

## Board of Management

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| <b>Date of Meeting</b>    | <b>Wednesday 2 October 2024</b>                       |
| <b>Paper No.</b>          | <b>BoM1-B</b>   |
| <b>Agenda Item</b>        | <b>5</b>  |
| <b>Subject of Paper</b>   | <b>SAES: City Attributes</b>                          |
| <b>FOISA Status</b>       | <b>Disclosable</b>                                    |
| <b>Primary Contact</b>    | <b>Alison Bell Faculty Dean – Creative Industries</b> |
| <b>Date of production</b> | <b>Updated - 24/09/2024</b>                           |
| <b>Action</b>             | <b>For Discussion</b>                                 |

### 1. Recommendations

The college Board of Management is invited to discuss and consider progress of the strategic City Attributes project and future development for full college embedment in 24/25 academic session.

### 2. Purpose

The purpose of the paper is to update the college Board of Management on progress of the strategic City Attributes project. This follows the update and support from the Learning, Teaching and Student Experience Committee on the 28<sup>th</sup> of May 2024 for the continued development of City Attributes into the upcoming academic year 24/25.

### **3. Consultation**

Consultation on this paper and the implementation of City attributes has been with the Vice Principal Student Experience and the City Attributes working group.

### **4. Key Insights**

#### **Phase 1 2022/23 – City Attributes Framework**

**4.1** The primary objective in academic session 22/23 was to identify a set of attributes (soft/metaskills) that the City of Glasgow Student would be recognised for and develop across their time at the College. The development of the City Attributes was 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.”*

**4.2** A key objectives achieved by the City Attributes working group was the identification of bespoke set of City Attributes and was informed by:

- Engagement with staff, students, employers, and key stakeholders
- Mapping of 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 Academic Experience Strategy; Readiness, Resilience and Ready.
- Mapping attributes against the college partner universities with City Attributes to demonstrated clear alignment with university graduate attribute frameworks and took cognisance of the development of a single Tertiary Quality Enhancement Framework as a key feature within this work.

**4.3** Following a series of workshops and consultation events with staff and students a set of City Attributes were identified and agreed by the Student Academic Experience Committee, Senior Management Team and the Learning, teaching, and Student Experience Committee. The unique attributes identified See figure 1. are:

- CURIOUS;
- OPTIMISTIC AND OPEN;
- GLOBALLY READY AND
- CONTRIBUTOR (COGC).

Each COGC attribute has a further extenuating and supporting attributes (see Figure 2), further info on all attributes can be found:

[City Attributes Descriptions and Outputs.docx](#)



**Figure 1. City Attributes**

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.



**Figure 2 Extended City Attributes**

#### **4.4 Phase 2 - City Attributes Pilot 2023/24 (Sept-Dec)**

Incorporated into the project included the development of an online portfolio as outlined in Aim 1 of the Student Academic Experience Strategy;

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

In August 23/24, using YPG (Young Person Guarantee) funding a new working group was formed to develop an online CANVAS City Attributes course for staff and students and piloted across 3 Faculties, Creative Industries, Education and Humanities and Hospitality and Leisure. The student number undertaking the pilot across the 3 faculties was 198. The student profile targeted for the pilot was SMID10, Care Experienced, students with caring responsibilities, and students with a disability.

The aims of the pilot included:

- Create a timeline of key objectives (Appendices 4.4A) and form a new working group across all 4 faculties with support from learning technologies and student support that ensures objectives are fully deliverable (Appendices 4.4B).
- Utilise YPG (Young Person Guarantee) funding to create student course content and resources that delivers to student’s what attributes are and the value of these in their future development, methods of students assessing their own attributes and finally assessing within course activity.
- Identify key groups of students across all 3 faculties to undertake the pilot and continue consultation with our student body.
- Seek alternative funding to support the continuation of course design and implementation.

#### **Output of pilot:**

The pilot seen the initial build of City Attributes course developed within our VLE (Virtual Learning Environment) platform, Canvas. This work demonstrated; City Attributes can be effectively embedded into all courses of study utilising a variety of Canvas functions. Important outcomes from the pilot included the creation of teaching and learning resources, student self-assessment tools, quizzes, goal planning

exercises, learner pathways and methods of assessing the progression of City Attributes and ideas on how to embed City Student Attributes into learning and teaching. Additionally, the pilot generated ideas on how to embed City Attributes into teaching and learning practices. Proof of concept within the pilot was demonstrated with Canvas having the capability to fully achieve our intended outcomes.

#### **4.5 Phase 3 – Course build completion, marketing, and design 2023/24 (February present)**

In February 2024, all Faculties supported the continuation of City Attributes implementation by providing release time dedicated to the course design and build, whilst all other members of the group continued to facilitate support.

Key outputs included:

- Writing the course specification and validate through SCQF credit rating process that will see our students gaining SCQF credit points.
- Continuing the build and design Canvas City Attributes course and staff resource and development of syllabus entailing 36 weeks delivery and assessment embedded as part of Academic Guidance.
- Creating a marketing plan to ensure comprehensive delivery, including internal and external marketing campaigns, branding, marketing that reaches our students, staff, stakeholders, and employers.
- Student design competition to create branding of City Attributes characters and icons, for use in both Canvas course and advertising campaigns.
- Ongoing collection of student feedback to ensure ease of use and accessibility of the canvas course.
- Creation of digital badges to award students for their recognition and achievement of each City Attribute.

The outcomes of this phase have successfully met all objectives. The college now possesses a vital resource for fostering development, promoting students recognising, articulating, and gaining acknowledgment for their attributes as part of their learner journey. This ongoing achievement has ensured alignment to our key ambition and vision of the Student Academic Experience Strategy.

## **4.6 Phase 4 – College rollout and further development**

The City Attributes project reached a pivotal stage at the end of academic session 23/24 as the working group prepared for a full college rollout and fully plan next phase of development (Appendices 4.4B). To ensure traction and engagement of key college staff, the working group conducted a series of launch meetings, including key college forum sessions: Associate Dean Forum, Curriculum Head Forum, and monthly All Managers. Furthermore, the working group designed and delivered active workshops across all faculties, student support services and SVQ apprenticeships between June and August 2024. The workshops seen circa 600 academic and support staff receiving this vital CPD supporting City Attributes adoption.

Additionally, with input from the working group. the LTA will deliver workshops for lecturers to integrate City Attributes into their pedagogy as part of continual professional development and lecturer integration.

To fully incorporate City Attributes college wide, already efforts have been underway in our student engagement workshops, library services workshops and careers advice demonstrating our “One City” approach. Furthermore, if financially supported, dedicated facility time will enable the ongoing maintenance of the City Attributes course, the development of a City Attributes course for our HE (Higher Education) students at SCQF Level 7/8, ensuring continuous student development and the creation of a City Attributes workbook demonstrating full inclusivity of our supported learner and ESOL (English for Speakers of Other Languages) student body @ SCQF levels 3/4.

## **5. Impact and Implications**

It is widely documented that employers and our governing bodies are looking for more than just qualifications and place immense value on attributes that support their workforce and support the betterment within society. The mission and vision were not only to create a set of City Student Attributes. Key within the development is that these attributes, was the ability in evidencing the additional skills achieved that students recognise the value and can articulate.

In the implementing of City Attributes the City Student will achieve wider recognition of the additional skills developed and gained that go beyond technical skills and

knowledge that supports their future goals and employability. Moreover, the City Student will have the opportunity in cultivating these attributes both professionally and in personal fulfilment.

Therefore, it is crucial the continuation of City Attributes is fully supported for our students and what could be recognised as sector leading. This includes the continued support of our key internal stakeholders as well as financial investment to ensure continued viability and facilitation of resource time. Notably, the Vice Principal Student Experience and Project Lead Dean of Faculty Creative Industries have been supported in seeking funding through the colleges Arm's Length Foundation to enabling our strategic goals in academic session 24/24. The outcome of the application outcome is expected in mid-October.

## Appendices 4.4A

| Working Group Representation               | Member  |
|--|---|
| <b>Project Sponsor</b>                     | <ul style="list-style-type: none"> <li>• Dr Claire Carney Vice Principal Student Experience</li> </ul>  |
| <b>Project lead</b>                        | <ul style="list-style-type: none"> <li>• Alison Bell - Dean Creative Industries</li> </ul>  |
| <b>Student Association</b>                 | <ul style="list-style-type: none"> <li>• Robert Scullion - Learning Support &amp; Development Advisor</li> </ul>  |
| <b>LTA (Learning and Teaching Academy)</b> | <ul style="list-style-type: none"> <li>• Lewis Ross – Learning Technologist</li> </ul>  |
| <b>Academic Staff</b>                      | <ul style="list-style-type: none"> <li>• Hospitality &amp; Leisure - Ryan McKellar, Lecturer Sports – Canvas Course Lead</li> <li>• Education &amp; Humanities - Lisa Shields, Lecturer Accounting &amp; Supply Chain Management</li> <li>• Creative Industries - Ruairioh Haworth, Lecturer Marketing</li> <li>• Nautical &amp; Stem – Stuart Bradnam, Curriculum Head, Construction Technology</li> </ul> |



## Appendices 4.4B

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|---------------------------------------|---|
| <b>September – 2023</b>               | Working Group Set up and kick of Meeting. Key actions, assigning roles, identify student cohorts, canvas resources and activities developed of the pilot funded via YPG   |
| <b>September - 2023</b>               | Utilisation of YPG funding to pilot City Attributes in the delivery and development   |
| <b>October – 2023</b>                 | Source alternative funding to continue the development and refining of courses on canvas. Develop a marketing plan final output; formal launch of City Attributes as a complete product   |
| <b>February 2024</b>                  | Develop marketing plan  |
| <b>February 2024 – May 2024</b>       | Develop Canvas course and Staff resource. City Attributes Design (student competition)  |
| <b>May2024 – June 2024</b>            | Student feedback on course and final course refinements/ SCQF credit rating process   |
| <b>May 2024</b>                       | Present outputs to Board, Committees, All Managers, Associate Dean & Curriculum Head forums   |
| <b>June -July 2024</b>                | Create timeline for curriculum road show. Final preparations for full launch and college rollout. Develop marketing content and website page. Work with LTA in workshop outputs. Student Services team develop City Attributes engagement workshops |
| <b>August 2024</b>                    | Launch City Attributes roadshow, first 2 weeks of new academic year. Refine LTA workshop outputs<br>Student Services team develop City Attributes engagement workshops for delivery   |
| <b>September 2024 – November 2024</b> | Complete LTA workshop and launch to staff<br><br>Write course specification SCQF level 7/8 for students<br><br>Plan canvas course and test assessment methods   |

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|  | Continue to assess adoption of Canvas course developed |
| <b>December 2024-<br/>January 2025</b> | Refine and test City Attributes in PLSP's              |
| <b>January 2025 -<br/>March</b>        | Test for Launch Canvas course at HE level              |
| <b>April 2025</b>                      | Launch City Attributes Canvas HE course.               |