

*Trends in Higher Education Pedagogy  
A Practical Guide to Innovating –  
The PedaL Experience*

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PASGR

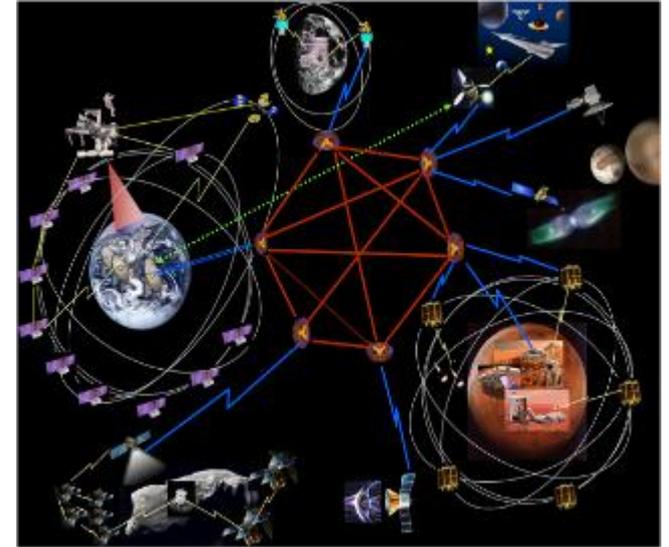
December 15, 2020

# Context

- New Business models in higher education – Internationalization, collaboration, commodification, massification;
- Shifting student expectations – Unprecedented access to information; experience of active learning; demand for accountability;
- Disruptions – technology, COVID-19, climate change
- Fourth Industrial Revolution – Changing nature of jobs

# Agenda 2063

- ▶ Develop a high quality, massive, vibrant, diverse, differentiated, innovative, autonomous and socially responsible higher education sector that will be a driving force to achieving the vision outlined in Agenda 2063 by the African Union with commitment to “A shared strategic framework for inclusive growth and sustainable development and a global strategy to optimize the use of Africa’s resources for the benefit of all Africans.”

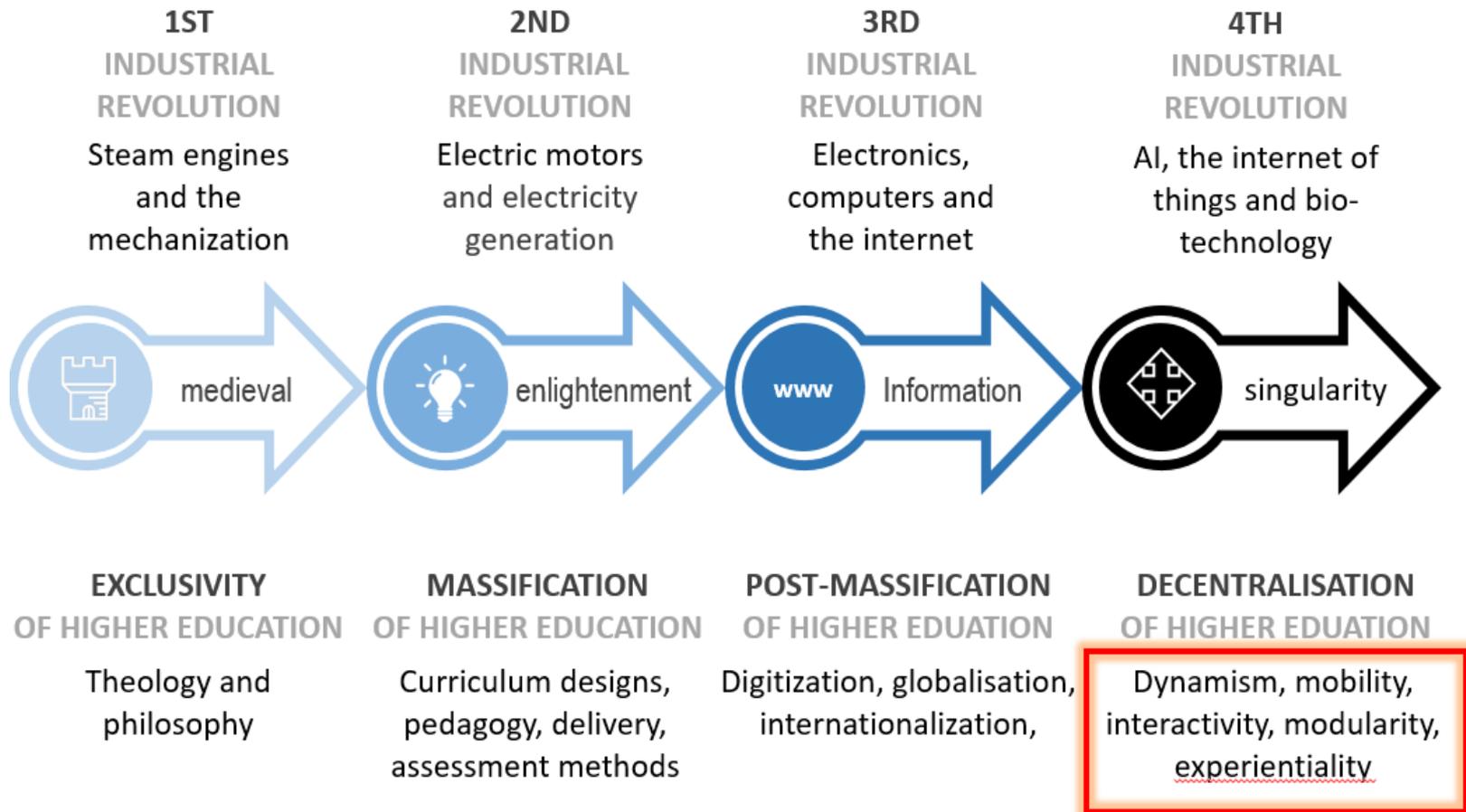


# Pedagogy – The Big Picture

- ▶ Massification;
- ▶ Resource scarce learning environment;
- ▶ Content tyranny!
- ▶ What is lost:
  - Basis for intellectual growth;
  - Deep structures for knowledge construction;
  - Skills for unravelling complexity



# Educating for the Fourth Industrial Revolution



# Pedagogical Transformation...?



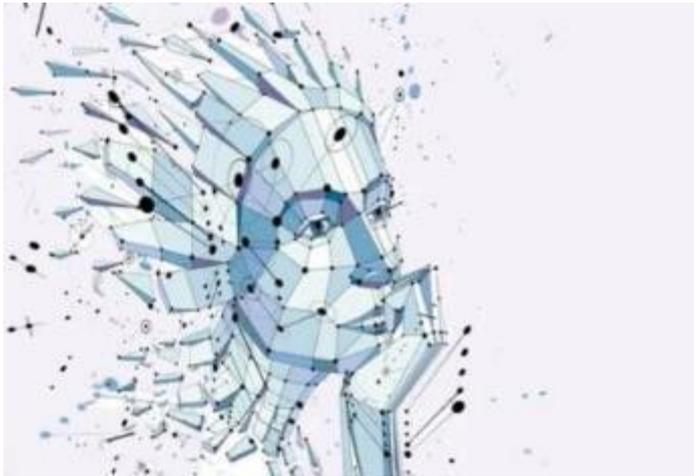
# Innovation and Partnership

- ▶ Is collaboration a prerequisite for innovation?
  - Provides impetus for innovation;
  - Different actors – stretches disciplinary boundaries
  - Melting pot for ideas, resources and expertise
  - Facilitates diffusion of innovation.

# Innovation in Design

- Uniformity – common objectives
- Diversity – multiple disciplines
- Flexibility – Space for each team to focus on a different dimension;
- Multiple accountabilities – self, peers, students, institution, partnership, regulatory agency
- Transformative leadership across the spectrum.

# Who is Teaching the teachers?



*‘...teaching is a craft, learned not just in a single class, practicum, or workshop. Rather, it’s a recursive process, developed through trial and error — and yes, by “fire” — but also through conversation with others: a mentor, a cohort, your peers.’*

Elizabeth Alsop, 2018: Who’s Teaching the Teachers? In *The Chronicle of Higher Education*, February 11, 2018

<https://www.chronicle.com/article/Who-s-Teaching-the-Teachers-/242488>

# The Bridge of Rising Sun – Choluluteca



# Pedagogical Leadership in Africa

Education  
Foundations

Pedagogical  
Strategies

Transformative  
curriculum &  
Learning design

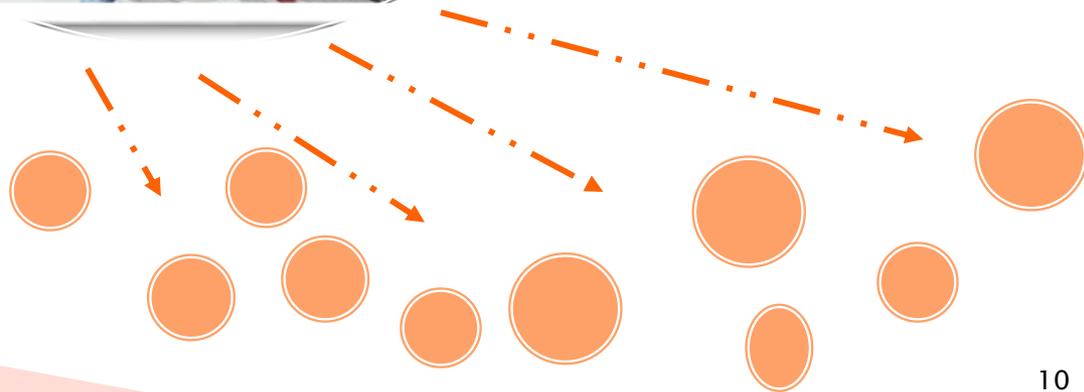
TEL

Innovative  
Assessment

Pedagogical  
Leadership



- Reflective
- Effective
- Inclusive curriculum
- Use multimedia resources
- Assess diverse competencies
- Influencers



# PedaL – Transformative Learning

- ▶ A new or different way of organising content and facilitating learning that yields better results linked to creativity
- ▶ Two broad categories:
  - Dynamic: brought about by incremental advances in technology
  - Revolutionary: (discontinuous), creates new products, processes or markets
- ▶ Outcomes
  - Collaboration, Communication, Creativity, Critical thinking

## Universal Healthcare in Kenya

Multi-sector Opportunities & Challenges



Kenyan President Uhuru Kenyatta

On 1st June 2013, President Uhuru Kenyatta ordered that no charges of whatever nature shall be imposed by Government health institutions to access maternity services and abolished access charges in government dispensaries and health centres.

Having tried but failed to adopt a universal free healthcare, the country and her people welcomed the President's directive with delight and skepticism. Would the government live up to the expectations this time around? Would this be the chance to get a universal primary healthcare, or is it another of those unfulfilled political pledges? These were the typical questions in the minds of ordinary Kenyans. But the Ministry of Health had to find ways of making the directive a reality.

To begin the e-Case, watch the video on the left, then click on the **Module 1** button on the right.

### MODULE 1

Module 1: Seeking Universal Healthcare (2003 – 2006)

### MODULE 2

Module 2: Revisiting Universal Healthcare (2007 – 2010)

### MODULE 3

Module 3: New Dispensation Opportunities and Challenges (2010 - 2013)   

# Pedagogical models and strategies

## Confronting real world issues through role plays and simulations

1. Role play on 2022 Kenyan Elections, Entebbe



2. Role play on 2020 Ghana Elections, Accra



3. Simulated 2020 Ghana Elections, Accra



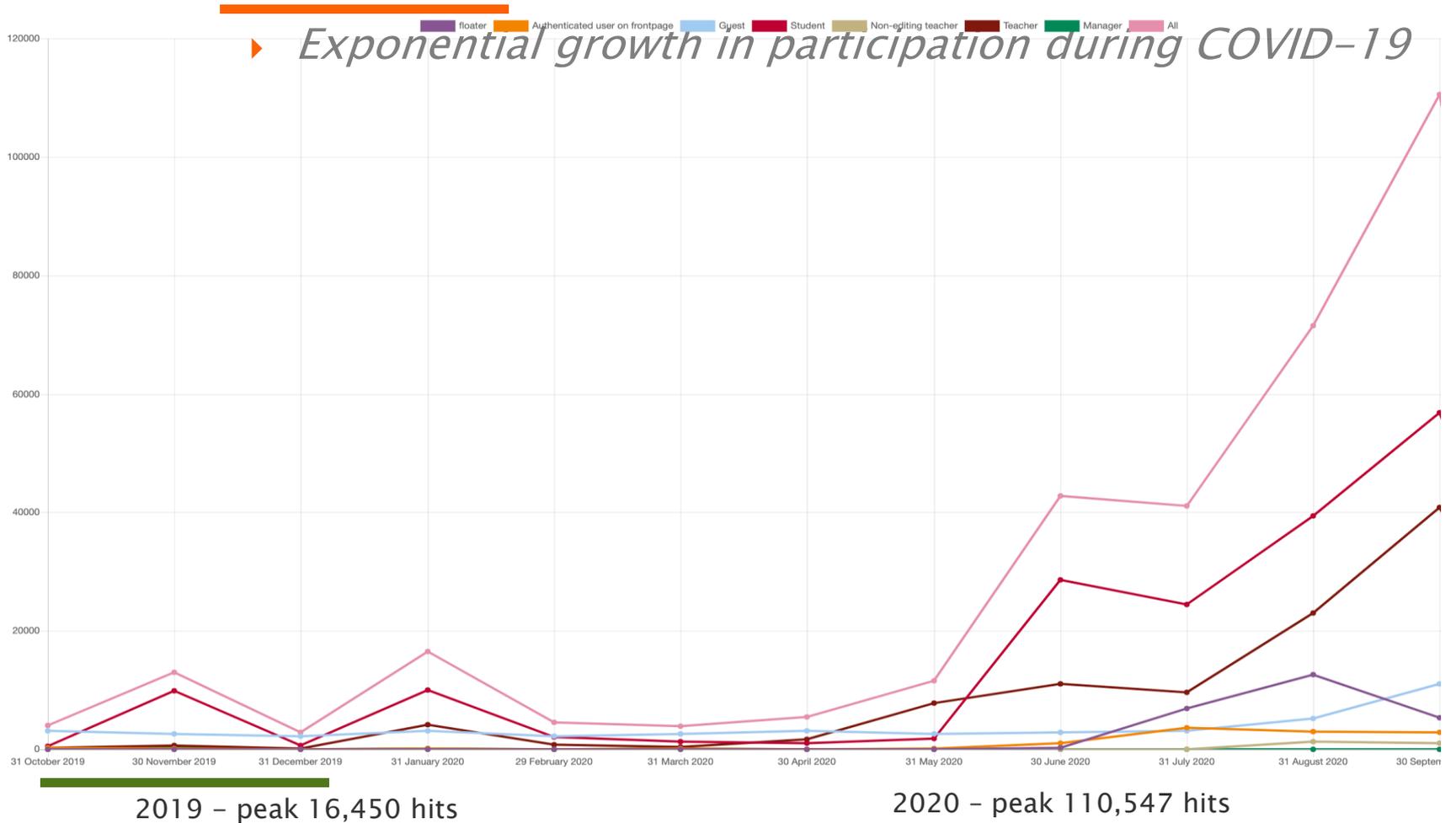
- ◆ Assumptions on leadership vs the leaders you elect
- ◆ Motivation for choice of leaders
- ◆ Democratic ideals: why you vote or fail to vote

session reflection  
fantastic wonderful reflective  
inspirational **informative** provoking  
self-philosophy **goodeducative** opener  
inspiring experience self  
illuminating instructing eye discovery  
self-awareness students quite

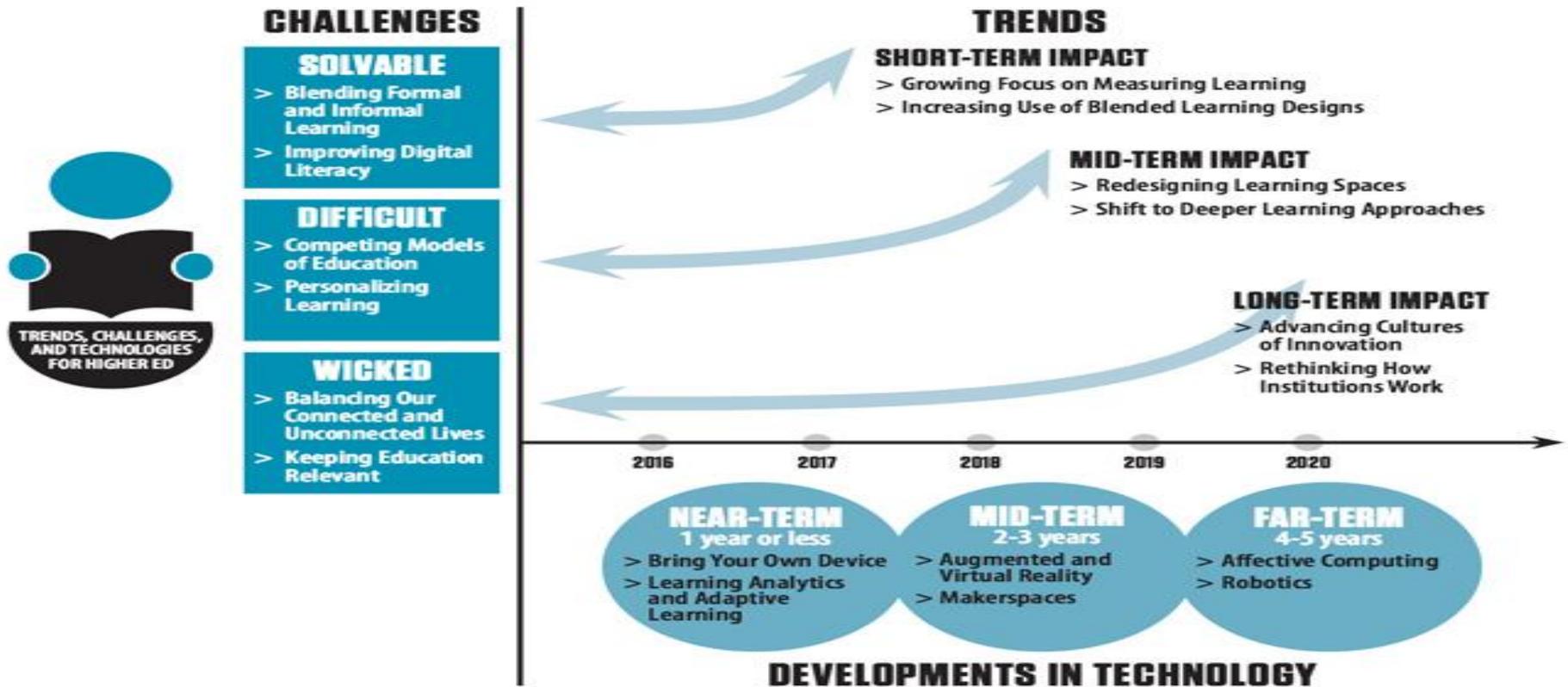
# Technology Adoption...?



# Online Engagement



# A summary of technology-related trends and challenges for higher education institutions through 2020



Horizon Report: 2016 Higher Education  
Horizon Edition

# The Engine for Innovation

<b>Support</b>	High	<b>Warm Secure</b>	<b>High Performance</b>
	Low	<b>Inert</b>	<b>Risky Unsafe</b>
		Low	High
		<b>Challenge</b>	

Source: Mike Pedler et al 2010 (A Manager's guide to Leadership, 2<sup>nd</sup> Edition, McGraw-Hill)

# Some Strategies of Innovation

- ▶ Low power–distance – Flexibility and informality in organisations;
- ▶ Low uncertainty avoidance – risk taking;
- ▶ Dense social networks – collaboration and idea exchange;
- ▶ Innovation centers: CePA

# Some Useful Strategies

- ▶ Connection to international knowledge and research networks (e.g. ARUA, South–South, North South) Communities of practice;
- ▶ Taking risks
- ▶ More appreciative of other people's efforts
- ▶ Much more experimenting, trying new things out
- ▶ Benchmarking what others are doing
- ▶ Trying out things that work elsewhere
- ▶ Learning from mistakes
- ▶ Setting up processes for gathering ideas
- ▶ Encouraging job shadowing
- ▶ Build experiments at the margin.

# Change levers

## ▶ Hard Processes

- Questioning of sacred cow
- Reframing the academic staff contract
- Performance management

## ▶ Soft processes

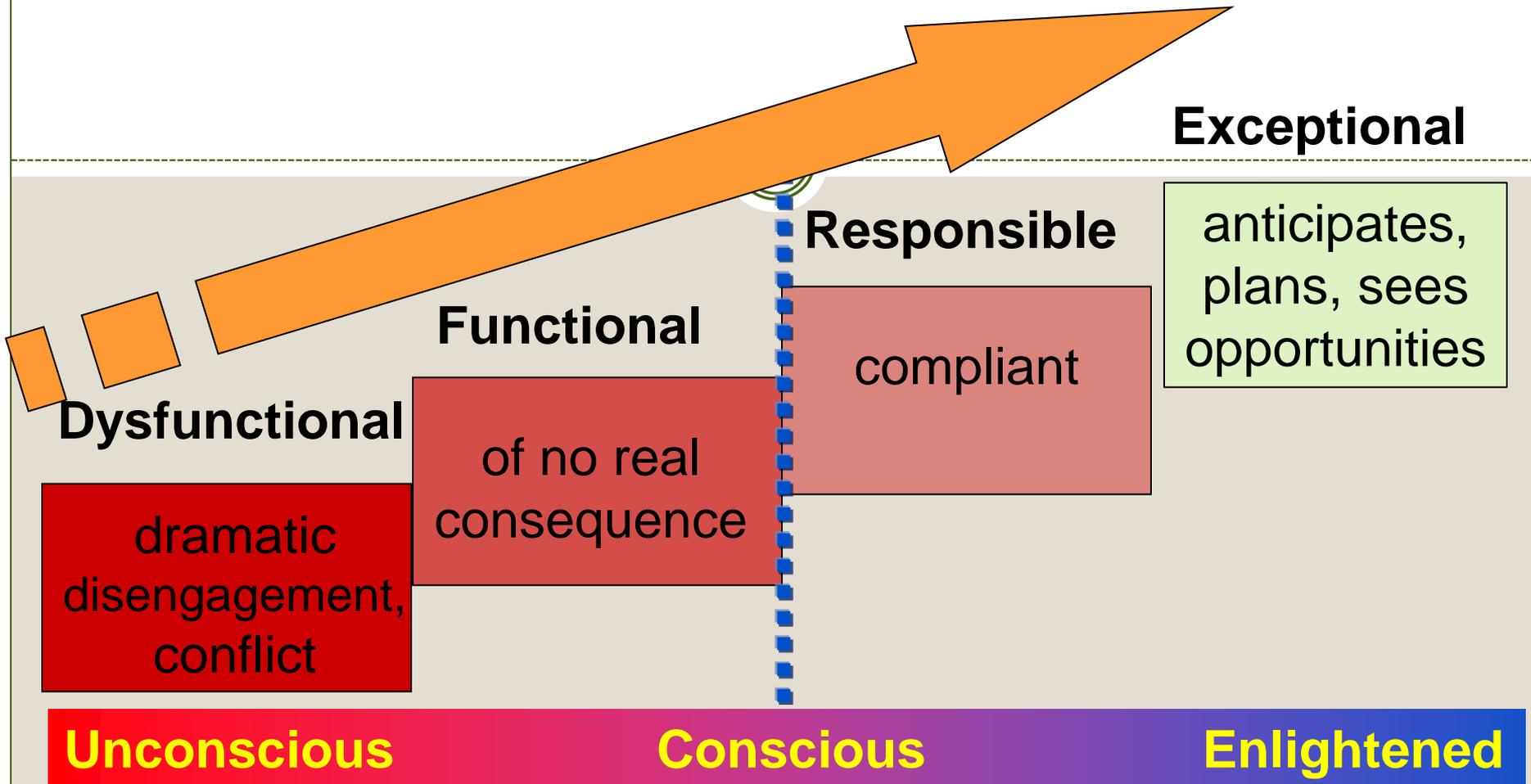
- Tapping collegiality as an aspiration
- Working with and not against the organisational culture
- Focus on groups rather than individuals

# Pedagogical Leadership

## Who is the Commanding Officer ?



# Transformative Leadership



# UON@50 – Promising !



# Beyond 50 Years!

- ▶ Systemic change in teaching and learning practices
- ▶ Enhanced student competencies
- ▶ Quality graduates with great career prospects
- ▶ Contributions to a productive workforce
- ▶ Improved ranking of the University of Nairobi



**Congratulations!**