

Johns Hopkins Bloomberg School of Public Health
Center for Teaching and Learning
Strategic Plan 2018 (Final)

Goal 1: Equip the School to advance its excellence in public health education.

Objectives

- A. Encourage and prepare public health academics to become better educators at any career stage.
Some tactics include:
 - a. Within the next two years, develop an onboarding program that includes multi-day teaching “boot camps” to prepare faculty to teach effectively. The program will include the completion of an online teaching course within the first year.
 - b. Within the next three years, develop resources for doctoral (PhD and DrPH) students and support them, as appropriate, in gaining fundamental knowledge of and experience with teaching.
 - c. Promote the value of open educational resources (OER) and provide training to increase the proportion of faculty creating OER to 20% of teaching faculty.

- B. Build and enhance online and on-campus learning environments.
Some tactics include:
 - a. Collaborate with stakeholders, including students, to design flexible learning spaces (classrooms) within the next five years.
 - b. Advance inclusive design of CoursePlus and add faculty support features such as student performance dashboards within the next three years.
 - c. Revise the *Standards for Online Teaching* document within the next two years.

- C. Promote CTL as an essential resource of teaching and learning expertise.
Some tactics include:
 - a. Further develop and improve promotion of the Teaching Toolkit site to be the essential document resource for teaching and learning at JHSPH within the next two years.
 - b. Provide department-specific consultation and/or workshops on topics related to teaching and learning within the next year.

- D. Foster relationships across the School and University to heighten engagement and learn about new opportunities, practices, and technologies.
 - a. Convene and/or participate in interest groups across the School and University to keep abreast of new developments and promulgate best practices in higher education.

Goal 2: Extend the reach and deepen the impact of the School's educational mission.

Objectives

- A. Enable the School to achieve its goal of being an inclusive, accessible learning environment for the public health workforce, lifelong learners, local community members, and students outside of traditional public health boundaries.

CTL will continue to support and strengthen the dissemination of knowledge to the world. Some tactics include:

- a. Provide instructional design and educational technology advice and support as the School adds new programs and new educational hubs to educate and train people in local communities or in regions inside or outside the United States.
- b. Provide the School with strategic guidance, technical expertise, and development support for different types of learning opportunities, including massive open online courses (MOOCs), service learning, etc.
- c. Advocate for inclusivity and universal design for learning in the design and development of learning activities, course content, CoursePlus, and all communications.

- B. Modularize and catalog course materials that can be adapted and combined in multiple offerings.

Some tactics include:

- a. Develop keyword and tagging mechanisms for lectures delivered via CoursePlus and provide a searchable interface to that data within three years.
- b. Improve CoursePlus tools that allow faculty to pull selected content from multiple courses into new learning combinations within three years.
- c. Facilitate adaptation and reuse of content by developing and encouraging the School's adoption of a policy and supporting practices that make Creative Commons licensing the default for all new course materials.

- C. Enable the ongoing engagement of alumni as both learners and educators.

Some tactics include:

- a. Collaborate with the alumni office to increase alumni learning opportunities via CoursePlus.
- b. Provide technologies which bridge the physical gap between working alumni and students taking classes at the School.
- c. Train alumni selected for teaching roles in the basics of pedagogy and effective design for learning.

Goal 3: Optimize internal processes and team performance.

Objectives

A. Streamline CTL operations and production.

Some tactics include:

- a. Establish frameworks for the production of course components for both academic courses and MOOCs within the next two years.
- b. Systematize CTL audio and video recording scheduling within the next year.
- c. Refine the process for recording faculty and subject matter experts at a distance.

B. Optimize communication practices.

Some tactics include:

- a. Ensure that all CTL team members have equal voices in meetings and collaborative activities through improvements in both team culture and the technologies chosen for local and remote collaborative work.
- b. Establish processes for defining scope of work on all courses before production begins.
- c. Identify within the next year new opportunities for improving communication on processes, projects, and course development within and across CTL teams.
- d. Foster inter-center collaboration among teams to leverage the strengths of different content and mediums.

C. Encourage and enable individual and team professional development.

Some tactics include:

- a. Ensure that each full-time team member participates in a professional development event every other year.
- b. Recognize and document completion of and/or participation in training activities, professional development, and conference activities.
- c. Promote opportunities to share with teams and/or the Center lessons learned from training, professional development, and conference activities.