Disrupting Curriculum Development and the Institution by Doing So

Brad Donaldson – VP Academic

Steve Vander Meulen – Director CAEI

Some SAIT Context (Applied Education)

SAIT's promise to its students is that we will:

- Engage with them to develop the skills and competencies to successfully start or continue in their career

- Engage with Industry to identify those competencies to build our curriculum

The Challenge

- In a world where technology is pervading every industry at an increasingly rapid rate, the ability to enable graduates to meet industry's needs is becoming increasingly difficult

- How do we consistently provide the learning for students that they develop the needed skills and competencies?

The future?

What if our programming looked like this

The Approach

SAIT is taking a significant step in regenerating its approach to curriculum development and ownership.

The Past
(and still largely the present!)

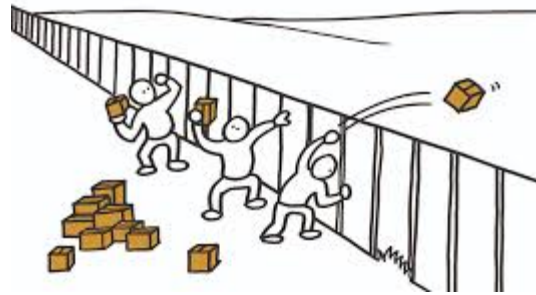## Organization

Curriculum Locations

The Past
(and still largely the present!)

SAIT

Centre for Applied Education Innovation

Schools

Curriculum Developed

Curriculum Maintained

The Desired Future

Organization

Integrated Network
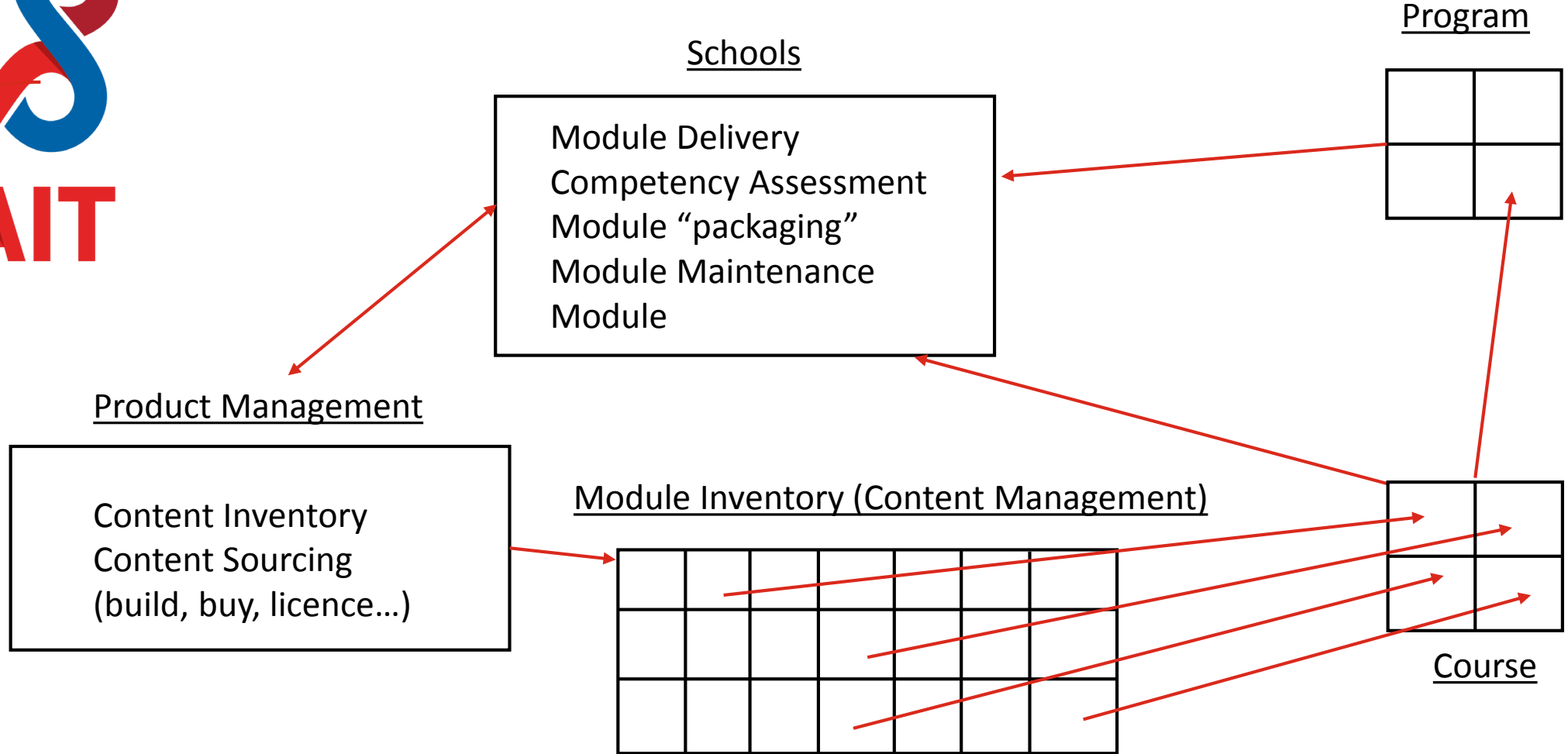
Curriculum Locations

Digital Warehouse/

Content Management System

Modular Content Management

Program

Schools

Module Delivery
Competency Assessment
Module "packaging"
Module Maintenance
Module

- Quality
- Framework
- Standards

Product Management

Content Inventory
Content Sourcing
(build, buy, licence...)

Module Inventory (Content Management)

Course

Content Modules

Elements:

- Outcomes
- Content
- Delivery formats
- Applied content (e.g. labs)
- Delivery hours
- Assessments

Modular Approach to Content Management

Outline/Content Steward

Content created as modules to achieve specific
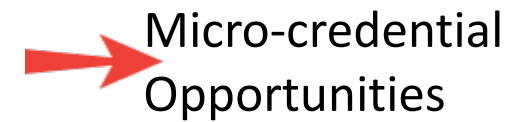
learning outcomes

School A

Micro-credential
Opportunities

Courses built from modules to achieve Course

learning outcomes

School A...Z

Programs built from courses to achieve Program

learning outcomes
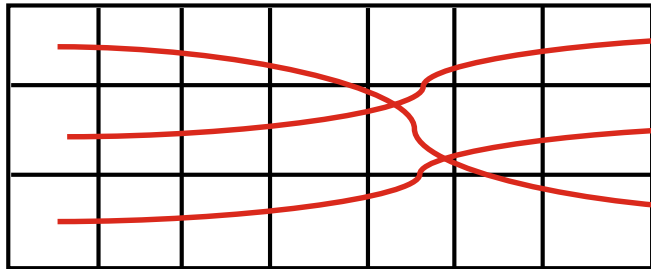
School A...Z

Aggregated Design

SAIT

Aggregated Modules   Outcomes

Technical skills

21st century skills

Future-proofing skills

In designing the delivery how are the outcomes woven through the modules?

Key Subjects and 21st Century Themes

- Global Awareness
- Financial, Economic, Business and Entrepreneurial Literacy
- Civic Literacy
- Health Literacy
- Environmental Literacy

Information, Media, and Technology Skills (Digital Skills)

- Information (Data) Literacy
- Media Literacy
- ICT (Information, Communication and Technology) Literacy

Learning and Innovation Skills

- Creativity and Innovation
- Critical Thinking and Problem Solving
- Communication
- Collaboration

Life and Career Skills

- Flexibility and Adaptability
- Initiative and Self-Direction
- Social and Cross-Cultural Skills
- Productivity and Accountability
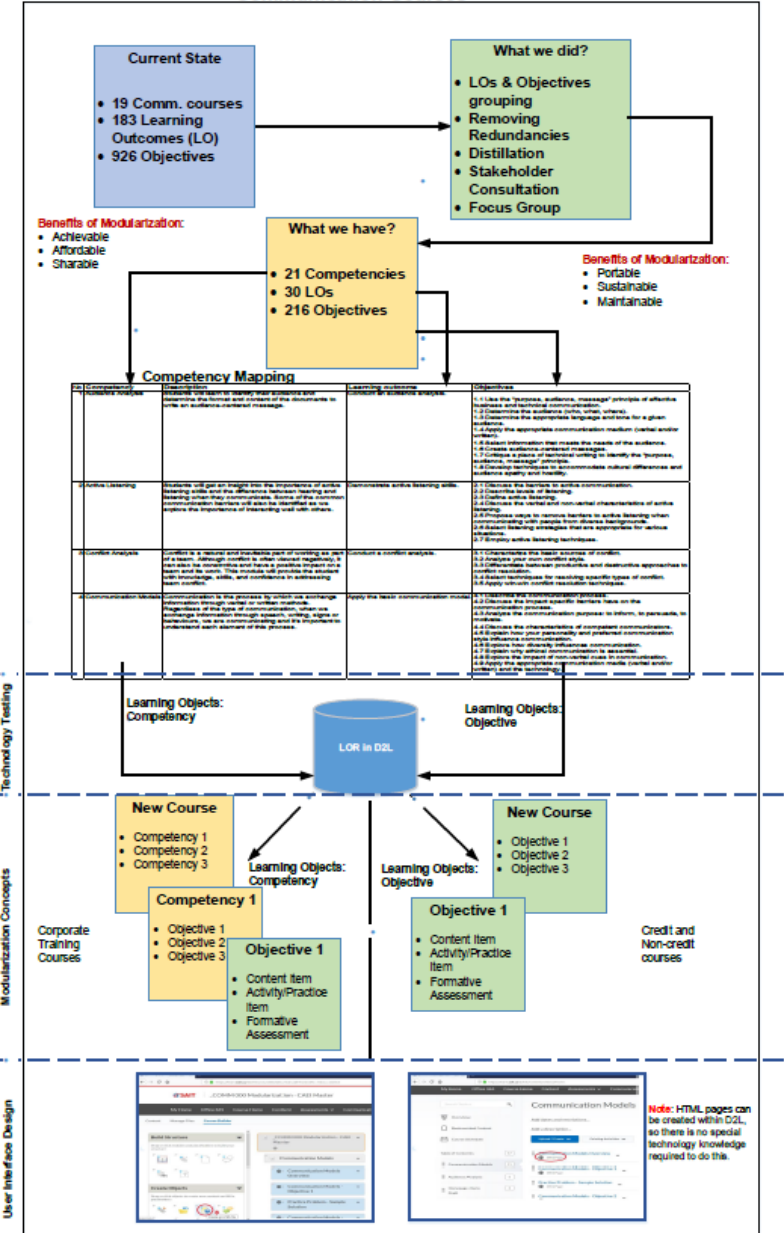- Leadership and Responsibility

An Experiment in Modularization

Insights:

- As much as 84% increase in efficiency
- Pivot between competencies and outcomes
  - Offer breadth in pedagogy with same curriculum
  - Package same curriculum for Credit, ConEd and Corp
- Many technical hurdles to overcome
  - LOR or CMS not yet ready for modularization (at least not out of the box)
  - Search tools insufficient (meta data is weak link)
  - Little time gained in packaging modules

The Immediate Result

What Could Possibly Get in the Way?

Culture!

- Beliefs
- Values
- Behaviours
- Norms
- Tradition
- Policies
- Practices
- ?

Capability

- Technical – systems
- Technical – people
- Leadership
- ?

Clarity

- Roles
- Accountability
- Responsibility
- Authority
- Ownership
- ?

Your Turn

1. How might leadership enable the changes?

2. What are other potential obstacles/challenges in the 3 Cs?

3. How might SAIT overcome these obstacles/challenges?

4. Your thoughts on the model?