Three-year strategic focus (2024-2027)

BCcampus
Learning. Doing. Leading.

Theme #1:
Building Relationships and Communities

1. We will broaden and strengthen connections, relationships, and strategic partnerships in alignment with our mandate by:

- Supporting ongoing and ad-hoc provincial working groups and communities of practice representing the diversity of the B.C. post-secondary system.

- Connecting and convening practitioners and experts to share knowledge, methods, and experiences to meet the needs of B.C. educators.

- Building and maintaining respectful and reciprocal relationships with Indigenous educators, researchers, leaders, and Indigenous-led institutions in the B.C. post-secondary sector.

2. We will encourage cross-institutional collaboration and sharing by:

- Supporting collaborative initiatives and inter-institutional resource sharing to enhance efficiency, cost savings, and address shared challenges.

- Providing collaborative leadership and project management services that support our mandate.

Theme #2:
Advancing Teaching and Learning Practices
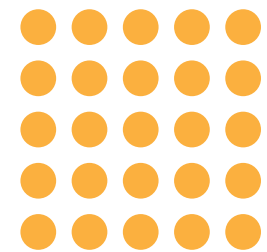
1. We will foster a culture of curiosity and continuous learning in the B.C. post-secondary system by:

- Offering professional development opportunities for educators, focusing on specific skills and competencies aligned with successful and effective teaching.

- Promoting inclusive teaching and learning practices, including those informed by the Digital Learning Strategy, the Accessible British Columbia Act, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the Declaration on the Rights of Indigenous Peoples Act (DRIPA), the Truth and Reconciliation Commission (TRC), and Universal Design for Learning (UDL).

2. We will research, assess, and share new and emerging practices and technologies for teaching and learning by:

- Allocating specific annual funding for research projects conducted within the B.C. post-secondary system, with a focus on innovative teaching and learning practices.

- Developing BCcampus' capacity to study, track, and share emerging trends and topics in teaching, learning, and responding to rapid changes in technology and AI (Artificial Intelligence) in higher education.

3. We will promote the use and sharing of open educational technologies, resources, and practices to contribute to more affordable, sustainable, and accessible learning experiences for students and educators by:

- Increasing awareness and adoption of open educational resources through targeted campaigns.

- Educating institutional leadership, staff, and educators about open education policy principles to cultivate a culture of openness, collaboration, and accessibility.

- Enhancing the integration and use of open education technology to optimize learning experiences, promote accessibility, and foster innovation.

- Ensuring the long-term sustainability of open educational technology infrastructure and services to provide value to the B.C. post-secondary sector.

Theme #3:
Supporting Organizational Excellence

1. We will be a responsive, reflective, and learning organization that provides value to the B.C. post-secondary sector now and in the future, by:

- Adapting organizational practices, policies, and structures to reflect our priorities

- Participating in provincial, national, and international learning events and communities to bring valuable ideas and practices to the B.C. post-secondary sector.

- Sharing best practices in organizational excellence with our colleagues in the post-secondary sector.

2. We will continue to foster an inclusive workplace that provides equitable opportunities and a positive, flexible work culture while promoting collaboration and professional development by:

- Providing internal EDI (Equity, Diversity, & Inclusion), anti-racism, and reconciliation learning opportunities to build a culturally aware and responsible organization.

- Reviewing policies and processes to ensure they do not present barriers and reflect our values of inclusivity and accessibility.

- Providing opportunities for internal learning about UNDRIP, DRIPA and the TRC.

Blueprint
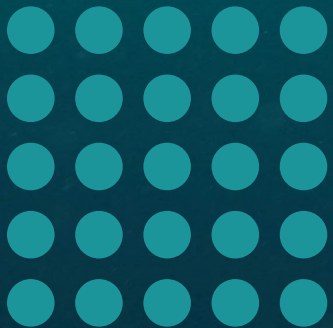
Building Relationships and Communities

OBJECTIVE:

Broaden and strengthen connections, relationships, and strategic partnerships in alignment with our mandate.

STRATEGIES:

Support ongoing and ad-hoc provincial working groups and communities of practice representing the diversity of the B.C. post-secondary system.

- Work towards participation from every post-secondary institution in the province on at least one ongoing or ad-hoc committee.

- Maintain or increase participation in the committees over three years.

- Ensure diverse representation on the committees, including stage of career, geographic representation, and variety of roles.

- Work with post-secondary institutions to increase student participation on committees.

Connect and convene practitioners and experts to share knowledge, methods, and experiences to meet the needs of B.C. educators.

- Host regular knowledge-sharing events in person, online, and in hybrid or HyFlex modes, involving practitioners and experts from various post-secondary institutions.

- Maintain 85% or higher in participant satisfaction, measured by post-event surveys and feedback.

Build and maintain respectful and reciprocal relationships with Indigenous educators, researchers, leaders, and Indigenous-led institutions in the B.C. post-secondary sector.

- Conduct an annual assessment to evaluate the organization's engagement with B.C. post-secondary Indigenous educators, researchers, leaders, and Indigenous-led institutions, aiming to increase the number of meaningful collaborations and partnerships over the next three years.

OBJECTIVE:

# Encourage cross-institutional collaboration and sharing.

STRATEGIES:

Support collaborative initiatives and inter-institutional resource sharing to enhance efficiency, cost savings, and address shared challenges.

- Conduct an annual assessment to demonstrate an increase in collaborative initiatives and inter-institutional resource sharing across B.C. post-secondary institutions.

Provide collaborative leadership and project management services that support our mandate.

- Demonstrate an increase in successful project deliveries through the completion of key milestones, satisfaction surveys, and an assessment of the impact of services on the achievement of organizational objectives.
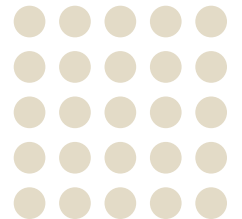
Advancing Teaching and Learning Practices

OBJECTIVE:

Foster a culture of curiosity and continuous learning in the B.C. post-secondary system.

STRATEGIES:

Offer professional development opportunities for educators, focusing on specific skills and competencies aligned with successful and effective teaching.

- Achieve and demonstrate an increase in educator participation in professional development activities each year.

Promote inclusive teaching and learning practices, including those informed by the Digital Learning Strategy, the Accessible British Columbia Act, UNDRIP, DRIPA, the TRC, and UDL.

- Conduct a survey of educators to follow up and assess the impact of sessions on inclusive and effective teaching practices.

OBJECTIVE:

Research, assess, and share new and emerging practices and technologies for teaching and learning.

STRATEGIES:

Allocate specific annual funding for research projects conducted within the B.C. post-secondary system, with a focus on innovative teaching and learning practices.

- Allocate funds annually for up to six research projects in areas relevant to BCcampus' priorities to advance our mandate.

- Remove barriers to funding opportunities by providing funding for researchers who are underrepresented or who may face additional challenges.

- Continue to set clear benchmarks, such as requiring researchers to present their findings to at least one/two conferences or workshops during their term.

Develop BCcampus' capacity to study, track, and share emerging trends and topics in teaching, learning, and responding to rapid changes in technology and AI in higher education.

- Establish a dedicated research team within BCcampus equipped to produce a minimum of two position papers per year on significant trends and technologies in the education sector.

- Provide a synthesis of research in our areas of practice through thought leadership pieces and share with B.C. post-secondary institutions through the blog, newsletter, webinars, etc.

OBJECTIVE:

Promote the use and sharing of open educational technologies, resources, and practices to contribute to more affordable, sustainable, and accessible learning experiences for students and educators.
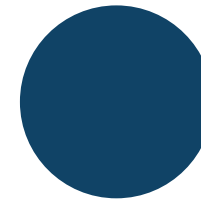
STRATEGIES:

Increase awareness and adoption of open educational resources through targeted campaigns.

- In collaboration with system partners, focus on continued curation of the B.C. open collections to ensure open educational resources remain relevant and aligned with the emerging program needs of the B.C. post-secondary system.

- Administer and support an annual open education grant program to increase open education capacity in the B.C. system. These will include open education development and adaptation grants, sustainability grants, and related open education initiatives.

- Develop an annual open education impact report demonstrating progress and highlighting initiatives across the province.

Educate institutional leadership, staff, and educators about open education policy principles to cultivate a culture of openness, collaboration, and accessibility.

- Implement a survey to assess the integration of open education principles into institutional practices. Measure the number of institutions that have developed open education policies or initiatives. At the end of three years, be able to show an increase in the number of institutional policies and initiatives within the B.C system.

- Conduct training sessions on open education policy principles and leadership for institutional leaders, staff, and educators, highlighting benefits and challenges of open education.
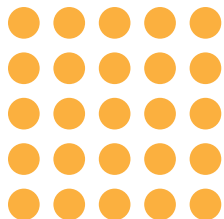
STRATEGIES:

Enhance the integration and use of open education technology to optimize learning experiences, promote accessibility, and foster innovation.

- In cooperation with BCNET, track the institutional use of open education technologies across the sector and show an increase in their adoption.

- Collaborate with BCNET to identify barriers to adoption of open education technologies and develop solutions.

- Develop implementation plans for open education technology recommendations that may emerge from the Shared Education Resource and Technology committee and the Digital Learning Implementation Steering Committee.

Ensure the long-term sustainability of open educational technology infrastructure and services to provide value to the B.C. post-secondary sector.

- Engage in regular consultations with relevant interest holders to identify and address challenges in the sustainability of open educational technology infrastructure.

- Track and report the sector use of BCcampus-hosted systems over time to demonstrate the value of these services.

- Develop a repository strategy for BCcampus.

Supporting Organizational Excellence

OBJECTIVE:

Be a responsive, reflective, and learning organization that provides value to the B.C. post-secondary sector, now and in the future.

STRATEGIES:

Adapt organizational practices, policies, and structure to reflect our priorities.

- Conduct an annual review of organizational practices, policies, and structures to identify areas for improvement and align them with sector priorities, resulting in the implementation of at least two internal significant adaptations each year.

- Set up a feedback mechanism to measure the satisfaction of interest holders with the organization's responsiveness, learning initiatives, and contributions to the sector.

Participate in provincial, national, and international learning events and communities to bring valuable ideas and practices to the B.C. PSE sector.

- Target employee participation in at least three provincial, two national, and one international learning event or community annually.

- Develop an organizational knowledge-sharing plan to disseminate insights and practices acquired from these events.

Share best practices in organizational excellence with our colleagues in the post-secondary sector.

- Write thought pieces on organizational excellence for the blog.

- Host webinars on best practices in internal organization policies and practices.

OBJECTIVE:

Foster an inclusive workplace that provides equitable opportunities and a positive, flexible work culture, while promoting collaboration and professional development.

STRATEGIES:

Provide internal EDI and anti-racism learning opportunities to build a culturally aware and responsible organization.

- Implement a comprehensive internal training program on equity, diversity, and inclusion and anti-racism, with a target of 100% employee participation.

Reviewing policies and processes to ensure they do not present barriers and reflect our values of inclusivity and accessibility.

- Conduct an annual survey to assess the organization's workplace culture and inclusivity, aiming to increase positive responses to inclusivity and flexibility.
- Review HR policies to ensure they do not create barriers for marginalized groups and include measures to achieve a diverse workforce.

Provide opportunities for internal learning about UNDRIP, DRIPA, and the TRC.

- Establish a feedback mechanism to measure the impact of internal learning initiatives on building and maintaining respectful relationships and increasing understanding and cultural competence among staff members.

Supporting Organizational Excellence