



PDP at York: Supervisors and the York Award

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York Award / PDP Manager



Overview ...

- The York Award
- PDP and the supervisory system
- Articulating the two
- Support
 - Paper based
 - The VLE
- Central and departmental support – does it work?



The York Award

1998: the vision

- Institutionally distinctive and comprehensive
- Attractive to students and employers
- Skills developed through:
 - Curriculum
 - Supplementary training
 - Extra-curricular activities and work experience
- Holistic
- Impelling
- Assessed by portfolio

2009: the reality

- Internationally renowned
- c. 700 students participating in supplementary training courses
- c. 10% of graduating cohort completing award
- Employer involvement in training and assessment
- Flexible framework
 - Experiential learning
 - Course programme
- Holistic
- Assessment by written application and interview



PDP and Supervisors

History

- Departmental supervisors
- Supervisory meetings twice a term
- Variation in practice
 - Across departments
 - Within departments
- Content
 - Academic progression
 - Practicalities
 - Welfare
 - Personal Development Record
 - References

PDP implementation

- Policy and approach approved
- Phased implementation
- Support provided by Careers Service
- Structured and supported discussions
- Exploring personal, skill and career development
- At least one occasion each year
- Dependant on student life cycle
- Variation in practice
 - Across departments
 - Within departments



Support

- Departments are responsible for the delivery of PDP
 - PDP Manager supports the development of plans
- Careers Service
 - Supporting material
 - Staff notes, student templates, web material, development opportunities
 - Workshops
 - Introduction to PDP & reflection, Managing the transition from School to University, Personal Action Planning
 - Training for staff
- Teaching Committee
 - Approval and review of provision



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The VLE ...

- Support material to help students prepare for their PDP meetings
- Diagnostic tests to help students reflect on their skills and learning styles
- Information about the range of development opportunities at York
- Private space for students to reflect on their skills and experience
- Shared space for the students to complete their PDP reflections
- Supervisor access to student details, student PDP documents & notes section
- An administrative overview of student and staff engagement with PDP



The VLE ...

- **Support material** to help students prepare for their PDP meetings
- Diagnostic tests to **help students reflect** on their skills and learning styles
- Information about the range of **development opportunities** at York
- **Private space** for students to reflect on their skills and experience
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- **Supervisor access to student details, student PDP documents & notes section – More than PDP**
- An **administrative overview** of student and staff engagement with PDP
- **Transcript? Storage? Increasing engagement?**



Does it work at York?

- The York Award
 - Supported and structured programme
 - Recognition – an Award
 - Rewards those who go above and beyond the norm
 - **The highly motivated?**
- Supervision
 - Articulates and promotes links to academic skills
 - More holistic – achieving success ...
 - Sign posts into the York Award and other opportunities
 - Supervisors have support – **but they need to be motivated**
 - **PDP is optional for students**