

	Action plans	Realisation:			
		2018	2019	2020	2021
<b>1) Learning facilities</b>	1.1 (creating and) installing well-equipped project rooms:	X			
	1.2 Investing in additional teachers, staff (student counsellors), student/learning assistants (see also "teaching professionalization") <ul style="list-style-type: none"> <li>Investing in quality of tutorship, to ensure that quality of each tutor complies with our high standard</li> </ul>	X	X	X	
	1.3 Developing a comprehensive plan for ideal learning spaces: <ul style="list-style-type: none"> <li>The plan that will be developed will also be part of programme 3) "Community Building", because of the strong connection between elements of these two aspects/programmes. The plan should give an answer to the question of what (type of) facilities/personnel/actions are needed to fulfil our ambitions on "learning facilities" and "community Building" and how this can be realized over time. We plan to hire appoint a project leader for 4 years to make this plan and take care of the necessary investments and implementation. The exact capacity for this task still must be determined. This person should be clearly visible for the departments and should have a strong connection with the staff in the departments.</li> </ul>		X		
	1.4 First pilot digital technologies in learning and integrate these technologies <ul style="list-style-type: none"> <li>We will start with a few pilot projects on digitalization in learning in 2019 and 2020 (at least one in each cluster of programmes); building on the experience of CELT/TELT and several teachers within ET. We will evaluate these pilots and use them to develop a plan to further integrate digital technologies in learning.</li> </ul>		X	X	
<b>2) Teaching Professionalization</b>	2.1 Stimulate staff to participate in SKO <ul style="list-style-type: none"> <li>All teachers to develop to level 1 of Graham's teaching skills within 2 years after the start of their teaching career and to level 2 of Graham's teaching skills within 5 years after the start of their teaching career. Several of teachers developing their teaching skills to level 3 and x % some to level 4 of Graham. A realistic target percentage still must be determined.</li> </ul>	X	X	X	
	2.2 Participate in learning assistants programme that will be set up by UT	X	X	X	
	2.3 Implement career path for scientific staff with increased focus on education	X	X	X	X
<b>3) Community building</b>	3.1 Develop a plan for community building (see also 1.3 of learning facilities) <ul style="list-style-type: none"> <li>In terms of facilities this includes an analysis of needs and requirements for good individual learning spaces (also in relation to unintended use of project rooms by individual students, because of lack of good individual learning spaces near the home-base). In terms of required actions, we for example think of investing in quality of tutors (such that each tutor complies with our high standard), and about how to improve our 'open door policy' such that it is most valuable for students and fits within the work load of the staff. This project leader will also initiate a strategic discussion group with 'innovate and creative staff and student members' about the 'Engineer of the Future' as a basis to define the future education requirements on graduate level, taking into account the digital push but also issues as lifelong learning and the need for new competences.</li> </ul>		X	X	
	3.2 Investments to enhance community building			X	
<b>4) Talent development</b>	4.1 Additional staff for student counselling			X	
	4.2 Additional teachers/staff to facilitate diverse inflow <ul style="list-style-type: none"> <li>We plan to invest in additional capacity for teaching academic skills (0,5 fte) in order to set-up a project for MSc-students, as part of their curriculum, focusing on specific professional/academic skills, necessary to be successful in the master (team work, project work, independent learning, problem solving, critical thinking). In addition, we will invest in an additional programme coordinator (0,5 fte) to better facilitate the increasingly diverse inflow of students</li> </ul>			X	
	4.3 Facilitate student teams				X
	4.4 Give students a better overview of all the possibilities (within and outside the curriculum) to develop their own talents		X		X
<b>5) Global citizens</b>	5.1 Facilitating international experience for students				X
	5.2 Extending exchange network ECIU				

<b>LEGEND:</b>	Done	Still in progress	To do
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