A STRATEGY FOR MAXIMISING LEARNING GAINS

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“The greatest sign of a success of a teacher is to be able to say, “The children are now working as if I did not exist.””

Maria Montesorri

“Development is an endurance exercise with incremental improvements.”

Sri Mulyani Indrawati
Setting the context:
Learning Gains in Higher Education

- **Learning outcomes (LO)**
  LOs are expected outputs
  ‘written statements of what a learner is expected to know, understand or be able to do at the end of a period of learning

- **Learning gains (LG)**
  LGs compare performance at two points in time

- **Value-added (VA)**
  VAs typically measured by the difference between a student’s actual test score at a second point in time and his or her predicted test score.
Setting the context: Learning Gains in Higher Education

Measuring tools:
- Grades
- Mixed methods
- Survey
- Standardised tests
- Qualitative methods

Key:
A – 1st test score
A’ – 2nd test score
B – Expected performance
B’ – Actual performance

Test scores (TS)

TS1

TS2

TS2'

Student performance

Value added prediction = B - B'

Learning gain = A’ - B

Years (Y)

Y_x

Y_x+1
Intended Learning Outcomes: Example

“Having completed the unit you are expected to be able to:

1. Evidence an appreciation of the complexity and diversity of contemporary working environments;

2. Identify and apply appropriate strategies and techniques for information retrieval, analysis, reporting and presentation;

3. Contribute, in a constructive, pragmatic and proactive manner, to the effective management of complex group-based projects;

4. Demonstrate the ability to apply a wide range of interpersonal and transferable skills in a variety of contexts;

5. Evidence an understanding of the challenges associated with doing business and managing internationally.”
SOAR Academically
(Strengths, Opportunities, Aspirations/Action plan and Results)

February 2014

Your action plan for enhancing your competencies
and achieving your goals

<table>
<thead>
<tr>
<th>What action</th>
<th>How? What support?</th>
<th>When?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Get &quot;First&quot; for the Level C</td>
<td>Tell each other and I can, Ask staff and PAL for help if needed</td>
<td>Summer 2014</td>
</tr>
<tr>
<td>My Latvian Business should get 50% profit for the financial year</td>
<td>- Teacher told me, not my current job in the UK to thank</td>
<td>By August 2014</td>
</tr>
<tr>
<td>Become a RAG President</td>
<td>Take part in all RAG events this year. Ask PAL to vote for me</td>
<td>Spring 2014</td>
</tr>
<tr>
<td>Become a BU Summer Ambassador</td>
<td>Fill in the application form. Use my contacts is Appendix</td>
<td>April 2014</td>
</tr>
<tr>
<td>Do my Student Development Award</td>
<td>Fill in the application form. Use my contacts is Appendix</td>
<td>April 2014</td>
</tr>
</tbody>
</table>

Key to symbols:  - Now
                  - At the end of this academic year
BU 2018: Creating, Sharing, Inspiring

Creating the most stimulating, challenging, and rewarding university experience in a world-class learning community by sharing our unique fusion of excellent education, research and professional practice and inspiring our students, graduates and staff to enrich the world.

Strategic Themes
C1. Deliver an outstanding and personalised student experience
C2. Create a world-class learning community
C3. Develop strategic local, regional, national and international partnerships
C4. Build strong professional and academic networks worldwide
C5. Ensure our graduates are culturally aware and internationally mobile by embedding the globalisation agenda within our student experience

Sharing: Our unique fusion of excellent education, research and professional practice
S1. Fuse research, education and practice to create a unique academic experience where the sum is greater than the component parts. As part of that fusion...
S2. ...undertake world-class research in recognised areas of academic excellence
S3. ...offer exceptional levels of relevant real-world learning opportunities & placements
S4. ...deliver inspirational teaching using the latest technology in world-class facilities
S5. Be recognised internationally as a thought-leader

Inspiring: Our students, graduates and staff to enrich the world
I1. Prepare students for flexible futures with skills to meet changing demands of work
I2. Build personal professional development opportunities into all programmes
I3. Create highly sought-after employable graduates known for their intellectual rigour, critical thinking, professionalism and resilience
I4. Support and inspire staff to realise their full potential
I5. Inspire our staff and students to enrich the world

People – P1. Recruit, retain, recognise, and develop a high performing workforce; P2. Engage and inspire staff to deliver an outstanding student experience and to fulfil their potential; P3. Be an excellent place to work; P4. Embed a culture of excellent service

Environment – E1. Provide world-class facilities; E2. Reduce our impact on the environment

Finance – F1. Use resources efficiently to secure the vision and key strategic priorities, and F2. to ensure financial sustainability

Values
Excellence  Achievement  Authenticity  Creativity  Responsibility

Learning Gains in the context of BU

Bournemouth University
The lived experiences of a BU student: Experience Matrix - Assessed Act.

<table>
<thead>
<tr>
<th>Event Type</th>
<th>Bournemouth University</th>
<th>External</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>1</td>
<td>10</td>
</tr>
<tr>
<td>Group</td>
<td>2</td>
<td>6</td>
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<td>Group</td>
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<td>Group</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>Group</td>
<td>9</td>
<td>11</td>
</tr>
</tbody>
</table>

Event Organiser:
- 1st Year
  1) Student Development Award
  2) BU Postcard Competition
  3) IBM University Business Challenge
  4) CIM – The Pitch Competition
  5) Rise To Competition
- 2nd Year
  10) Institute of Directors – Student Director of the Year (3rd Place)
- 3rd Year (Placement)
  9) Top Growing Society of the Year – Marketing Society (Winner)
  8) Sport BU Sunday Football League (Winner)
  7) J.P.Morgan Global Excellence Award (Winner)
  6) Bournemouth University – Placement Student of the Year Award (2nd Place)
- Multiple Years
  11) J.P.Morgan Football Team – Winners of both: Bournemouth Football League and Cup
The lived experiences of a BU student: Experience Matrix – Non-Assessed Act.

<table>
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</table>

1. Student Ambassador for BU
2. Senior Ambassador for BU
3. International Ambassador for BU
4. BU Ambassador at AFC Bournemouth
5. Leader of the Student Ambassador Programme at AFC Bournemouth
6. Social Sport Leader

7. Marketing Society (President)
8. BU IoD Society (Vice-Chairman)
9. PAL Leader
10. Year Representative for Business Studies Course
12. Global Horizon – Business Trip to Aquila Ltd (Wood Russia
13. Production Company – Founder and Marketing Director
14. Essay Group (American Firewood Distributor) – Sales Representative in the UK
15. echoo (Smart Home Company) – Founder and Managing Director
16. Vet-V (Pallet Production Company) – Global Sales Representative
17. JPMorgan – Liquidity Solutions Analyst (Placement)
18. JPMorgan Innovation Committee Member
19. JPMorgan Football Team
The lived experiences of a BU student: Evidencing the experiences

- Volunteering
- Postcard Competition
- Elections
- Trip to New York
- Trip to Moscow
- IoD Event
- Business Challenge
- Rise To Winners
- JPM FC Game
- Aquila Ltd Product
- Student Ambassador
- BU Football
- SDA Award
Building on student experiences: Start, Stop, Continue

Start
• Providing more opportunities for final year students
• Asking students about their preferable activities
• Highlighting benefits of extra-curricular activities

Stop
• Filling all working-days with scheduled classes
• Focusing on course-related activities only

Continue
• Engaging with the local and global communities
• Promoting and advertising various available activities
Strategy for maximizing learning gains

▸ Explicit links between course delivery and LG.
▸ Continuity throughout the years.
▸ Diversity of assessments
▸ Visualisation
▸ Interaction
Let’s work together!

Thank You!
Building on student experiences

**Learning Outcomes**

- Understand business functions and processes.
- Manage own motivation, tasks and behaviour in enterprising;
- Challenge modern business assumptions and practices;
- Manage self and others to achieve tasks;
- Manage complexity, uncertainty and ambiguity;
- Apply effective research skills.

**Learning Gains**

- Start, grow and lead a real business;
- Compete with other students to develop the best campaign and win;
- Organise and lead business events to develop new business practices;
- Lead a real team that supports 12,000 people on a weekly basis;
- Find a balance between studies, businesses and other activities;
- Be able to find a niche market, explore its potential and target it.