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FuturEd™

A *FuturEd Masterclass* for Maldives National University 2017

FuturEd White Paper: ePortfolio for Human Capital Management

Personal ePortfolios for Professionals

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FuturEd

Overview

- **What is an ePortfolio?**
  - Why would I want an ePortfolio?
  - How would I create one?
  - How would I use it?
- **Intended Learning Outcomes**
  1. How to create and use a combined professional and personal ePortfolio
  2. How and why to create digital evidence
  3. Why ePortfolio is more than a digital CV
- **Workshop Outcomes**: archive items (artefacts) and the start of your personal/professional ePortfolio

+ A little about me

- **Canadian expatriate (Middle East, China and Malaysia)**

- **PhD in Education Administration**

- **Expert in Higher Education, QA, eLearning, Faculty Development, Teaching & Learning, Leadership Development, Intercultural Leadership**

- **FuturEd is me: consulting education futurist**
  - **My professional ePortfolio**

- **Advocating ePortfolio for 15 years**
  - **FuturEd vision: ePortfolio learning ecosystem**

- **Now envisioning a Blockchain-managed ePortfolio system**

- **Dedicated Traveler and Lifelong Learner**

ALL POSSIBLE KNOWLEDGE

what you know

what you know you don't know

what you don't know you don't know

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A little about you?

How do people here know you?

Do you have an ePortfolio already?

Do you use ePortfolios in your classroom?

What is your measure of success for today?

PRE-TEST and also: Open a PPT

Slide for " Things I want to know more about"

+ ePortfolio Defined*

- ■ "a collection of authentic and diverse <u>evidence</u>, *drawn from a larger <u>archive</u>*

- ■ representing what a person <u>or</u> organization has learned over time *on which the person or organization has <u>reflected</u>,*

- ■ and designed for <u>presentation</u> to one or more audiences *for a particular rhetorical purpose*"
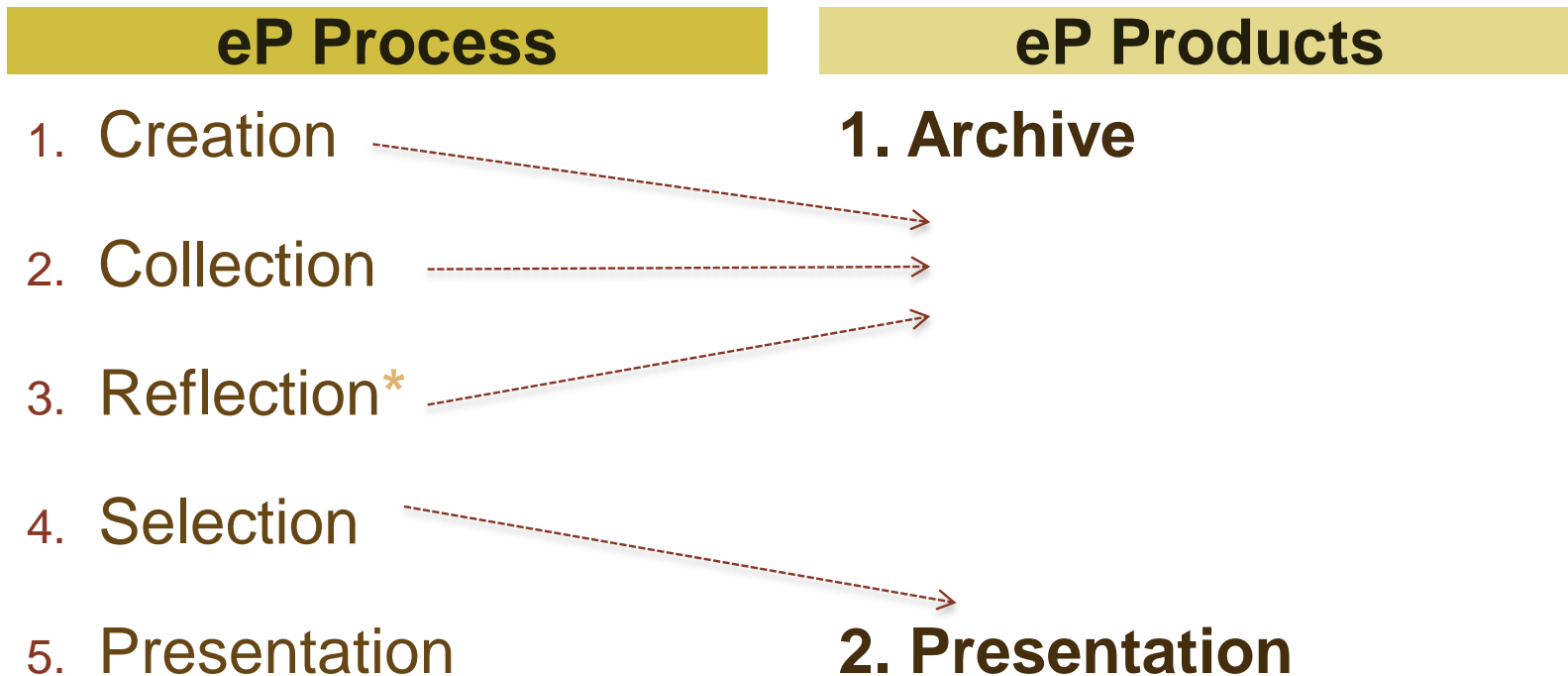
* (NLII 2003 and FuturEd 2005)

Six key concepts

Basic concepts
...Not just a digital CV

- "ePortfolio" is a System of
  - **Digital creation/storage <u>and</u> presentation**
    - Tools and services
  - **Production <u>and</u> "consumption"**
    - Creator and user = ROI
  - **Process <u>and</u> product**

                    - Basically:
              "Here's what I know and can do,
          Here's how/ where I learned it, and
              here's the (digital) evidence!"

+ Creating an ePortfolio

eP Process	eP Products
1. Creation	**1. Archive**
2. Collection	
3. Reflection*	
4. Selection	
5. Presentation	**2. Presentation**

* Taking time to think critically

+ Reflection practice (in teams)

You are preparing for a job interview. You will be asked:

1. What was your last job? What were your key tasks?

2. What did you excel at? How did you learn it? Do you have evidence? **THIS** takes reflection.

3. Can you produce digital evidence?

Critical importance of your archive!

Same for students!

World Economic Forum
28 Oct at 23:00 · 🌐

Stop. Think. Reflect.

Einstein, Darwin and the two-hour genius rule

Zat Rana looks at the trait shared by Einstein, Darwin and Nietzsche – taking the ti...

weforum.org

+ What is traditional evidence of ability?

- Academic CV

- Professional resume

- **Typically these capture your formal learning – your credentials and work experiences.**

BUT

- *Does it capture all of your abilities?*

- *Does it adequately describe what you are able to do?*

- *Is it always current?*

- *Can you provide evidence of your assertions?*

+ What is "digital evidence"?

- Video clips
- Audio clips
- Photographs
- Scanned documents
- Hyperlinks
- Blogs
- Journals
- Badges
- QR Codes

One ppt slide…

What digital evidence do I already have? And where did I put it?

-
-
-
-

What is the benefit of digital evidence?

Accessible   Sharable

Portable   Personalized

Examinable   Creative

Replayable   Updatable

Reviewable   Standardizable

Digitize and Archive Everything!

+ Better than a CV

Characteristic	Traditional Résumé	ePortfolio
content	lists of credentials and work experiences (with skills and knowledge implied)	lists of skills and knowledge (with learning experiences and credentials referenced where appropriate)
development process	keep track of formal credentials, dates, employer addresses, job descriptions	examine learning experiences for the skills and knowledge acquired
perspective on learning	learning happens largely in formal institutions, and credentials and work experience are the valued learning opportunities	learning happens in both formal and non-formal situations, and all learning has value
format	short and factual	may be more comprehensive, with broader lists that can be cross-referenced with actual skills and knowledge in job and training requirements
validation	credentials and employer's references have been unchallenged proxies for learning	different forms of validation are required, in addition to credentials and references, e.g., personal references
purpose	to get a job	for career planning and development: appropriate work and/or training

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Keep in mind:
Critical Quality Principles
(Consumer's Guide to ePortfolio Tools and Service)

An ePortfolio MUST:

- **Be owned by individual / creator**
- **Be secure, with access controlled**
- **Incorporate all forms of learning**
- **Be transportable**
- **Demonstrate ROI**

**Others also create digital information about you.
Combined with what you create = your Digital Identity.**

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Evidence: deliberate/accidental (Google your name?)

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The "e" in ePortfolio – digital tools you will need

1. Archiving needs:

- **Personal storage with**
  - **Easy access (by you)**
  - **Controlled access (by others)**

- **Media to create evidence**
  - **Papers (scanning)**
  - **Presentations (video)**
  - **References (hyperlinks to)**
  - **References (audio by)**

2. Presentation tools:

- **Power Point Presentation**
- **Personal website**
- **Google sites / docs / blogs**
- **Microsoft SharePoint / groove**
- **Localized bespoke tools**
- **Social networking software**
- **Commercial tools**
- **Open source tools**

+ ePortfolio tools for professionals
(** a policy decision for MNU**)

Websites and tools

- **Academia.edu (papers**
- **LinkedIn.com**
- Google Sites eP
- Portfolium
- list of tools
- LifeWire
- About Me
- IO Grid
- SimpleSite

FuturEd advice

- **Ask / encourage MNU to choose one tool for you to use**
  - FuturEd Consumer Guide to ePortfolio Tools and Services

- **In reality, you will have multiple ePortfolios (presentations as needed: teaching, research, writing, community service, leadership, lifelong learning)**

- **There are benefits to multiple identities.**

+ You know... there are multiple ePortfolio types and purposes

Today

1. **Demonstrating competence**
   - **Quality criteria and evidence**

2. **Showcasing achievements**
   - **All forms of learning**

3. **Digital identity**
   - **All digital information**

Other workshops, e.g.,

4. **Learning Assessment**
   - **Self or teacher**

5. **Innovative Teaching**
   - **Engagement in reflection**
   - **Improvement over time**

6. **Quality Assurance**
   - **Standards compliance**
   - **Individual to institutional**

+

Digital Me

Can you find photos of yourself on the internet?

PPT slide #1

Combining

Professional and Personal

+ Mini-ePortfolio: 7 slides

1. This is me…

2. My philosophy of education

3. Some of my professional competencies

4. Some of my transferrable LLL skills

5. An achievement showcase

6. Some of my digital evidence

7. Next eP steps for me

+

Today... Combining Three Types of Personal ePortfolios

1. **Starting with…. Professional ePortfolio**
   - **Standards-based professional competencies (required and acquired)**
   - **More than a digital CV – it's Human Capital Management**

2. Lifelong learning (e.g., travel experiences)
   - Human Capital Development / Accounting, achievements, reflections, showcase

3. Social networking (e.g., Facebook, LinkedIn)
   - social capital development, informal learning, references

Professional ePortfolio:
The Contents

Think:

1. COMPETENCE
2. EVIDENCE
3. ARCHIVE
4. PRESENTATION

① **Statement of education philosophy**

We'll do this second

② **Credentials and evidence**

Got?

③ **Description of experience and references**

④ **Core competencies with evidence (achievements and reflections)**

- *Teaching*
- *Research*

Let's start here

- *University service*
- *Community engagement*

Don't forget ICT skills!

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+ (Slide #3) – go to www.FuturEd.com
Expressing competencies

Required competence	Acquired Competence	Reflections and Evidence
Teaching		
Research		
Community service		
University service		
eTeaching		
ICT		
International skills		

First we'll choose one and do it together….
Second, you choose another one and have a go…
download, fill, save and send.

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+ Sample digital evidence:

- **Course planning artifacts: sample course syllabi, lesson plans, assignments, exams**
- **Evidence of teaching effectiveness: summary of student feedback, department evaluations**
- **Teaching awards and recognition**
- **Professional development efforts**
- **Audio and video clips**
- **Hyperlinks and references**
- **Badges**
- **QR codes**

Describe yourself
using only emojis!

#glamyourimage

Education Philosophy

Think:

Metaphor

Values

"The Line"

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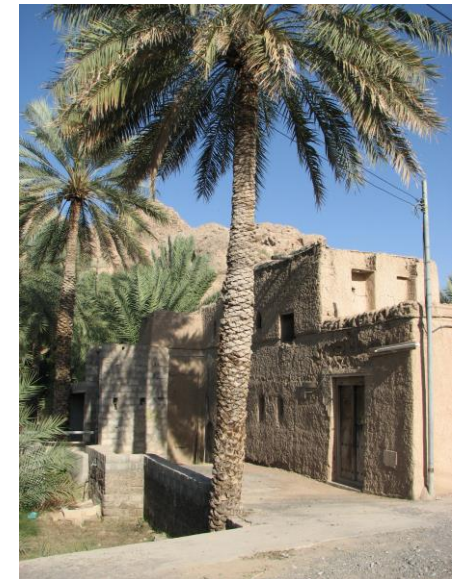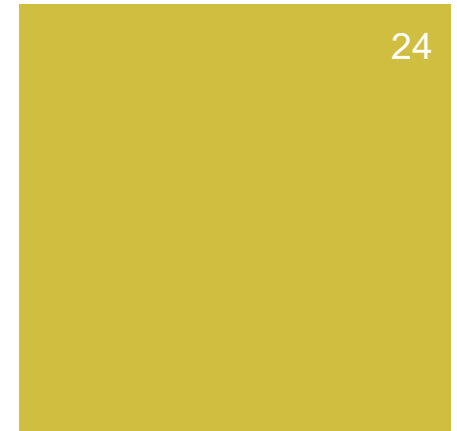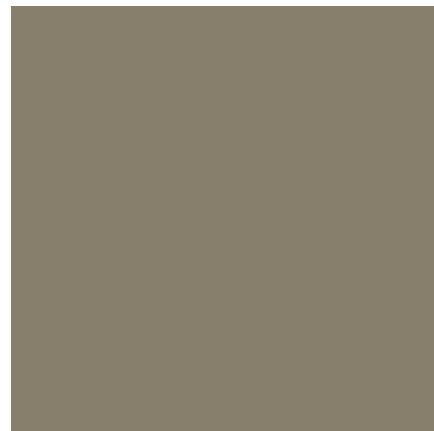
+ Next: slide #4
Philosophy of Education

- **Open Power Point – choose a format**
- **Step 1: *"My philosophy…"***
  - **Search and upload an image – a metaphor for your philosophy**

- **Step 2: Write a short paragraph (reflect), your thoughts…**
  - ***For me, education is like… is for… is part of…***
  - ***As a professional educator, I believe… value…***
  - ***I chose to be a professional educator because…***
- **Step 3: Write a short paragraph (describe), how you teach and why**
  - ***My approach to teaching is to…***
  - ***Over time, I've developed a teaching style I call…***
  - ***For me, university teaching is like…***
- **Save file – Refer to Slide #18 Contents of Professional ePortfolio (Archive items)**

Last.. Combining Three Types of Personal ePortfolios

1. Starting with…. Professional ePortfolio
   - Standards-based professional competencies (required and acquired)
   - More than a digital CV – it's Human Capital Management

2. **Lifelong learning (e.g., travel experiences)**
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3. **Social networking (e.g., Facebook, LinkedIn)**
   - **social capital development, informal learning, references**

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Adding the Lifelong Learning Component

Tools	Concepts

Tools

- Digital story-telling

- Digital scrapbooking

- Social networking

- Blogging

- Personal website

Concepts

- Personal interests and qualities
  - Community and family
  - Passions and pastimes
  - Travels and travails

- Reflections and opinions

- Achievements and plans

- **Transferable skills**

Beyond my job....also
FuturEd Transferrable Skills eP tools

My Roles, e.g.,	Transferable Skills	Evidence
Parent		
Spouse		
Soccer coach		
Community leader		
Gardener		

1. **Create a table in Word or an Excel spreadsheet.**
2. **Take 15 min. to add some items.**
3. **Discuss with neighbors.**
4. **Don't forget to save it.**

Slide #5

For almost 10 years, I lived in the Middle East.

I came to love living in the textures and traditions.

+ **Identify a learning experience... How have I changed?** **Slide #6**

Where is the evidence?

Where / how could I share that?

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Using your ePortfolio
Slide #7: how I will use my eP

Personal	Shared
■ To archive evidence of achievements and KSAs	■ To show evidence of achievements and KSAs
■ To document change and development	■ To plan career development or change
■ To target deficits for future training	■ To apply for tenure and promotion
■ To value transferable skills	■ To apply for new positions
■ To develop new ICT skills	■ To teach ICT and eP skills
■ To model eP for students	■ To promote eP learning

Benefits of professional ePortfolios in education

1. **Staff: personal development and management**
   - **Incorporating formal and non-formal learning**
   - **Building (contents) and using ePortfolios (systems)**
   - **Benefits for career development and promotion**

2. **Teachers: enhanced teaching and learning**
   - **Reflective learning**
   - **Evidence-based assessment**
   - **Tools and practical applications**

3. **Institution: management function**
   - **Quality assurance and performance appraisal**
   - **Lifelong learning and human capital management**
   - **Technologies present and future**

Human Capital Accounting

HCA - A method of systematically identifying, measuring and presenting information about the human resources and human capital of an organization (OECD) or nation (FuturEd)

Human Capital Development

Human Capital Management
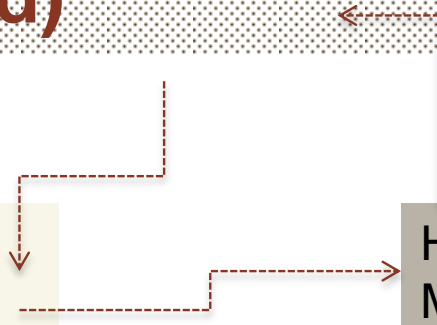
+ Human Capital D & M – replacing HR and credentials

■ Development
  ■ **Competencies (professional standards, lifelong learning)**
  ■ **Social capital (networks and communities)**

YOU NEVER CHANGE THINGS BY FIGHTING THE EXISTING REALITY.

TO CHANGE SOMETHING, BUILD A NEW MODEL THAT MAKES THE EXISTING MODEL OBSOLETE.

R. BUCKMINSTER FULLER
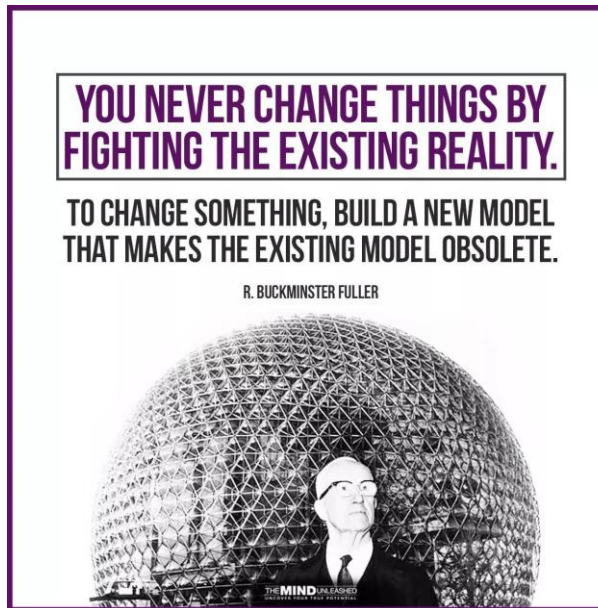
■ **Management**
  ■ Individual knowledge / learning as an asset
  ■ Collective knowledge for a business or nation

+ e.g.,
Royal College of Nursing (UK)

e.g., Avenet eFolio

This is an example of an online portfolio constructed with Avenet e-folio™. Users can easily add sections, text, and photos…and customize the site to meet the specific needs of the user.

Sites can contain a wide variety of designs and functionality including online forms, surveys and more.

e.g.,
Careers Wales

+ Implications of ePortfolio for Human Capital Development

- **Individuals**
  - **Develop and maintain ePortfolio**
  - **Take control of career**
  - **Develop efficient learning plans**
  - **Develop and maintain Digital Identity**

- **Employers**
  - **Complete inventory of workforce skills**
  - **More efficient description of work required**
  - **Pay for skills used not for time spent**
  - **Manage and target learning**

- **Society at large**
  - **Systematic Human Capital Accounting**
  - **Accurate inventory and skills gap analysis**
  - **Promotion of lifelong learning**

+ Review…ePortfolio…

- **A term used to encompass (1) tools, products and systems that can be used by (2) individuals, educators, employers and entire nations for the purposes of (3) describing, assessing, recognizing and using knowledge and skills (4) acquired through all forms of learning (5) with evidence that is digitally created, stored and managed through (6) practices that meet quality standards to assure transportability, usability, and security (FuturEd 2007)**

Post-test

+ Any volunteers?
Mini-ePortfolio: 7 slides

1. This is me…

2. My philosophy of education

3. Some of my professional competencies

4. Some of my transferrable LLL skills

5. An achievement showcase

6. Some of my digital evidence

7. Next eP steps for me

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ePortfolio Resources

Tools / services	Resources

Tools / services

- CourseNetworking ePortfolio
- Mahara / Moodle ePortfolio
- Google Sites eP
- Portfolium
- PebblePad
  - LifeWire
  - About Me
  - IO Grid
  - SimpleSite

Resources

- FuturEd Consumer Guide to ePortfolio Tools and Services
- list of tools
- PhD2Published
- all about teaching portfolios – the short version
  - CN Badges
  - Guide to Badges
- Synthesis of Research on Teacher's Reflections

+

Websites / FB pages

Education	Leadership

Education

- Edutopia
- Yidan Prize
- eLearning Coach
- Mindshift
- The Atlantic
- Education Technology
- WISE Qatar Foundation

Leadership

- World Economic Forum
- Entrepreneur
- Business Insider
- Big Think
- Futurism
- LinkedIn

+ More Information:

www.FuturEd.com

ePortfolio research and white papers

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