

Supporting & developing tutors on a large scale pre-session course



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The Pre-sessionals at KCL: Rapid growth to 2020



2020

- 1900 students
- 90 tutors (55 temporary)
- Fully online course



Supporting & Developing Teachers: The challenge

Aim

- Ensure quality experience for all students
- Ensure consistent and 'standardized' experience for all students
- Ensure positive experience for tutors (support & opportunities to develop) - retention

Challenges

- Increase in recruitment = wider range of experience levels
- Amount and type of support needed varies widely from tutor to tutor
- Intense nature of pre-sessional - limited time for CPD



The Induction: A socio-cultural approach

Collaborative &
dialogic

Teachers as
producers of
knowledge

Active
construction of
knowledge

Scaffolding as
required

Multiple
discourses

- Greater focus on pedagogy
- Asynchronous orientation tasks
- KF Tutors delivering live sessions & focus on experience-sharing
- More differentiation with optional sessions to scaffold where necessary
- Optional Q & A live sessions and online threads
- Opportunities to observe experienced teachers



Support & development during the course: 'non-formal spaces'

Tutor team meetings

- Small group of tutors (8-10 permanent & temp) + member of PS coordination team
- 30 min meeting every Monday
- Optional drop-in on Fridays

Benefits

- Opportunities for tutors to ask qs, raise issues, share experiences
- Quick identification of any support required
- Facilitate good-practice sharing
- Team-building
- Online chat group continues through week



The results: How are we doing?

- 97%+ student satisfaction with teachers and teaching in 2020
- High return rate of tutors in 2020 and 2021

It is an excellent way to professionally develop, learn new things and test your abilities. (PS temp tutor, 2020)

Supportive colleagues, well-developed course, opportunities for personal development (PS temp tutor, 2020)



Thank you

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