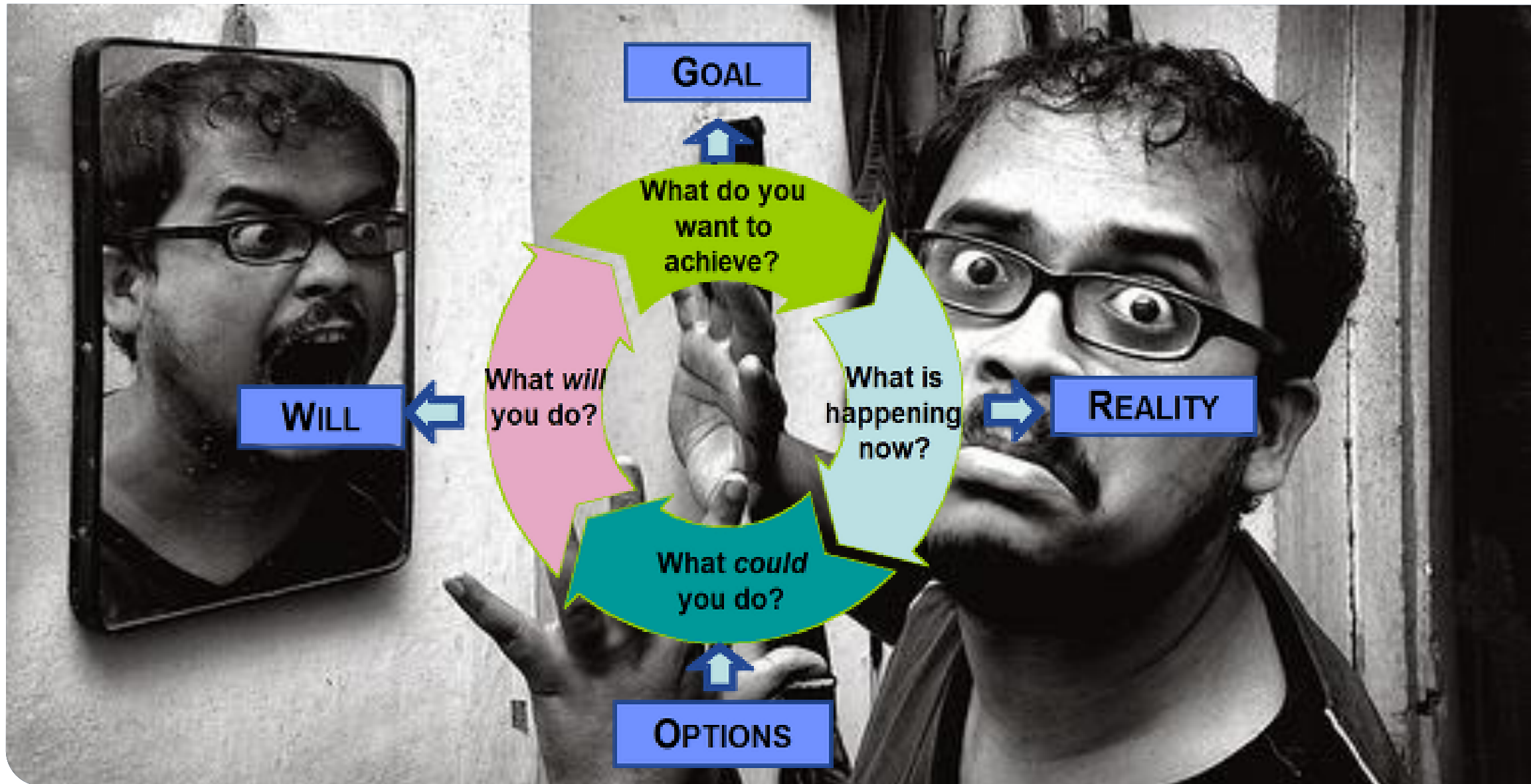
## 2. GROW methodology



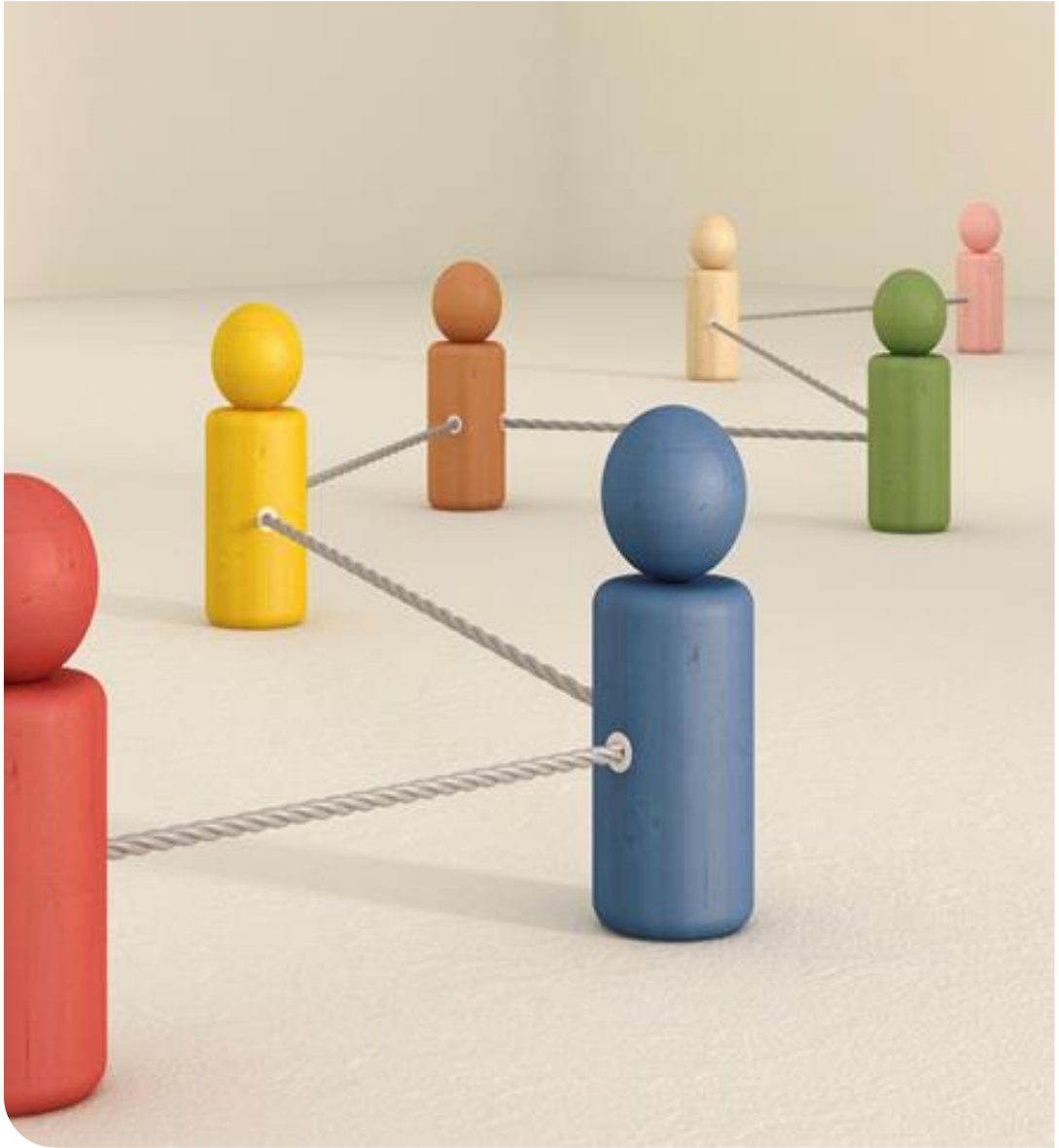


## Role play

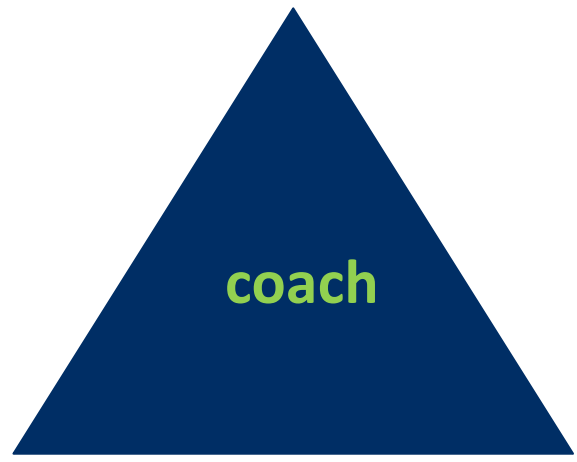
- GR(R)OW methodology
- Coach (educational coach) - coachee (teacher HE)
- Evaluation



# 4. Break-outs - Roles

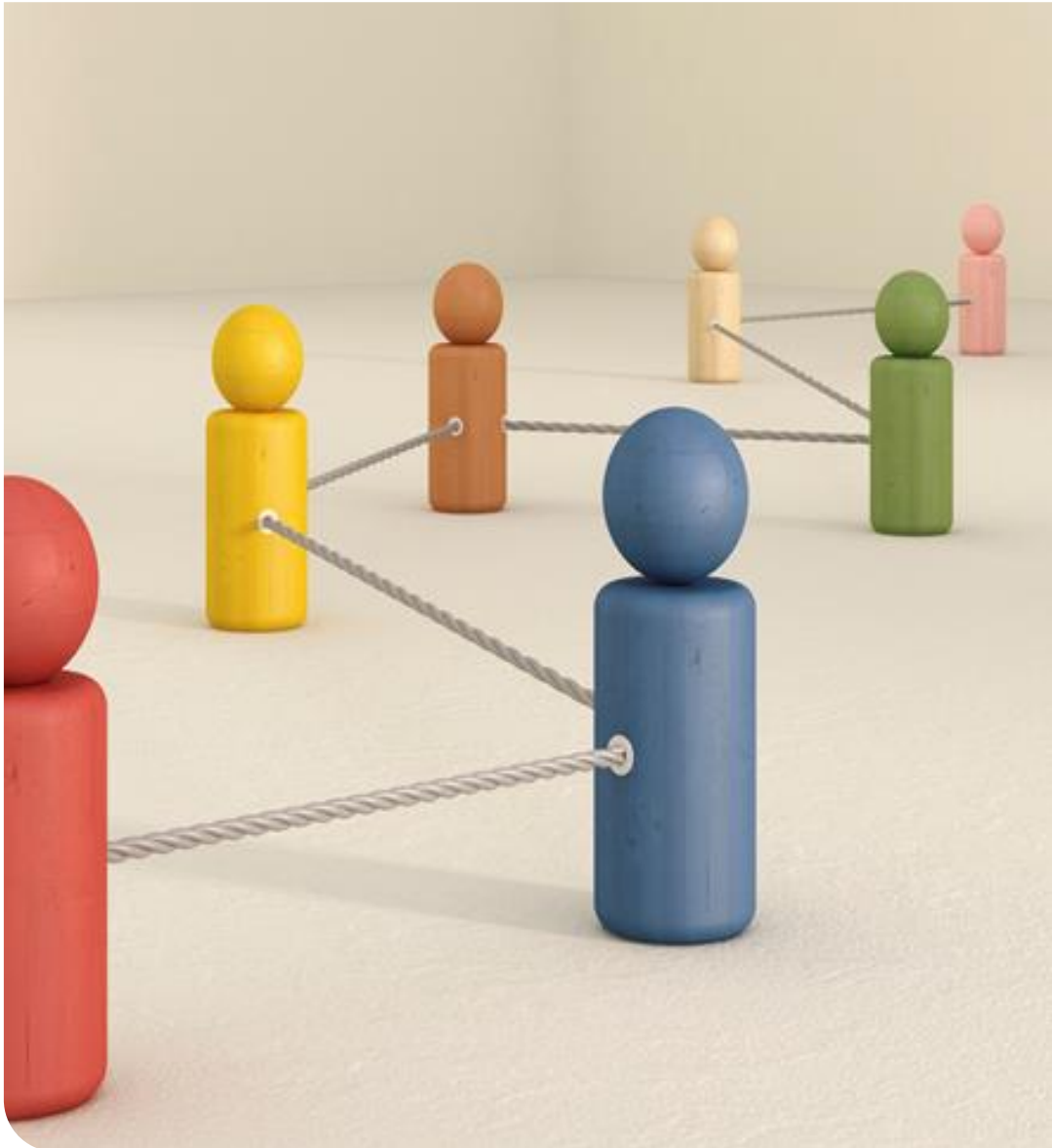


**representative**



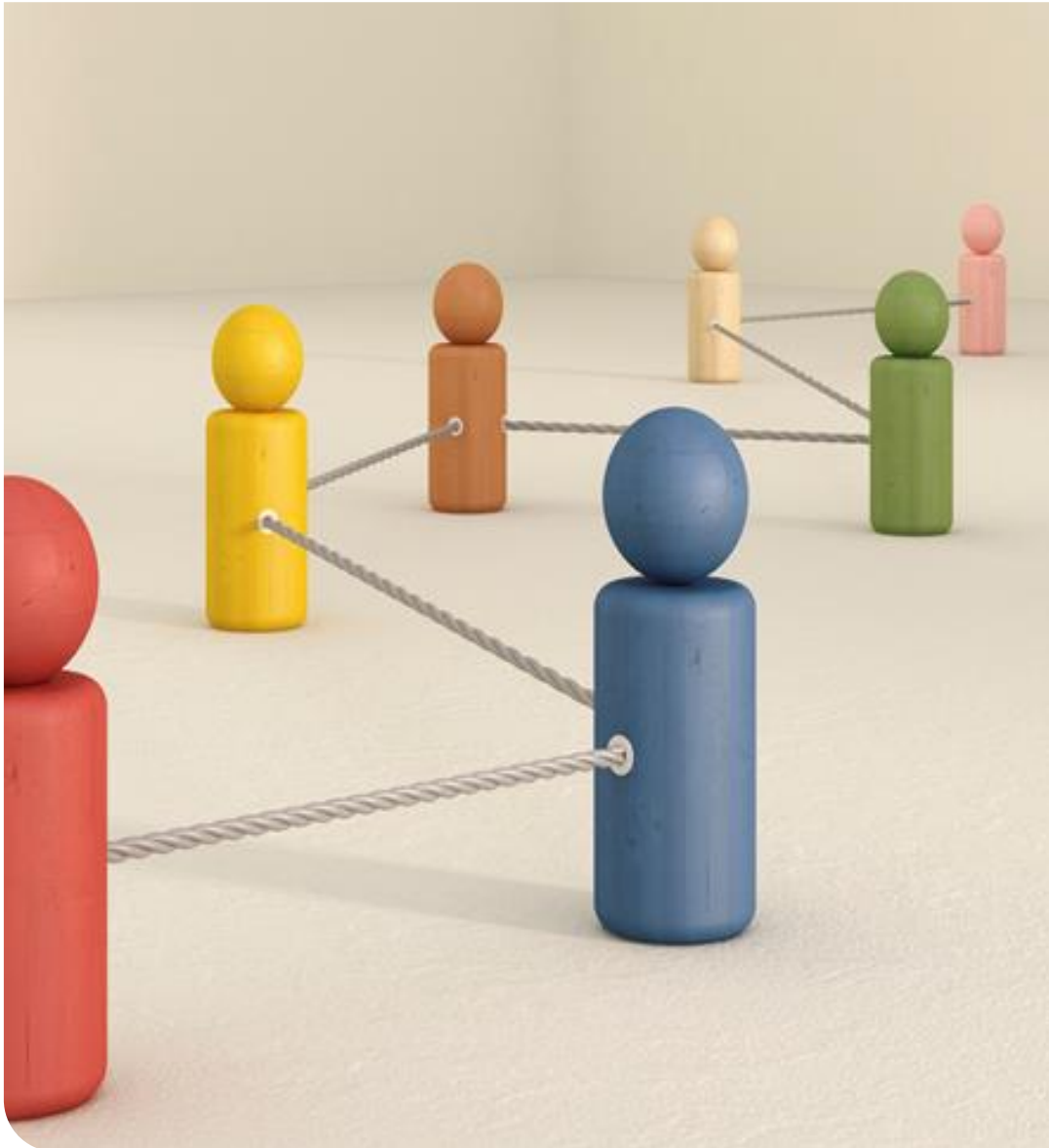
**note taker**

**time keeper**



## 4. Break-outs - Process

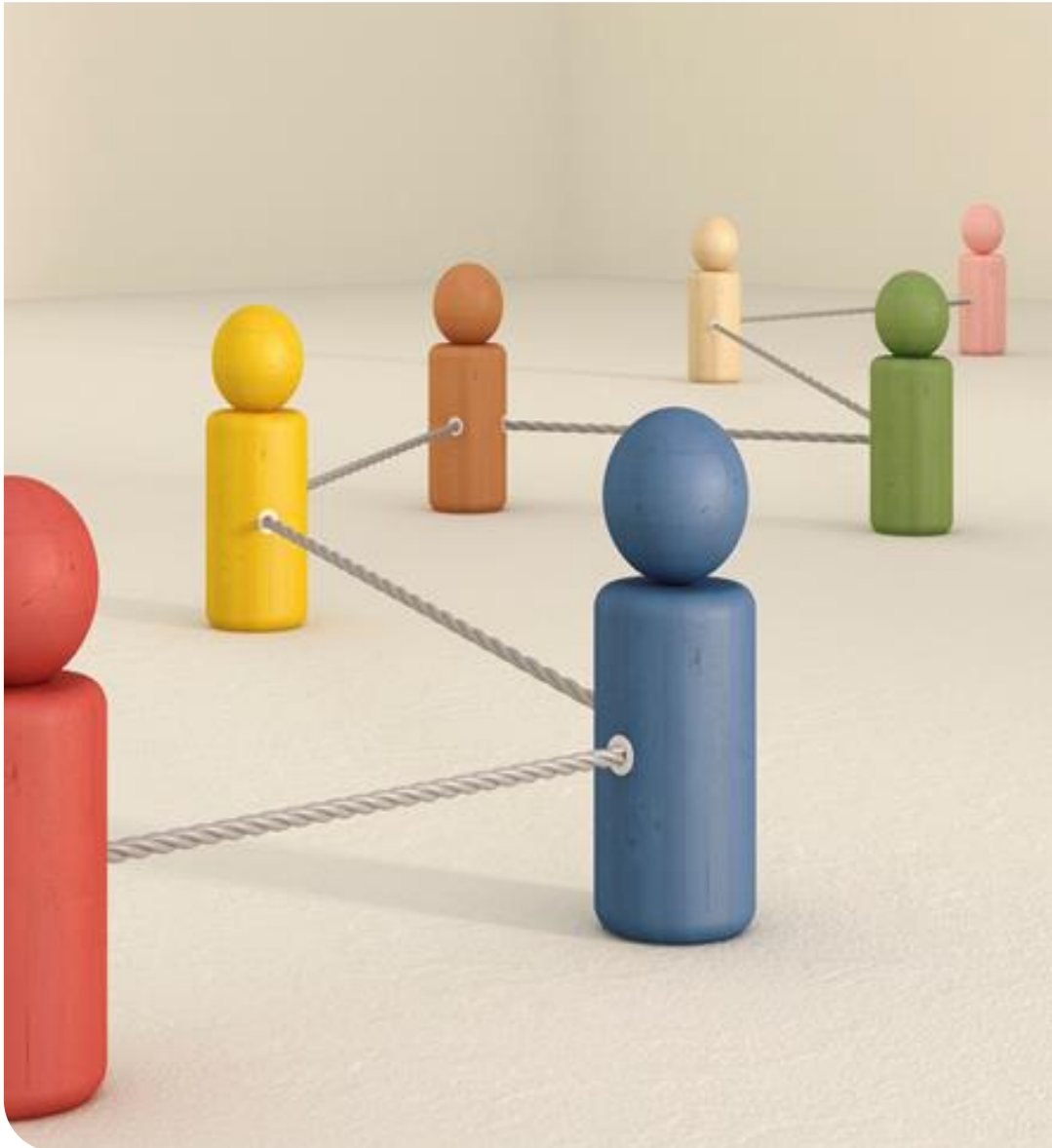
- Try to adopt a **(self)reflexive attitude**
- There are **no right or wrong answers**
- **60 min.** (incl. break)



## 4. Break-outs - Cases

How can I (optimally) ensure that I initiate the following with and among my students...

1. Development-oriented feedback
2. Ownership (e.g., for determining evaluation criteria)
3. Peer feedback (e.g., using Comproved or Perusall)
4. Self-management (e.g., an e-portfolio)
5. Connection (e.g., one-to-one conversations)



## 5. Plenary discussion

### ▪ Representatives

- Which lessons learned can you share with the whole group?

### ▪ GROW methodology

- What's your experience with this approach?
- What are (possible) advantages and disadvantages?
- Which qualities should a good coach/teacher have?



## After care

- Take your **time**
- Let it **GRROW**
- Your **colleagues** are beside you





## Exit ticket

Go to [exitticket.nl/ticket/6ukir65m](https://exitticket.nl/ticket/6ukir65m)  
or scan





# Support

- [Education Info Centre](#) – support and inspiration for your teaching practice
- [ECHO](#) – didactical support
- [CIKO](#) – faculty specific support
- [Anke Baeyens](#) and [Philip Lambrechts](#)



Thank you for your attention!