CITY OF GLASGOW COLLEGE

Learning & Teaching Committee

Date of Meeting	**Thursday 11 May 2022**
Paper No.	**LTC4-D**
Agenda Item	**4.3**
Subject of Paper	**City Student Attributes**
FOISA Status	**Disclosable**
Primary Contact	**Alison Bell**
Date of production	**14/04/2023**
Action	**For Discussion and Approval**

1. Recommendations

Learning and Teaching Committee are invited to discuss the progress of the work undertaken and agree the City Student Attributes developed.

2. Purpose

The main purpose of this paper is to initiate discussion and gain approval following approval of the City Students Attributes developed at Student Academic Experience Committee on Thursday the 20th of April 2023. The paper also aims further update the commitee on the progress made towards achieving the desired outcomes. The goal is to have the attributes agreed ready for launch by June 2023.

3.0 Overview

3.1 The primary objective of the project was to create a set of attributes that recognises the importance of the soft/meta skills that the city student acquires through their studies. Moreover, supporting students become work ready, progress, and articulate along with the technical/vocational skills gained. The development of the City Student Attributes has been guided by the ambition and vision of the Student Academic Experience Strategy (SAEC) which provided context in which to develop the framework for the project;

> *"The City Student will gain much more than qualifications and technical skills. The City Student will develop a whole series of personal skills and attributes - building up soft skills, interpersonal skills, career management skills, and all the attributes that are reflective of the City of Glasgow College experience that students can articulate and employers recognise."*

3.2 Further objectives of the project include;

- Form a working group that ensures a broad range of representation across the college consisting of academic and support. (Appendices 3.2)
- The City Student will have the recognition of "City Student Attributes" and articulate how these are part of the key enablers in further study, life, and work to inspire towards and develop. Every student will have a City of Glasgow College digital portfolio to evidence the wider generic attributes they have gained.
- Engage with staff, students, employers, and stakeholders to produce a set of "City Student Attributes" that are recognised and valued to create a framework
- Analyse, measure, and evidence "City Student Attributes" underpinned through course work, work experience and personal development across all course disciplines and all levels
- Recommend and develop next steps required to embed college wide, "City Student Attributes" into the curriculum and evidence through a digital portfolio
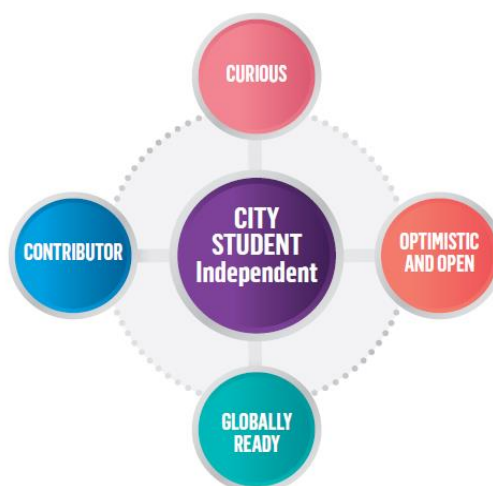
4.0 Key Insights

4.1 In the creation of City Student Attributes, the project team mapped attributes against the following key drivers; Curriculum for Excellence, Skills Development Scotland Meta Skills 4.0, UN Sustainable Goals and the 3 "Rs" within City of Glasgow Student Experience Strategy; Readiness, Resilience and Ready.
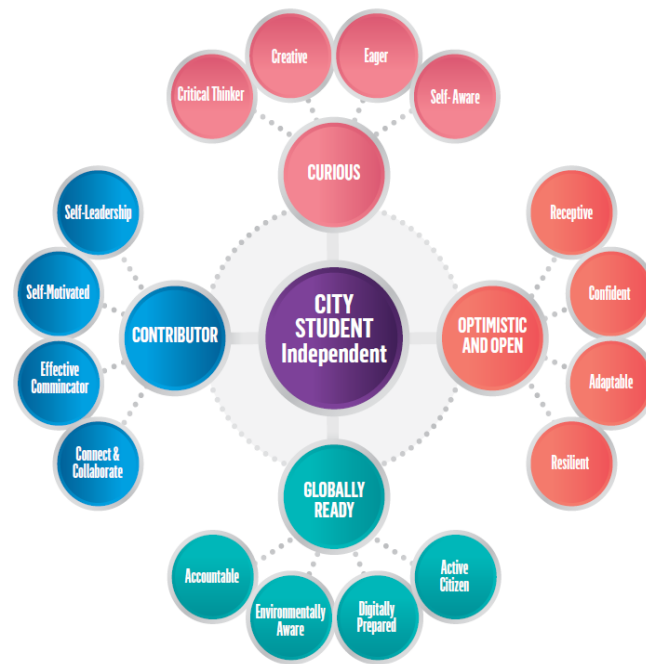
[CFE](), [SDS Meta Skills 4.0](), [Student Experience Strategy 2021 - 2030 UN Sustainable Development Goals]()
[UN Sustainable Development Goals Scotland]()

4.2 Mapping the above noted key drivers has enabled an inclusive set of attributes to be developed that are reflective of SAEC aims and our wider responsibilities as an Educational Institute.

The overarching City Attributes are as follows;

4.3 At the core of the City Student Attributes developed is the promotion of independence, which is further facilitated by four branching attributes within each overarching attribute within the framework. Additionally, a detailed description and an output has been created for each. (Appendices 4.3)

CITY STUDENT Independent

CURIOUS — Creative, Eager, Self-Aware, Critical Thinker

OPTIMISTIC AND OPEN — Receptive, Confident, Adaptable, Resilient

GLOBALLY READY — Active Citizen, Digitally Prepared, Environmentally Aware, Accountable

CONTRIBUTOR — Self-Leadership, Self-Motivated, Effective Communicator, Connect & Collaborate

4.4 Mapping with the college partner universities with City Attributes has also demonstrated clear alignment with university graduate attribute frameworks. (Appendices 4.4)

4.5 In addition to the creation of the City Student Attributes framework the working group has also made excellent progress towards achieving Aim 1 of the Student Academic Experience Strategy in the intension that;

> *"Every student will have a City of Glasgow College digital portfolio to evidence the wider generic attributes they have gained."*

Within our VLE platform Canvas entails "Portfolio" as a functionality. Portfolio has the ability in which students can upload projects, assessments, video, pictorial work produced, CVs and certification. In addition, with the use of rubrics and aligning learning outcomes, City Student Attributes can be embedded into all courses of study.

4.6 The working group has undertaken initial work on canvas with four groups of students undertaking NQ photography, using SDS Meta Skills Framework within rubrics. The next step underway is to conduct a pilot using the City Attributes framework with the same groups of students undertaking throughout block 3 of this

academic session. This important work will guide and support future implementation across the college.

5.0 Consultation

5.1 During the Learning and Teaching Conference in March 2023, staff across the college were consulted on the City Student Attributes through a soft launch. Attendees were presented with the attributes, and Canvas Portfolio. Attendees were asked to feedback on the soft launch and to further input on any gaps identified. Staff feedback was overwhelmingly positive with all groups recognising within their course frameworks, learning outcomes where attributes could be recognised and evidenced.

5.2 A questionnaire has been created for City students, employers, and partner universities to ensure a wide range of feedback is gathered. Week Beginning the 1th of April, the working group will start consultation with students who had engaged in the initial questionnaire back in August 2022. In addition, a student focus group will be conducted to gain further insight and feedback from our student body.

The working group is in the process of receiving and analysing feedback from employers and partner universities. Early indications are positive, with L'Oréal and AON.com placing high value on each attribute. Overall, ongoing feedback and the final consultation process will help ensure the questionnaire is effective and feedback of our stakeholders is taken into consideration.

Appendices 3.2

Working Group Representation	Member
Project lead	Alison Bell - Dean Creative Industries
Student Association	Robert Scullion Student Engagement Officer
Student Services (Careers Advisor)	Aidan Hudner – Student Advisor
Academic Staff	David McKinney – CH Media Ryan McKellar – Lecturer Sports Martin Courtney – Lecturer Business Claire Wiseman – CH Marine Engineering Suzanne Galloway – CH Photography Eddie Carr – AD (Associate Deans) Design
LTA	Derek Robertson – AD LTA
Performance	Nicola Crowley – AD Quality & Assurance

Appendices 4.3

Curious

Curiosity is an overarching attribute at the heart of every City learner's journey. It is vital to the learners' intellectual growth and well-being. All City learners will be encouraged to develop independent attributes such as **Critical Thinking**, being **Eager** and **Creative** as they progress through their learning journey here at City.

The Curious City Student:

- **Wants to know more**: they are interested and enthusiastic about their learning.
- **Asks questions**: questions are asked
- **Research thoroughly:** individual research is supplied
- **Is interested in people** talks and listens to others, has the ability to connect and work with others

Output

Curiosity is one of the Attributes that the College is keen to develop. During your time with us, you will become independent and develop confidence in your abilities.

The Critical thinking City learner will develop skills to think independently, rationally, and clearly. They will become active learners who interact with their learning experience rather than a person who is a passive recipient of information.

Critical Thinker

The Critical thinking City Student:

- **Explores information**: search and research
- **Analyses information and Challenges facts**: read, evaluates, and asks complex questions
- **Uses evidence to form opinions:** reach opinions formed by what they have found out.
- **Has an open mind and Contributes:** is willing to take part, accept another opinion, is adaptable to change and open to new ideas.
- **Finds solutions:** solution focussed thinking
- **Reaches a conclusion**: based on available evidence

Output

Critical Thinking will allow you to consider different perspectives, solve problems, resolve conflicts, identify biases and be more empathetic.

Eager

The Eager City learner will gain knowledge and develop skills to improve their performance and prepare them for future opportunities.

The Eager City Student:

- **Attends class: r**egister/attendance/engaged
- **Is prepared:** brings equipment/is organised for their course has completed relevant work
- **Works to a deadline:** able to schedule work and complete on time
- **Puts in extra effort** is enthusiastic and goes the extra mile, wants to do the best they can (be the best they can be)
- **Has pride in their work** ensures their work is of a high standard

Output

Eagerness is a skill that will allow you to build confidence in your abilities, as well as take an interest in your work, classes, and classmates. You will learn to embrace change and take risks by participating in opportunities- even if success is not guaranteed.

<u>Creative</u>

Students will be encouraged to think broadly and deeply about personal, interpersonal, and globally related topics. They will be asked to use skills and behaviours to generate forward thinking ideas by exploring alternative solutions, embracing innovation, and responding to uncertainty.

The Creative City Student:

- **Innovation:** comes up with original ideas (good or bad), thinks outside the box, shows initiative, and follows through on ideas and plans
- **Resourcefulness:** gets on with the work in hand, finds solutions
- **Is not afraid to make mistakes:** takes risks, follows intuition, and possess a strong sense of self efficiency
- **Uses their imagination** demonstrates a different perspective, comes up with alternative ideas,
- **Challenges others:** by what they do and say, leads by example, and brings out the best in others

Output

Creative thinking is a skill that will allow you to apply new ideas to different projects and learn to see existing situations in a new way. You will find alternative explanations and be prepared to solve problems regarding your course and your personal life, and in social situations.

Optimistic and Open

The city student will be prepared to be open to new experiences and willing to take on challenges with a positive attitude and enhance their ability to learn, grow, and adapt in a rapidly changing world.

The optimistic and open City Student:

- Learns to cope and recover from setbacks
- Develops a growth mindset
- Considers new ideas and perspectives
- Is motivated to learn

Output

Optimistic and open students will take on new challenges and experiences with a positive attitude, an eagerness to learn, and a willingness to consider and appreciate different perspectives and viewpoints.

Resilient

City of Glasgow college empowers students to develop a growth mindset, enabling learners to see challenges as opportunities.

The resilient student

- Learns from failure:
- Set realistic goals:
- Adapt to changing circumstances:
- Persevere through challenges:

Output

The resilient city student will be able to use their experiences as opportunities for learning and growth and are able to adapt to new and unfamiliar situations with greater ease.

Receptive

A receptive city student is open to new ideas, opinions, and perspectives, and are able to engage in active listening and effective communication with others.

The receptive student:

- Listens actively:
- Seeks feedback.
- Considers multiple viewpoints
- Reflects on their learning:

Output

Receptive City student will gain a deeper understanding of new and complex concepts, ideas, and perspectives.

Adaptable

Adaptable City student will be able to adjust their learning strategies, approaches, and behaviours to fit changing circumstances and environments.

The adaptable student:

- Uses feedback to improve their own learning and performance.
- Learns from experience:
- Embraces change:
- Transfers learning to different contexts.

Output

City students can enhance their ability to navigate the complexities and uncertainties of the modern world and can thrive in a constantly changing and evolving environment.

Confident

City students are not afraid to take risks or try new things, and they are able to persevere through difficult tasks or obstacles with a determined attitude.

The confident student:

- Takes responsibility for their learning

- Identifies and uses their strengths effectively

- Learns from their mistakes

- Uses feedback constructively

Output

Confident city students are able to embrace their strengths and weaknesses and are able to seek out feedback and support from others to enhance their learning and development.

Globally Ready

The city student will be prepared to advance in the following life stages by embracing the ever-changing global landscape.

The Globally Ready City Student:

- Understand the effects of globalisation.

- Promotes inclusiveness.

- Interacts respectfully with others.

- Promotes human rights and well-being.

Output

Globally ready students will acquire knowledge and skills to address global and intercultural issues.

City of Glasgow College empowers learners to be globally ready by embodying the virtues of citizenship, enabling learners to improve the world around them. City Students will develop their sense of belonging to a community and understand the rights and responsibilities that come with it.

Active Citizen

The Active Citizen City Student:
- Listens to others' ideas and offers their own.
- Engages in the community.
- Seeks to improve the lives of others.

- Contributes to making a fairer and more resilient society.

Output

Active citizen learners will contribute to bettering the world around them.

The city student will develop an understanding of the environment and human impact on climate change.

Environmentally Aware

The environmentally aware City Student:

- Is informed about the natural world
- Understands how actions affect local and global environments.
- Adopts sustainable approaches.
- Questions human behaviour

Output

The environmentally aware City Students will become consciously aware of their behavior toward themselves and others on the planet.

Being digitally prepared, City students will thrive as we enter the Fourth Industrial Revolution. As the world of work changes, City students will embrace modern technologies.

Digitally Prepared

The digitally prepared City Student:

- Understands the digital world
- Embraces modern technologies
- Cyber security aware
- Virtually Interconnected

Output

Digitally prepared learners can adapt and thrive in the new world of work driven by technological advances.

City students stand for accountability, both of themselves and others. New ways of working demand that learners be accountable for what they produce and

communicate and reflect on how their output affects the world around them. This, in turn, reflects how the world views them.

Accountable

The accountable City Student:
- Takes ownership of decisions
- Responsible for their output
- Integrity at all times
- Ethically aware

Output

Accountable students will be underpinned by honesty, integrity, and accountability.

The city learner will feel a sense of belonging and connection to their learning and will be empowered to contribute, make choices, measure, and reflect on their progress.

Contributor

The contributor:

- **Will set Learning Goals**: The learner can set specific learning goals that they want to achieve in their course of study.
- **Participate Actively**: learner can ask questions, contribute to discussions, and engage in group activities to deepen their understanding of the subject matter
- **Reflect on Learning:** The learner can reflect on what they have learned, what worked well, and what they can improve upon.

Output

The city learner will acquire the necessary skills to make meaningful contributions to their learning experience. They will learn how to engage with diverse cultures, collaborate effectively with others and actively participate in class discussions and activities.

Self-Leadership

The self-leadership City Student will be disciplined, self-aware, and show a degree of emotional intelligence by being able to take responsibility for their actions and learning.

- **Self-discipline:** learn to focus their energy and make informed decisions that assist them to stay on track with their learning
- **Self-awareness:** knows how to manage relationships with themselves and others
- **Emotional intelligence:** shows empathy and compassion
- **Takes responsibility** sets achievable and meaningful goals

Output

The City learner will develop a range of leadership skills and values that will allow you to make the right decisions and take the right action, especially when uncertainty is involved.

The city student is motivated to learn and recognises the importance of setting personal, social and performance goals to gain a sense of fulfilment and achievement.

Self-Motivated

A self-motivated City Student:

- **Works hard**: makes the most of their learning experience and stays on track to achieve their goals
- **Knows what drives them** makes improvements and is clear about their responsibilities and goals
- **Is interested in learning more:** demonstrates a passion and enthusiasm for learning
- **Learns from disappointment:** can adapt and respond to setbacks

Output

They will understand the importance of **Motivation** and learn what it takes to be successful and achieve their goals

Effective Communicator

The City Student will become an Effective Communicator, fluent in verbal and non-verbal skills.

The effective communicator City Student will:

- **Communicate authentically and with purpose:** successfully sharing ideas with others and ensures that they clearly understand the information they receive and relay
- **Comfortable communicating in different settings and environments:** capable of following instructions, relaying concepts, understanding their audience, and adapting communication styles accordingly
- **Listens intently:** capable of active listening, taking, and giving feedback, clarifying, and paraphrasing, following instructions, and taking direction to improve performance
- **Work on their initiative and as part of a team** be capable of working autonomously and independently, as an individual and in a group/team setting

Output:
The City Student will gain confidence in their communication and interpersonal skills, preparing them to work independently and as part of a team.

Collaborative
The Collaborative City Student will foster positive relationships and develop interdependence, interpersonal skills as well as individual accountability

- **Building rapport with others:** tackle problems together in a coordinated effort to achieve collective goals
- **Asking for help:** willing to support each other in times of need
- **Sharing skills and knowledge:** helping others through praise and feedback to facilitate better performance

Output
City students will contribute with their peers to create an inclusive environment, forming positive relationships with each other.

Appendices 4.4

Articulation links – City Attributes compared to partner University graduate attributes

City of Glasgow College	Curious	Optimistic and Open	Globally ready	Contributor				
GCU	Entrepreneurial Mindset	Responsible leadership	Active Global Citizenship	Confidence				
Glasgow University	Independent and critical thinkers	Resourceful and Responsible	Ethically and Socially Aware	Confident	Adaptable	Experienced Collaborators	Reflective Learners	Effective Communicators
UWS	Work ready - dynamic and prepared for employment in complex, ever-changing environments which require lifelong learning and resilience.		Universal - globally relevant with comprehensively applicable abilities					

			skills and behaviours					
Napier	Intrapreneurship & entrepreneurship	Intellectual curiosity & autonomy	Ethical, social & professional understanding	Personal effectiveness & self-efficacy				
QMU	Personal growth	Active Learner	Making a difference Shaping a better world – locally and globally	Career progression				