CLASS: Coordinators Leading Advancement of Sessional Staff

The University of Wollongong partnered with the University of Western Sydney, the University of Technology, Sydney and the Australian Catholic University in this project which explored a leadership capacity development framework that included targeted professional development as a means of improving academic leadership and management of sessional teaching teams.

The outcomes included:

- A leadership capacity development framework that can be adapted for use in other institutions.
- Increased capacity of subject coordinators to manage their role as leaders and managers.
- Improved communication and teamwork through the focus on action-learning projects.
- Development of resources specifically to promote good practices in communication and teamwork.
- Large-scale practice sharing and some informal benchmarking of institutional practices and needs.
- Raised awareness of strategies for influencing policy and procedural developments.
- A sample collection of institutional policies, guidelines and practices
- A current review of the literature.

The first phase focussed on implementing and evaluating a pilot professional-development workshop program to introduce participants from collaborating institutions to an action-learning process that engaged the teaching team in collaborative activity. The second phase involved cascading the improved program to interested institutions through a national roadshow as an embedded dissemination strategy.

The collection of resources including video triggers and good-practice exemplars are available at the CLASS website.

classleadership.com