



Introducing E-Portfolio to Scaffold Reflective Coaching Practice.

A Pilot Study to Support a New Institutional Employability Framework at Hartpury.

Gill Reindl, Luciana de Martin Silva, Victoria Lewis

Background & Rationale

- ❑ Pilot is a sub-project within a wider strategic employability framework development we have named Hartpury Advantage.
- ❑ Hartpury Advantage was conceived with e-portfolio at its heart, as a means to encourage personal development the connectivity students often struggle to find & build digital literacy.
- ❑ The pilot study within sports coaching programmes sought to capture a range of e-portfolio opportunities as they encompass a rich array of contexts such as placement, reflective practice, professional learning and authentic experience.
- ❑ Previous evidence has shown challenges when scaling up to wider and strategic institutional use. As the College journeys towards TDAP, the opportunity to learn from sector experience is invaluable, ensuring challenges are considered at inception.
- ❑ The longer term vision is to incorporate digital badges within the Hartpury Advantage framework.

The Pilot Project

Objectives of the sports coaching pilot study:

- ❑ Inform College policy & positive curriculum development
- ❑ Support strategies of effective learning & feedback
- ❑ Drive Hartpury strategy for enhancing PDP, employability & digital literacy.



Methods

Longitudinal study methods using semi structured focus groups and 'Captured' software were used to support the project and inform further framework rollout choices.

- ❑ 'Captured' software was chosen as used by the FA and familiar to one of the tutors. <https://www.capturedhq.com/site/business.html>
- ❑ 2 sports coaching programmes were selected. FdA Sports Coaching year 2 & BA(Hons) Equestrian Coaching year 1.
- ❑ Project support training session was held at the outset
- ❑ For each cohort focus groups were conducted at 3 intervals throughout the duration of the academic year.

Key Results

❑ Assists Organisation

'You try to remember everything but sometimes you forget but with this you can add things as its all in one place'

'You don't realise how much you've done until its in once place then you start taking a bit of pride in it.'

❑ Supports Learning & Reflection

'Paper and pen, once its done its done. Where as I can look back at this and see where I have benefitted from this and I can use these sessions again and I can go on and edit them if needed'

'As coaches we need to constantly keep learning. We can throw ideas off each other which should make us a better coach.'

'Even if the video isn't of me, I have videos of England cricket and other coaches and show you're looking at other coaches and thinking outside the box'.

'Just using it as a tool to review myself as a quick and putting it into the e portfolio I found I could use someone's ideas and apply them to mine'.

Confidence

'I don't like my photo being taken'

'Some coaches need to see things to understand them. Use of video helps that's way. We pitched the idea of using captured so they can view the videos online'

Structured Template but Flexible

'I make my own. I didn't really know what I was doing so I made my own'.

'Its nice to make it how you want to do it yourself. My way. More personal'.

'I personally like the structure as then you know you're on the right lines. But I've adapted mine from the Hartpury one'.

Sense of Pride

'It wasn't lost, it just wasn't gained. With this you just don't get that feeling but that's not a bad thing'

'I feel the same, as when its printed off I feel as if its good as I have done all of that and invested a lot of time in that. This wouldn't feel the same as such as a paper copy'

Helpful Quick Feedback

'Yeah definitely, it was very prompt feedback which means you can keep adding or improve upon'.

'If you discuss ideas you can change ideas and swap thoughts'

Students Value Connection with Future Employment

'Making this little bit of effort I think will go a long way in the future. I think its more likely to happen once we finished our degree and were working full time as we're more focused on the degree for now. But it could be more useful than just a written cv'.

'You could potentially use it for jobs or interviews. To show people what you've been doing. Whereas, sometimes you tend to ruffle on about what you've been doing. If you've got something there in a hard copy you can argue against it.'

'Well I want to be a football coach and everywhere you go it's a popular subject and you get speaking. And you could show them this rather than sending a cv to someone'.

Connection with Assessment

'I think then everyone would put a lot of effort into it as you're being assessed. But as we have been on placements I haven't spent as much time on it or as much as I'd like to. If it was going to be assessed I would have spent more time on it to get it to a better standard'.

Technology/Software Ease

'I'd say the worst part is the mobile app and I cant upload photos and I'm still struggling as I have to still plug it into my computer and do it that way'.

'Having an app is more convenient as if you've got stuff on your phone you can load it straight away'.

'It was about using the time and having a play and seeing what you could do with it. After a while it became quite easy to use. Time constraining. But when you put the time and effort it you become used to it. The challenges seem to decrease the more time you put into it'



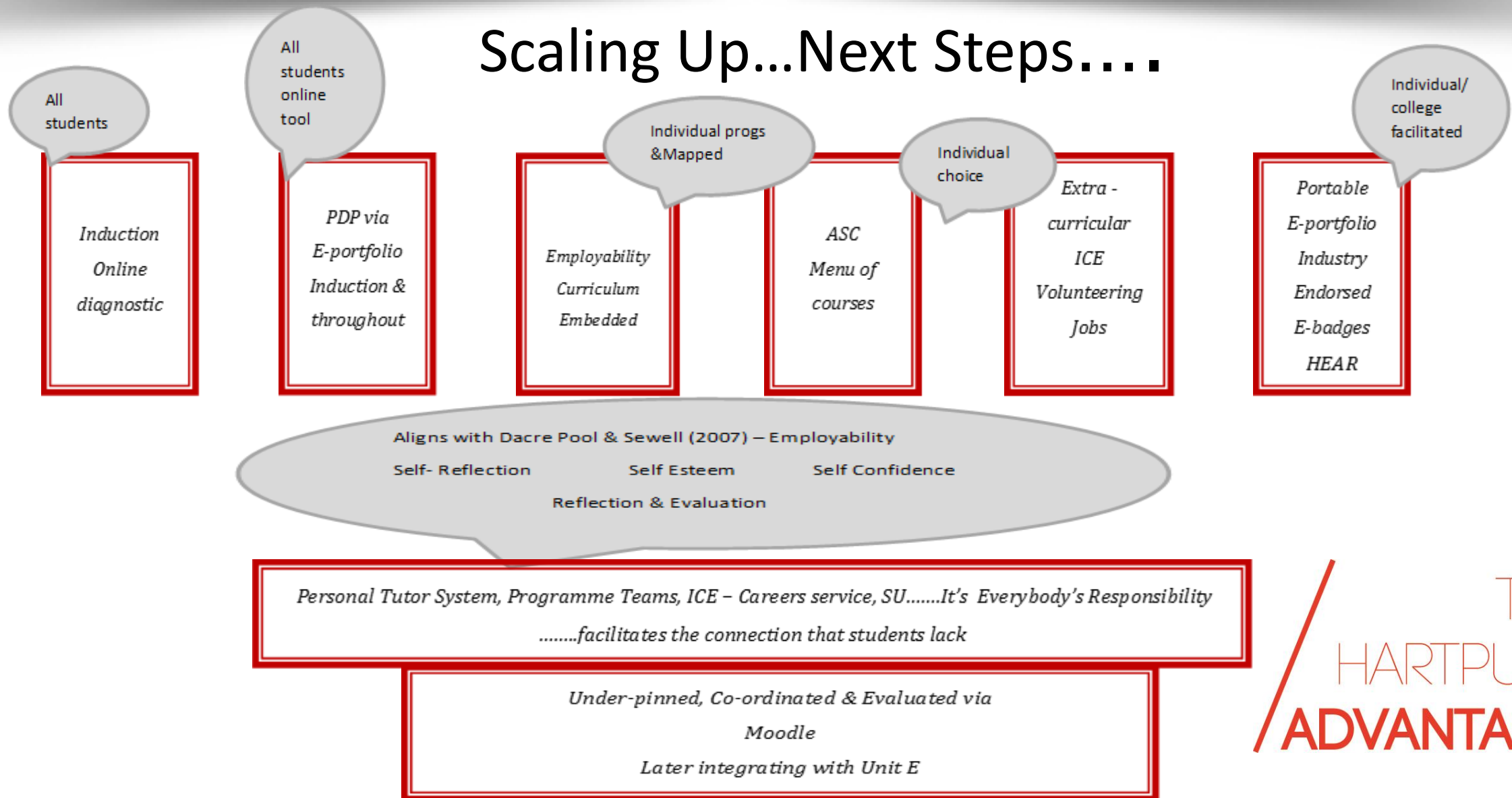
Depository of evidence	Self-development	Software/captured	Barriers	Improvement/suggestions
Makes it more organised	Builds confidence because you can see/track improvement	Easy to use	Need to get into the 'habit' of collecting and loading evidence	Other template options would be good
1 place to store evidence	Review own practice	Can make it your own (customise)	Don't like have photo or video taken of self	Linked to LinkedIn and personal websites
Clear sections/chapters for different types of evidence	Creativity	Template useful to guide content	Needs motivation at beginning to compete/use it	Tutor should check every month
Video evidence	Use/access other peoples' ideas (share good practice)	Teacher's example useful guide	Need consent from parents	
Photo evidence	Personal development can be seen	Ebook useful	Easy to document evidence but harder to reflect and review evidence	
CV's	Feedback from others constructive and motivating	App for mobile – instant uploads and access	Community of coaches useful but want it to be private	

Summary & Conclusion

- Motivation, confidence & creativity grew with familiarity.
- Ongoing feedback & support to maintain motivation.
- Links to assessment are important.
- Mobile friendly app required.
- Build & maintain link to employment.
- Address issues of 'Pride' in the work.

Workshop Activity... We would value your input?

Scaling Up...Next Steps....



THE
HARTPURY
ADVANTAGE

References

- ❑ Badge Alliance (2014) *A collaboratively drafted policy framework for open badges*. University of Southampton
- ❑ Cole, D. and Tibby, M. (2013) *Defining and developing your approach to employability*. The Higher Education Academy
- ❑ JISC (2008) *Effective practice with e-portfolios: supporting 21st century learning*. HEFCE
- ❑ Pegg, A. et al (2012) *Pedagogy for Employability*. Higher Education Academy
- ❑ Yorke, M (2004) *'Employability and higher education: what it is - what it is not'*. York. ESECT and the Generic Centre, Learning and Teaching Support Network
- ❑ 'Yorke, M and Knight, P.T. (2004) *'Embedding employability into the curriculum'*. York. ESECT and the Generic Centre, Learning and Teaching Support Network