

# Teaching and Leading as Learners

Collaborating, Consulting, and Coaching  
to Improve Online Teaching

Kimberly C. Pavlock



Early \* Middle \* Late 2020

# Early 2020: How It All Came Together

- EDLD 592: Learning Technologies in Higher Education
- COVID-19
- GameAbove Award to Michael McVey for an Online Teaching Institute for Summer (OTIS)
- Collaboration among three to develop Improving Online Teaching

# Middle 2020: Improving Online Teaching

May - August 2020

- Instructors: Michael McVey, Sarah DeWard, and Kim Pavlock
- Pilot course: offered in June - nine instructors
- Three five-week courses rolled out after pilot
  - Cohort I - 90 registered
  - Cohort II - 36 registered
  - Cohort III - 25 registered
- Programs, departments, offices represented: 23

# Middle 2020: Improving Online Teaching

## Improving Online Teaching Course

- 160 registered participants
- 41 received certificate of completion
- 66.6% of survey respondents interested in additional virtual one-to-one support

# Late 2020: One-to-One Support for Improving Online Teaching

A grant proposal submitted  
by Racheal Armstrong and  
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## Women in Philanthropy Priorities

- “To enhance learning opportunities for EMU faculty, staff, and graduate students”
- “To improve EMU’s climate through support for diverse groups and collaborative efforts”
- “To foster creativity and innovation as it relates to EMU”

**“We do not  
learn from  
experience . . .  
we learn from  
reflecting on  
experience.”**

~ John Dewey



# One-to-One Support for Improving Online Teaching

**Who?** Ten mentees and four mentors

**What?** Opportunity for instructors to receive one-to-one support from mentors

**Where?** Online in one-to-one or small group meetings

**When?** January - April 2021, concluding with a Show and Share event April 23

**Why?** To provide additional support and training for faculty -- beyond what is already available at Eastern -- to teach online courses that engage students



# One-to-One Support for Improving Online Teaching

**How?** Through honoring learning-focused relationships by . . .

- Mentors' navigating among various support functions in their interactions:
  - Coaching
  - Collaborating
  - Consulting
- Attending fully
- Inviting thinking and reflecting
- Employing the mentoring/coaching strategies:
  - Pausing
  - Paraphrasing
  - Asking questions

“Real learning gets to the heart of what it means to be human. Through learning we re-create ourselves. Through learning we become able to do something we never were able to do. Through learning we re-perceive the world and our relationship to it. Through learning we extend our capacity to create, to be part of the generative process of life. There is within each of us a deep hunger for this type of learning.”

-- Peter M. Senge in *The Fifth Discipline:*

*The Art and Practice of the Learning Organization*

# Next Steps

What might your interests be?

- Improving Online Teaching course
- Advanced Improving Online Teaching course
- One-to-one support to improve online learning
- Professional learning communities (informal or more formal)
- Other ideas?

Please fill out this Google form: <https://forms.gle/fXqAkUZSRVWTPxr3A>  
or email Kim Pavlock ([kpavlock@emich.edu](mailto:kpavlock@emich.edu))

# Thank you!

**Women in Philanthropy Grant  
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