

# Educational Developer: Characteristics, Skills, Knowledge, and Abilities

For someone looking at developing skills, knowledge and abilities in educational development, this chart outlines many of the core areas.

ATTRIBUTES AND QUALITIES (BE)	KNOWLEDGE, SKILLS AND ABILITIES (KNOW)	APPLICATIONS OF LEARNING (DO)
<p><b>Commitment to Improving Self</b></p> <ul style="list-style-type: none"> <li>Self-Awareness and Self-Regulation</li> <li>Learning and Continuous Growth</li> <li>Open to Criticism</li> <li>Adaptable</li> </ul> <p><b>Professional Conduct</b></p> <ul style="list-style-type: none"> <li>Respectful</li> <li>Inclusive in Interactions and Communications</li> <li>Team Player, Collaborative</li> <li>Exhibits Diplomacy, Trust and Empathy</li> </ul> <p><b>Management of Work Duties</b></p> <ul style="list-style-type: none"> <li>Manages Time</li> <li>Creative</li> <li>Open and Receptive to New Experiences</li> <li>Independent</li> <li>Reliable</li> </ul>	<p><b>Teaching and Learning</b></p> <ul style="list-style-type: none"> <li>Teaching, Learning and Technology Literature</li> <li>Teaching and Learning Competencies</li> <li>Curriculum Development and Learning Design</li> <li>Technology Competencies</li> </ul> <p><b>Educational Development</b></p> <ul style="list-style-type: none"> <li>Educational Development Literature, Core Components</li> <li>Understands Organization Culture and Challenges</li> <li>Reflective Practitioner</li> </ul> <p><b>Facilitation and Change Management</b></p> <ul style="list-style-type: none"> <li>Principles and Practices of Change Management</li> <li>Listening and Questioning Skills</li> <li>Consulting Skills</li> <li>Conflict Resolution Skills/Mediation Skills</li> <li>Team Building and Team Building Processes</li> </ul> <p><b>Planning and Project Management</b></p> <ul style="list-style-type: none"> <li>Planning and Project Management Skills</li> <li>Critical Thinking and Problem Solving Skills</li> <li>Skills in Outreach and Marketing of Offerings</li> </ul>	<p><b>Teaching and Learning Applications</b></p> <ul style="list-style-type: none"> <li>Applies Skills Gained through years of PSE Teaching Experiences</li> <li>Designs Pedagogically-Sound Courses; Assists Faculty Design Similar</li> <li>Use Appropriate Teaching Strategies for Student Learning</li> <li>Good Pacing and Timing of Facilitation and Teaching</li> <li>Engages in Scholarly Teaching and Learning Activities</li> <li>Updates and Reflects through Teaching Portfolio</li> </ul> <p><b>Educational Development Applications</b></p> <ul style="list-style-type: none"> <li>Undertakes Faculty Support Requests and Consultations</li> <li>Designs, Develops and Deploys Workshops, Learning Sessions, Offerings</li> </ul> <p><b>Facilitation and Change Management Activities</b></p> <ul style="list-style-type: none"> <li>Connects and Consults with Students, Faculty, Administration</li> <li>Facilitates Change through Institutional Initiatives</li> <li>Communicates Effectively</li> <li>Plays a Role within Institution on Change Activities and Initiatives</li> </ul> <p><b>Planning and Project Management Activities</b></p> <ul style="list-style-type: none"> <li>Plans and Implements Activities, Tasks and Work Duties</li> <li>Manages Projects, Keeps on Track, Reports Out, Conducts Assessments</li> <li>Markets and Promotes Offerings in Variety of Ways</li> <li>Applies Program Development and Evaluation Strategies</li> </ul>
<p><small>Liesel Knaack, Centre for Innovation and Excellence in Learning, Vancouver Island University, August 2017 Attribution: Additions and changes to a similar chart found in McDonald, J., Kenny, N., Kustra, E., Dawson, D., Iqbal, I., Borin, P., &amp; Chan, J. (2016). Educational Development Guide Series: No. 1. The Educational Developer's Portfolio. Ottawa, Canada: Educational Developers Caucus. Educational Development Guide No. 1 by Educational Developers Caucus is licensed under a Creative Commons Attribution 4.0 International License. Available for free from <a href="http://www.stlthe.ca/constituencies/educational-developers-caucus/guides">http://www.stlthe.ca/constituencies/educational-developers-caucus/guides</a></small></p>		