

Transform4Europe:
The European University for
Knowledge Entrepreneurs
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TRANSFORM4EUROPE: THE EUROPEAN UNIVERSITY FOR KNOWLEDGE ENTREPRENEURS

T4EU Teacher Academy Implementation Report

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TABLE OF CONTENTS

1. Executive Summary	3
2. Task Development and Implementation	3
2.1 Concept	3
2.2 Implementation and communication	4
3. Transferability	8

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1. EXECUTIVE SUMMARY

The aim of T4EU Project Tasks no. 4.2 and 4.3, led by VMU, is to inventory teaching methods, digital formats, and training programs, identify best practices, create the concept for the T4E Teacher Academy teacher training, establish a teaching prize, and organize a conference on innovative teaching. This is done to enact the T4EU Teaching Academy for the teaching staff of each T4EU university. The creation of this task is a highly complex process, which was established through six phases:

1. Presenting the "Inventory of Teaching Methods, Digital Formats, and Training Programs (Deliverable 4.3)".
2. Developing the "Concept for the T4E Teacher Academy (Deliverable 4.4)".
3. Creating webinars for teacher training.
4. Implementing joint online training in two rounds for university staff (I and II).
5. Establishing the T4EU Innovative Teaching Award and granting it.
6. Organizing the T4EU Innovative Teaching Methods Conference.

Table 1. Basic Facts.

Task title	T4EU Teacher Academy
Organiser	Vytautas Magnus University (the lead institution), in collaboration with the Professional Development Virtual Office (PDVO) and all six member institutions of the T4EU alliance.
Participants	A total of 760 teaching staff members participated in: Teaching/learning activities – 502. The conference: Year 2022 – 140 participants (77 presenters and 63 online). Year 2023 – 73 participants (53 – face-to-face and 16 online). Applied for the award – 45.
Stakeholders	Teaching staff from Jean Monnet Saint Étienne University, University of Primorska, Catholic University of Portugal, Mariupol State University, and other universities; EDEN Digital Learning Europe; Ministries; Association of School Principals of Lithuania; secondary high schools, etc.

The primary target audience of this task consisted of the teaching staff from partner universities, encompassing BA, MA, and PhD programs. Additionally, to seven T4EU partners, new T4EU alliance partner universities, such as Jean Monnet Saint-Étienne University, the University of Primorska, the Catholic University of Portugal, and Mariupol State University, joined the T4EU initiative. Consequently, staff members from these institutions also actively participated in webinars, conferences, and other related activities.

2. TASK DEVELOPMENT AND IMPLEMENTATION

2.1 Concept

The T4EU Teaching Academy concept was collaboratively developed by experts from Vytautas Magnus University (VMU) and all partner universities in collaboration with the Pro-

Professional Development Virtual Office (PDVO) within the T4EU alliance, using research from deliverable no. 4.3.

After extensive discussions, it was decided to integrate two distinct tasks, no. 4.2 and no. 6.5, related to professional development (further PD) into this concept. PD activities within the T4EU alliance are essential for academic and non-academic staff (see Figure 1). This concept was presented on December 31, 2021, in deliverable D4.4, titled 'Concept of the Teaching Academy for University Teaching Staff'.

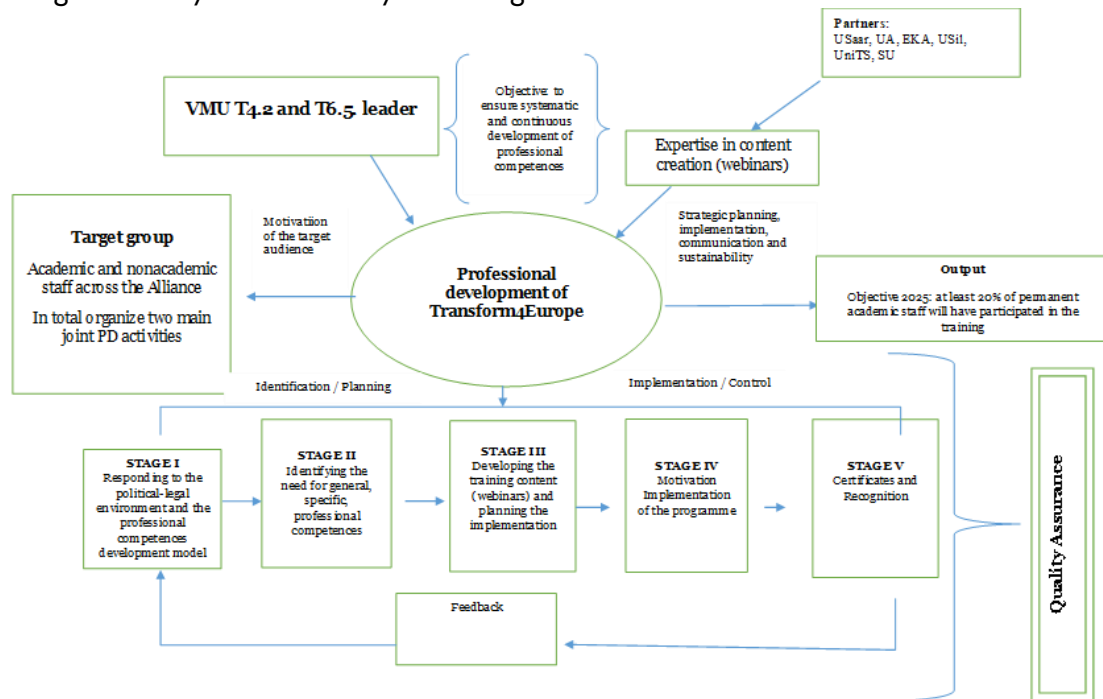


Figure 1. The conceptual model of T4EU professional development.

T4EU teacher training and PD activities are grounded in a single concept paper that addresses the common needs of the T4EU professional profile. Our research revealed that some academic staff members also held non-academic positions or had an interest in non-academic staff training. Consequently, we designed our communication for webinars in tasks 4.2 and 6.5 to allow each T4EU staff member to select the webinar that aligns best with their interests, ensuring that the topics are accessible to a wide range of participants. Informed by a comprehensive analysis of partner experiences, we **emphasize innovative teaching methods** such as entrepreneurial mindset, co-creation, interdisciplinary approaches, and **effective teaching and learning strategies**.

To meet the alliance's needs, teacher training was conducted in two stages, in 2022 and 2023, based on topics identified during the partner needs assessment process. The task lead is responsible for organizing the webinars, issuing certificates, and publishing them online. Each partner is responsible for selecting high-quality speakers and motivating potential participants and trainers.

2.2 Implementation and communication

The implementation of the T4EU Teacher Academy task was divided into six phases:

1. Presenting the 'Inventory of Teaching Methods, Digital Formats, and Training Programs (D4.3)' – until Project Month 9.

2. Developing the 'Concept for the T4EU Teacher Academy (D4.4)' – until Project Month 14.
3. Creating webinars for teacher training – until Project Month 14.
4. Implementing joint online training in two rounds (I – in 2022 and II – in 2023) for university staff – until Project Month 32.
5. Establishing the T4EU Innovative Teaching Award and organizing two rounds until Project Month 35.
6. Organizing two T4EU Innovative Teaching Methods Conferences – until Project Month 35.

Phase 1. The research was completed by the end of the ninth project month, and the deliverable titled 'Inventory of Teaching Methods, Digital Formats, and Training Programs (D4.3)' was submitted on time. The inventory is based on data collected through the WP4 questionnaire. The questionnaire covers topics related to several other WP4 tasks. This document is confidential, having been approved by the project partners. It has been made available on T4EU Teams and shared within the entire alliance via e-mail.

Phase 2. Building on the primary research mentioned earlier, the 'D4.4 Concept of the Teaching Academy for university teaching staff' was developed by the end of 2021. This concept serves as a guide for implementing joint training for academic staff and outlines the conditions necessary to achieve the long-term objective stated in the Grant agreement of 'ensuring that at least 20% of permanent academic staff will have participated in the training by 2025' (Grant agreement, 2020). Deliverable 4.4 has been made available on T4EU Teams and shared with our project partners via e-mail.

Phase 3. T4EU conducted joint staff training through short online units in the form of webinars, ranging from 2 to 6 academic hours. These webinars were prepared by experts from each partner university specializing in various teaching methods. An assessment of partner preferences was conducted, and several of the most important themes were identified for all alliance members, as shown in Table 2.

Table 2. Partner preferences regarding the topics for academic staff webinars.

Topics for academic staff (T4.2)
<ul style="list-style-type: none"> • Co-Creation Teaching Methods • Research-Based Teaching Methods • Interdisciplinary Teaching Methods • Entrepreneurial Education • Inclusive Teaching • The Teaching of Intercultural and Multilingual Groups • Innovative Language Teaching • Teaching Methods Aiming at Creating a Knowledge-Entrepreneurial Mindset • Challenge-Based Teaching Methods • Digital Teaching Methods

Each alliance partner committed to hosting at least two webinars and conducting quality assessments for content and format. All webinars were presented in English, hosted on T4EU MS Teams, and recorded. Various innovative teaching methods and tools, including Breakout rooms, Socrative apps, Mentimeter.com, Canva.com, mind maps, Kahoot.com, etc., were utilized during the webinars.

Phase 4. Over 10 webinars were created by experts in teaching methods from each university and piloted in spring 2022 (Round I) and 2023 (Round II). The whole program of webinars can be accessed [here](#).

Organization. Partners were responsible for selecting high-quality speakers, motivating participants, and trainers, coordinating training content and scheduling, and choosing necessary training tools. The task lead organized webinars, issued certificates, and published them online with the instructor's permission. Webinars were [hosted on T4EU MS Teams](#). All training materials are available for asynchronous use by any staff member from any T4EU university on the [T4EU YouTube channel](#) if the "Authorisation for the use of Photograph(S)/Video(S) of an Adult" document is signed by the instructor and permission was granted.

Communication. To ensure the visibility and communication of Teacher Academy activities, Vytautas Magnus University's Communication Officer, in collaboration with the T4EU Virtual Communication Office (WP8), developed and executed a communication plan. This plan aimed to effectively disseminate the outputs of the T4EU professional development program and maximize its impact. Participants registered for webinars using an [online form](#). Details of both calls ([2022](#), [2023](#)) and the initiative's results were widely communicated across the T4EU network through various channels, including e-mail networks, T4EU events, [the official T4EU website](#), university websites within the T4EU consortium, partner newsletters, and social media platforms such as [Facebook](#) and [Instagram](#).

Numbers. During the first round, 286 academic staff members from the alliance registered for the webinars, and approx. 40% participated in these teaching activities online from all the alliance universities. During the second round, 410 academic staff members from the alliance registered for the webinars, and approx. 80% participated in these teaching activities online from all the alliance universities. In total, 502 certificates were issued to the academic staff members.

Recognition. Participants received certificates recognized by all partners, integrated into various aspects of staff development, such as inclusion in yearly work plans, annual performance assessments, and informal recognition by management or others. In the future, the achievements of award recipients will be officially recorded on T4EU staff cards (T7.1), further emphasizing their importance in the professional growth of our staff.

Phase 5. The concept of the T4EU Innovative Teaching Prize was developed, and the call for the T4EU Innovative Teaching Award was announced twice, in spring 2022 and 2023. In total, 45 teaching staff members applied. Eight T4EU Innovative Teaching Prizes were awarded. Further details about the implementation and communication of this task can be found in a separate document titled "T4EU Innovative Teaching Prize Implementation Report".

Phase 6. T4EU organized two conferences on innovative teaching in higher education. These conferences aimed to facilitate the exchange of ideas on innovative teaching and learning methods, leveraging the collective expertise of all T4EU alliance partners. The goal was not only to share existing educational practices but also to anticipate and explore potential future solutions. For more details, refer to Table 3.

Table 3. Basic facts of two T4EU conferences for innovative teaching.

The description of the first T4EU international conference-hackathon in 2022	The description of the second T4EU international conference in 2023
"Transform4Europe International Conference-Hackathon for the Innovative Teaching and Learning Methods in Higher Education (INNO-	The second conference "INNO-METHODS for quality curricula" took place at the University of Trieste on 26-27 September 2023.



<p>METHODS)" took place on 24–27 October 2022 at Vytautas Magnus University.</p>	
<p>Over 140 participants and listeners from partner universities and beyond gathered at the conference. The audience included academic staff, award winners, educational consultants, and other stakeholders, such as the Vice-Minister of the Ministry of Education, Science and Sport of the Lithuanian Republic, representatives of the Association of School Principals of Lithuania, EDEN Digital Learning Europe, schoolteachers, and more. Participants were also invited to take part in the first Hackathon, which focused on the practical application and development of innovative methods in higher education.</p> <p>In total, 77 teachers from the T4EU alliance presented at the conference. As the conference had been advertised beyond the alliance, it got the attention and attracted experts from other countries, such as Taiwan, Algeria, etc.</p> <p>The program featured diverse activities, including keynote speaker lectures, workshops, training sessions, researcher presentations, poster sessions, a hackathon, and an enlightening lecture on mindfulness techniques. Additionally, the conference recognized and awarded the four winners of the best innovative teaching practices. To enhance visibility, the conference was also streamed online.</p> <p>Evaluation of the event was conducted through an online survey. 28 participants answered the survey, and the feedback was very positive.</p>	<p>73 people from both UniTS and partner universities registered for the event, of which 57 participated face-to-face and 16 online.</p> <p>The audience included academic staff, award winners, students, and other stakeholders, such as involved were the Politecnico di Milano, Lancaster University, and the University College Cork.</p> <p>Digital technologies have transformed the learning ecologies of higher education systems and offer new opportunities to create innovative quality curricula to deal with societal challenges. The "INNO-METHODS for quality curricula" conference intended to promote reflection on innovative teaching and quality curricula, share innovative teaching approaches enhanced by digital technologies and build a shared perspective for the T4EU Alliance.</p> <p>During the conference, several topics were discussed, including competences the T4EU Alliance intends to foster in students, educational principles pursued, monitoring quality in innovative curricula, and the role of HE institutions in boosting innovative teaching strategies.</p> <p>Evaluation of the event was conducted through an online survey. 32 participants answered the survey, and the feedback was positive.</p>
<p>Related documents:</p> <p><u>Conference Invitation</u></p> <p><u>Guide for Participants</u></p> <p><u>Conference Brochure</u></p> <p><u>Conference Programme (2022.10.10)</u></p> <p><u>Inno-Methods Workshops</u></p>	<p>Related documents:</p> <p><u>Conference Invitation</u></p> <p><u>Application form</u></p> <p><u>Conference programme</u></p> <p><u>Conference Keynote Speakers</u></p> <p><u>Participant Certificate Example</u></p> <p><u>Social Media Posts</u></p> <p><u>Evaluation Feedback Analysis</u></p>

<u>Guide For The Participants Of The Conference</u>	
<u>Participant Certificate Example</u>	
<u>Social Media Posts</u>	
<u>Evaluation Feedback Analysis</u>	

Details of both conferences and the results of the initiative were widely disseminated across the T4EU network through various communication channels, including e-mail networks, T4EU events, the official T4EU website, university websites within the T4EU consortium, partner newsletters, and social media platforms such as Facebook and Instagram.

3. TRANSFERABILITY

The establishment of the T4EU Teacher Academy proceeded smoothly, with enthusiastic participation from academic staff in all initiatives, such as webinars, the Award competitions, and the conferences. The effective and transparent organization enhanced the visibility of T4EU initiatives and created a strong brand within the T4EU alliance. To achieve one of the key objectives of European Universities, it is essential to continue these initiatives to ensure that at least 20% of permanent academic staff will have participated in the training by 2025.

VMU has initiated and consequently established the Professional Competence Development Centre, which is a real transformative initiative boosted by the joint concept and its further developments. In 2023, with the additional national funding received from Lithuania, the development of academic and non-academic staff at Vytautas Magnus University in Lithuania was encouraged. More than 80 individuals participated in the training sessions. Considering contemporary trends, the VMU community was also offered the opportunity to learn and upskill on the largest online learning platform "Coursera". More than 300 academic and non-academic employees are learning simultaneously on this platform.

Table 4. Main lessons learned within this Teacher Academy task.

Effective Collaboration	Collaborative efforts among experts from various partner universities were crucial in developing a unified concept for the Teaching Academy.
Integration of Tasks	Integrating related tasks, such as organizing webinars for both academic staff (T4.2) and non-academic staff (T6.5) or awarding winners (T4.2) during the conference (T4.3), enhances project quality, benefits participants, streamlines project management, and optimizes resource allocation.
Clear/Effective Communication	Communication played a major role in the success of the Teacher Academy. Effective communication strategies, such as a communication plan, online registration forms, and promotion through multiple channels, contributed to attracting participants.
Flexibility and Adaptation	Flexibility in adapting to the evolving needs and preferences of participants, including offering a variety of webinar topics, is

	essential for engaging a diverse audience.
Recognition and Motivation	Recognizing the efforts of participants through certificates and awards can motivate staff to actively participate in PD initiatives.
Sustainability	Sustainability is a central element in the T4EU alliance's design, and the webinars will be available on the T4EU YouTube channel for continued use. VMU has also established the Professional Competence Development Centre. It will maintain a central hub for all project-related materials, including documents, webinars, training materials, and resources, to ensure accessibility for all T4EU universities.

Considering the lessons learned within this task (see Table 4), T4EU is committed to sustaining the Teacher Academy and recognizing excellence in institutional transformation. In the new project phase starting in November 2023, Work Package 5 'T4EU Academy for Professional Excellence' has been created to develop professional excellence for academic and non-academic staff, establish a Learning Hub, introduce a leadership program, develop open science (OS) strategies in the T4Europe area, and more. The Award and conferences will also be extended to community members to enhance visibility and strengthen the T4EU identity.