

## Creating The High Impact Learning Organization

Academic and Student Affairs in Collaboration provides a comprehensive and evidenced-based understanding of the partnerships necessary to achieve an institutional culture devoted to student success. Chapter authors explore how to design, implement, and assess collaborative efforts between student and academic affairs in support of increased student success. This book provides best practices for fostering and enhancing campus dialogue, career development pathways, academic support services, and other important initiatives to increase retention and learning outcomes, improve motivation and goal attainment, and enhance institutional accountability. This book is a must-read for scholars, faculty, leaders, and practitioners in Student Affairs and Higher Education interested in achieving student success at their universities and colleges.

Your Talent Development Atlas If you've been directing your organization's talent development effort during the last few years, you might think you're on a journey without a map. There are few published resources to guide you in a challenge that many experts promise will only become more urgent, and necessary, in the coming years. Elaine Biech, a legendary leader in training and development, understands the road ahead and has partnered with ATD to present a new book that will point the way—ATD's Foundations of Talent Development: Launching, Leveraging, and Leading Your Organization's TD Effort. Biech imbues this comprehensive volume with the energy and passion she has manifested in a career spanning more than three decades. In her hands, you have a trusted adviser who provides guidance, leadership, and direction to your organization. Biech painstakingly guides you over 36 chapters—taking you from developing your talent development strategy, creating an operating plan, and reinforcing your organization's talent development mindset, through design and delivery, measurement and evaluation, and preparing for the future. No matter where you are in your development, you will be able to pick up this book and select chapters that describe how you can help your organization. What's more, Biech has included a new customized model to assist you. Plus, she's invited dozens of her friends and colleagues to contribute—well-known authors, ATD subject matter experts, and icons in the field—to present a cross-section of voices and approaches in the field. In 2018, ATD celebrates its 75th anniversary by delivering ATD's Foundations of Talent Development, its first published reference to the profession it leads and supports. Think of this book as your professional atlas.

Published in partnership with the Washington Center for Improving the Quality of Undergraduate Education First-year seminars and learning communities are two of the most commonly offered high-impact practices on U.S. campuses. The goals of these initiatives are similar: helping students make connections to faculty and other students, improving academic performance, and increasing persistence and graduation. As such, it is not surprising that many institutions choose to embed first-year seminars in learning communities. This volume explores the merger of these two high-impact practices. In particular, it offers insight into how institutions connect them and the impact of those combined structures on student learning and success. In addition to chapters highlighting strategies for designing, teaching in, and assessing combined programs, case studies offer practical insights into the structures of these programs in a variety of campus settings.

Learn the general principles of visual design and how they can guide your use of other visual aids. A sample presentation plan helps keep you on track. Revised edition.

Since the 1990s, a transformation has occurred within the role of human resources departments. HR professionals are being called upon to help determine priorities in running the business, craft organizational development strategies, and shape the culture within their company. From the renowned OD practitioner, the American Management Association, this forward-thinking book introduces readers to core organization development strategies and skills--providing creative approaches, practical tips, and proven methods to help them succeed. Through a compendium of the best thinking on the subject, you'll learn how to strategically identify where best to foster change in the organization, team up with consultants and senior-level staff in leading a change project, improve employee engagement, include others in the important work of the organization, and operate effectively in cross-cultural and virtual working situations. Comprehensive and practical, Handbook for Strategic HR includes 78 articles that will enable you see the big picture roles and responsibilities of human resource professionals today. Best of all, this book is approved for HRCI Recertification Credit--helping you to advance your career in numerous tangible ways. See the SHRM store website for details.

As educational standards continue to transform, it has become essential for educators to receive the support and training necessary to effectively instruct their students and meet societal expectations. To do this, fostering education programs that include innovative practices and initiatives is imperative. Preparing the Next Generation of Teachers for 21st Century Education provides emerging research on innovative practices in learning and teaching within the modern era. While highlighting topics such as blended learning, course development, and transformation practices, readers will learn about progressive methods and applications of 21st-century education. This book is an important resource for educators, academicians, professionals, graduate-level students, and researchers seeking current research on contemporary learning and teaching practices.

The Routledge Handbook of Study Abroad Research and Practice is an authoritative overview of study abroad and immersive context research specifically situated within applied linguistics and Second Language Acquisition (SLA) for graduate students and researchers in these fields. Featuring contributions from established scholars from around the world, this volume provides in-depth coverage of the theoretical approaches and methodologies used in study abroad and applied linguistics research, and examines their practical implications on program implementation. The Handbook is organized around core areas of research and practice: language development and personal growth; study abroad settings; individual differences of learners; and applications concerning the preparation of students, teachers, and

administrators for study abroad, the role of study abroad in foreign language curricula, and future directions. This handbook is the ideal resource for graduate students, researchers, and administrators interested in learning more about linguistic and personal development during study abroad.

This volume offers the first comprehensive guide to how high-impact practices (HIPs) are being implemented in online environments and how they can be adjusted to meet the needs of online learners. This multi-disciplinary approach will assist faculty and administrators to effectively implement HIPs in distance education courses and online programs. With a chapter devoted to each of the eleven HIPs, this collection offers guidance that takes into account the differences between e-learners and traditional on-campus students. A primary goal of High-Impact Practices Online is to share the ways in which HIPs may need to be amended to meet the needs of online learners. Through specific examples and practical suggestions in each chapter, readers are introduced to concrete strategies for transitioning HIPs to the online environment that can be utilized across a range of disciplines and institution types. Each chapter of High-Impact Practices Online also references the most recent and relevant literature on each HIP so that readers are brought up to date on what makes online HIPs successful. The book provides guidance on how best to implement HIPs to increase retention and completion for online learners.

This collection of collaborative, high-impact learning experiences in information literacy teaches librarians how to engage students in hands-on, experiential learning. The Association of American Colleges and Universities (AAC&U) has identified 11 practices that are highly impactful to student learning to designate as high-impact educational practices (HIP). These practices engage students deeply in a meaningful, connected way to their work. Librarians teach and support student learning in many ways that assist these AAC&U practices, such as information literacy instruction for capstone, writing, and first-year seminars and research support for collaborative assignments and projects. Engaging Students through Campus Libraries calls attention to work in information literacy that goes beyond a traditional librarian role; it features librarians and faculty partners who engage in projects that highlight salient, experiential facets of the AAC&U practices in order to teach information literacy. In this book, librarians will learn high-impact, experiential learning models for working with students. They will understand how to think about and describe how AAC&U best practices are currently embodied in their organizations. They will also imagine future learning experiences for students with HIPs in mind, resulting in information literacy that is integrated into disciplinary work in a vital and transformative way. Demonstrates the varied and exciting possibilities for engaged, integrated information literacy instruction Includes details about planning and preparation so that readers can replicate, scale, or adapt practices in other library environments Offers librarians practical models for pursuing their own partnerships in other disciplines Includes narrative accounts of completed projects and programs involving students from a range of majors and academic departments

Providing clear-cut steps for producing each section of a competitive grant proposal, this hands-on book is filled with examples from actual RFPs and proposals, practical tools, and writing tips. Prominent educator and successful proposal writer Anne L. Rothstein shares a systematic process created over decades of experience in the field. She details how to: achieve group consensus around a project; identify likely funding sources; establish need; develop objectives; assemble a Master Project Table and other needed tables, figures, and charts; create an effective logic model; prepare an evaluation; put together a budget; tailor the proposal to meet the requirements of funders; and avoid common errors. Purchasers get access to a Web page where they can download and print the book's 14 reproducible templates in a convenient 8 1/2" x 11" size.

Creating Impact Through Future LearningThe High Impact Learning that Lasts (HILL) ModelRoutledge

Microlearning in the Digital Age explores the design and implementation of bite-sized learning and training in technology-enabled environments. Grounded in research-based best practices and a robust, eight-dimensional framework, this book applies the latest developments in mobile learning, social media, and instructional/multimedia design to one of today's most innovative and accessible content delivery systems. Featuring experts from higher education, information technology, digital gaming, corporate, and other contexts, this comprehensive guide will prepare graduate students, researchers, and professionals of instructional design, e-learning, and distance education to develop engaging, cost-effective microlearning systems.

Written by luminaries in the field of nursing education, this is the only current and comprehensive compendium of important topics in nursing education. It contains more than 175 detailed entries, and will be a valuable reference text for doctoral- and master's-level nursing students, nursing faculty, university and hospital libraries worldwide, and hospital nursing departments and schools. The listing of entries has been carefully culled from recent nursing literature and six volumes of the Annual Review of Nursing Education. Each entry follows a standard template that includes definition, application in nursing education, a synopsis including a brief summary of what is in the literature on the topic, and a concluding summary discussing future development in nursing education. Listings are alphabetized for easy access, and are accompanied by a comprehensive reference list. KEY FEATURES: The only current compendium of important topics in nursing education Includes all topics relevant to nursing education based on a review of the literature Alphabetized and consistently formatted for easy access to information Includes comprehensive reference lists per topic Written by expert nurse educators A listing of teaching topics compiled by the editors is available to instructors

Successful businesses are built on trust. Employees and colleagues need to trust one another and they need to deserve and receive trust from customers and suppliers. Anti-Corruption provides resources for building trust through the implementation of comprehensive guidelines on how to professionalize ethics and anti-corruption education worldwide in a variety of classroom settings. It is written and tested by highly experienced program directors, deans and professors, in how to adopt, adapt and develop best teaching practice. It highlights successful patterns, details illustrative case studies and offers clear, hands-on recommendations. Anti-Corruption enables business schools, management-related academic institutions, and Executive Training Programs to embed curriculum change quickly to achieve positive outcomes. It enables degree programs and executive education programs to achieve global standards that will be widely followed.

This edited volume, authored by scholars, students, and activists, focuses on how peace educators at the collegiate level can more effectively address gender and sexuality. Chapters focus on the classroom and the campus at large, and emphasize the importance of interdisciplinary practice, thoughtful approaches that offer both challenges and safety, and solidarity and support. The volume includes entries on hot and important topics, including trigger warnings, using popular culture in the classroom, sex trafficking, campus sexual assault, and more. Contributors come from a variety of disciplinary areas, making the volume eclectic in nature. Further, most entries include student voices, providing much-needed agency for college youth. While the book does offer a critical perspective, importantly, chapters also offer hope and possibility.

Student engagement relies on the students and their willingness to participate in the learning process and can be enhanced through the application of various technologies within learning environments. However, strategies for implementing these technologies need research and development to be implemented effectively. The Handbook of Research on Fostering Student Engagement With Instructional Technology in Higher Education is a comprehensive academic publication that focuses on the engagement of learners with academics in higher education and especially how this engagement can be fostered with the integration of new technologies. Featuring an array of topics such as



gamification, digital literacy, and social networking, this book is ideal for instructors, educators, administrators, curriculum developers, instructional designers, IT consultants, educational software developers, researchers, academicians, and students.

High Impact Instruction is a response to the pressing need among school leaders for research-validated, high-leverage instructional practices that have a significant, positive impact on the way teachers teach and students learn. Author Jim Knight provides a simple but powerful framework and set of tools for improving classroom management, content planning, instruction, and assessment. In addition, the book addresses the most effective forms of professional learning that can be used to ensure that teachers learn the Big Four teaching practices: Instructional Coaching, Partnership Learning, and Intensive Learning Teams.

Responding to both the trend towards increasing online enrollments as the demand for face-to-face education declines, and to the immediate surge in remote learning owing to the COVID-19 pandemic, this book provides vital guidance to higher education institutions on how to develop faculty capacity to teach online and to leverage the affordances of an ever-increasing array of new and emerging learning technologies. This book provides higher education leaders with the context they need to position their institutions in the changing online environment, and with guidance to build support in a period of transition. It is intended for campus leaders and administrators who work with campus teams charged with identifying learning technologies to meet an agreed upon program- or institution-level educational needs; for those coordinating across campus to build consensus on implementing online strategies; and for instructional designers, faculty developers and assessment directors who assist departments and faculty effectively integrate learning technologies into their courses and programs. It will also appeal to faculty who take an active interest in improving online teaching. The contributors to this volume describe the potential of artificial intelligence algorithms, such as those that fuel learning analytics software that mines LMS data to enable faculty to quickly and efficiently assess individual students' progress in real time, prompting either individual attention or the need to more generally clarify concepts for the class as whole. They describe and provide access to a hybrid professional development MOOC and an associated WIKI that curate information about a wide range of learning software solutions currently available; and present case studies that offer guidance on building the buy-in and consensus needed to successfully integrate learning technologies into course, program- and institution-level contexts. In sum, this book provides readers with a comprehensive understanding of the technological capabilities available to them and identifies collaborative processes related to engaging and building institutional support for the changes needed to provide the rapidly growing demand for effective and evidence-based online learning.

The bestselling student affairs text, updated for today's evolving campus Student Services is the classic comprehensive text for graduate students in student affairs, written by top scholars and practitioners in the field. Accessible and theoretically grounded, this book reflects the realities of contemporary practice in student affairs. This new sixth edition has been updated throughout to align with current scholarship, and expanded with four new chapters on student development, crisis management, programming, and applications. Twenty new authors join the roster of expert contributors, bringing new perspective on critical issues such as ethical standards, campus culture, psychosocial development, student retention, assessment and evaluation, and much more. End-of-chapter questions help reinforce the material presented, and unique coverage of critical theoretical perspectives, counseling and helping skills, advising, leadership, environmental theories, and other useful topics make this book a foundational resource for those preparing for a student affairs career. The student affairs staff has the responsibility for a vast array of services and support roles for students on every type of campus. This book provides a thorough overview of the field's many facets, with invaluable real-world insight from leading practitioners. Understand the theoretical bases of development, learning, identity, and change Delve into the organizational frameworks vital to any institution Learn the historical context of higher education and the student affairs role Master essential competencies including professionalism, supervision, crisis management, and more As colleges and universities offer more and more services to an increasingly diverse student population, the responsibility for these programs falls to student affairs educators. The role requires a broad skill set, and conceptual grounding in a number of disciplines. Student Services provides the most complete overview of the foundations, philosophies, ethics, and theories that guide today's student affairs professional.

This practical volume provides school administrators and teachers with the information needed to convert ordinary schools into high performing schools. It offers practices for teachers and school principals to foster academic success, and strategies for involving parents in their child's education.

This volume explores various facets of the Sustainable Development Goals and how well universities have been able to integrate those goals into their curriculum, and institutionalize those goals into their strategic plans and institutional culture.

In an increasingly volatile, uncertain, complex and ambiguous world, achieving sustainable competitive advantage has never been more important, or more difficult. However, the key challenge for CEOs, senior executives and HR professionals is how to unlock the potential of their people, building a culture that allows employees to perform to the best of their abilities and effectively attract, engage, develop and retain the staff needed for sustainable business success. Building an Outstanding Workforce is a must-have guide for all professionals looking to leverage the potential of their people and maximise value for all stakeholders. Including evolutionary psychology, neuroscience and personality psychology, this book takes an evidence-based approach to people management. With practical guidance, expert advice and case studies from companies including Alibaba, Barclays Banking Group, Patagonia, Tata Group and Qantas, Building an Outstanding Workforce covers all the key issues including how to tailor people management to address the motivations of different generations, the impact of emergent technology on the workforce, the shift in the skills employees now need to learn and develop and how to handle the new challenges of remote and flexible working and the gig economy. There is also essential coverage of strategic workforce planning, people risk, people analytics, human capital reporting, the employer brand and employee value proposition and the benefits of embracing diversity and inclusion, well-being and other aspects of corporate and social responsibility. It presents a new people-focused framework for people management that redefines the structure, roles and responsibilities of human resource management and addresses the problems of role ambiguity and conflict associated with HR to deliver people management that everyone needs and deserves.

Organisations today operate in a fascinating world where change is constant, fast and continues to accelerate. It is the combination of evolving developments such as technological advancements, globalisation and new ways of communicating through multimedia technologies that drive us to reorganise how we live, how we work, how we create value, and how we learn. These developments call for a Learning & Development policy and practice that supports professionals to be or become successful in this fascinating changing world. In other words: one of the core goals of Learning & Development is to support sustainable employability. Creating Impact through Future Learning introduces a model for High Impact Learning that Lasts (HILL) that is very much in synch with the demands of an agile organisation. The HILL model is about the learning of young adults, professionals, and experts. It is about the many possibilities to inspire and to support adults in their continuous learning and development process, aiming to create value for today's and tomorrow's society. It is about how designers of learning programmes – be it L&D officers or teachers in vocational and higher education preparing adults for professional life – can take a step forward to build the future of learning. A new mindset is needed to create a real impact.

The importance of simulation in education, specifically in legal subjects, is here discussed and explored within this innovative collection. Demonstrating how simulation can be constructed and developed for learning, teaching and assessment, the text argues that simulation is a pedagogically valuable and practical tool in teaching the modern law curriculum. With contributions from law teachers within the UK, Australia, Hong Kong, South Africa and the USA, the authors draw on their experiences in teaching law in the areas of clinical legal education, legal process, evidence, criminal law, family law and employment law as well as teaching law to non-law students. They claim that

simulation, as a form of experiential and problem-based learning, enables students to integrate the 'classroom' experience with the real world experiences they will encounter in their professional lives. This book will be of relevance not only to law teachers but university teachers generally, as well as those interested in legal education and the theory of law.

The term learning analytics is used in the context of the use of analytics in e-learning environments. Learning analytics is used to improve quality. It uses data about students and their activities to provide better understanding and to improve student learning. The use of learning management systems, where the activity of the students can be easily accessed, potentiated the use of learning analytics to understand their route during the learning process, help students be aware of their progress, and detect situations where students can give up the course before its completion, which is a growing problem in e-learning environments. *Advancing the Power of Learning Analytics and Big Data in Education* provides insights concerning the use of learning analytics, the role and impact of analytics on education, and how learning analytics are designed, employed, and assessed. The chapters will discuss factors affecting learning analytics such as human factors, geographical factors, technological factors, and ethical and legal factors. This book is ideal for teachers, administrators, teacher educators, practitioners, stakeholders, researchers, academicians, and students interested in the use of big data and learning analytics for improved student success and educational environments.

Every organization seeks to provide its employees with learning and development opportunities that are both targeted to their individual needs and produce measurable and worthwhile business results. In *High Impact Learning*, Brinkerhoff and Apking outline a comprehensive, proven, and practical approach for bridging the gap between employee and organizational goals and launching training initiatives of visible and lasting impact.

In order to strive for a competitive advantage in their industry, organizations have begun achieving innovation through knowledge-driven learning models to ensure that organizational activities are efficient and effective. *Learning Models for Innovation in Organizations: Examining Roles of Knowledge Transfer and Human Resources Management* provides relevant theoretical frameworks and empirical research findings to enhance knowledge management and learning competencies for organizational activities. This book offers assistance and guidance to managers and professionals of innovation firms, learning organizations, and other work communities through tools, techniques, and strategic suggestions for improvement.

If you are looking for the intersection of past practices, current thinking, and future insights into the ever-expanding world of entrepreneurship education, then you will want to read and explore the fourth edition of the *Annals of Entrepreneurship Education and Pedagogy*. Prepared under the auspices of the United States Association for Small Business and Entrepreneurship (USASBE), this edited volume covers a broad range of scholarly, practical, and thoughtful perspectives on a compelling range of entrepreneurship education issues.

Most research on learning tends to occur in silos based on stakeholder perspective. This volume seeks to break down these silos and draw together scholars who research learning from different perspectives to highlight commonalities in learning for students, faculty, and institutions. When we understand how learning is experienced across the institution, we can develop strategies that help support, enhance, and reinforce learning for all. Exploring what it means to bridge learning across the institution, this volume provides a roadmap to improve learning for all. Both scholarly and practical, it advances the knowledge about the ways we investigate and study learning across and for various groups of learners. It also: Collects thinking about learning in its various formats in one location Provides a platform for synthesis Outlines key questions for thinking more deeply about learning on campus. Instead of thinking of learning as discrete depending on the stakeholder group, this volume highlights the commonalities across all types of learners.

*Teaching Diversity and Inclusion: Examples from a French-Speaking Classroom* explores new and pioneering strategies for transforming current teaching practices into equitable, inclusive and immersive classrooms for all students. This cutting-edge volume dares to ask new questions, and shares innovative, concrete tools useful to a wide variety of classrooms and institutional contexts, far beyond any disciplinary borders. This book aims to instill classroom approaches which allow every student to feel safe to share their truth and to reflect deeply about their own identity and challenges, discussing course design, assignments, technologies, activities, and strategies that target diversity and inclusion in the French classroom. Each chapter shares why and how to design an inclusive community of learners, including opportunities to promote interdisciplinary approaches and cross-disciplinary collaborations, exploring cultures and underrepresented perspectives, and distinguishing unconscious biases. The essays also provide theoretical and practical strategies adaptable to any reflective teacher desiring to create a welcoming, inclusive classroom that draws in students they might not otherwise attract. This long overdue work will be ideal for both undergraduate and graduate students and administrators seeking fresh approaches to diversity in the classroom.

For more than half a century the developed world has been chasing productivity. It's financed our wealth but that part of output on which our continued prosperity depends - productivity growth - is petering out. The traditional scapegoat has been the dearth of worker skills. But the worker skills base has never been higher! The other explanation is that it is managers who are not giving full value to their employers. The way they're making decisions is conferring virtually no upside potential, which means they're leaving us wide open for experience-poor competitors to step into our experience-rich shoes. Exactly as Japan did in the 1960s and the so-called BRICK countries - Brazil, Russia, India, China (especially China) and Korea - are threatening now. If creeping uncompetitiveness is not to overtake us, from where are the next round of productivity gains to come from? Identifying some gaping holes in the way managers are taught to manage, this book outlines both the size of the problem and a solution. Businesses and other organizations, the author says, have to substantially raise the quality of their decision-making. For this to happen, they need to be much better experiential learners. And for experiential learning to take place, companies and other institutions have to better manage their corporate DNA, the institution-specific experiences otherwise known as Organizational Memory. OM, which characterizes



any organization's ability to perform, is the single biggest influence on decision-making excellence. It is a factor of production that has already been paid for at great expense, yet is readily discarded in the backwash of the biggest change in workplace practice for more than a century - the actively-encouraged flexible labour market. Corporate DNA explains why this key component of intellectual capital should be better managed, can be better managed and, particularly, how it can be used to help organizations reduce the pandemic of repeated mistakes, rei

Non-tenure-track lecturers and adjunct instructors face particular challenges at US colleges, including heavy teaching loads, lack of office space, little control over the selection of course topics or textbooks, and long commutes between jobs at two or more schools. Quick Hits for Adjunct Faculty and Lecturers contains short, practice-oriented articles by experienced instructors that offer valuable teaching and career tips for balancing competing demands, addressing student issues, managing classrooms, and enhancing professional development.

Teaching Students About the World of Work argues that educational institutions—especially two-year and four-year public institutions serving low-income students—need to make the topic of employment a central element in their educational offerings. Indeed, the book demonstrates that a far greater emphasis on teaching students about the work world will be necessary if colleges are to give disadvantaged students a realistic chance for professional and economic success. The recommendation is a reconfiguration of postsecondary education that represents a paradigm shift in career preparation and learning. Editors Nancy Hoffman and Michael Lawrence Collins and their authors provide a rich and comprehensive view of both today's work world and the challenges facing many young people who are determined to find a place within it. The book offers detailed accounts of how several community colleges have put employment at the center of the curriculum; provides practical insights into the twenty-first century labor market and ways to improve the choices and outcomes for low-income job seekers; and explores the daunting structural barriers to securing successful and satisfying employment. Throughout all its chapters, the book highlights increasing inequalities—in both opportunities and outcomes—within our society. In order to redress those disparities, it argues, postsecondary educators will need to offer enhanced insights and sophistication to disadvantaged young people preparing to enter and navigate the work world. An urgent but unfailingly reasonable book for our times, Teaching Students About the World of Work will be required reading for educators determined to create practical opportunities for young people in search of good employment and better lives.

A learning objective is a statement that describes expected outcomes of a learning event. A seemingly simple concept, it is extremely important in the process of developing effective learning programs. This book links learning objectives to program return on investment (ROI).

Practical guidelines for implementing the six disciplines of breakthrough learning The Six Disciplines of Breakthrough Learning has become a standard for companies serious about increasing the return on their investment in learning and development. Now the authors help workplace learning professionals apply the concepts of their bestselling book. With real-world applications, case studies, how-to guidelines, and practical advice and examples for implementing the 6Ds, The 6Ds Fieldbook: Beyond ADDIE will help organizations substantially increase the return on investment and decrease "learning scrap," the potential value that goes unrealized in many learning and development initiatives. Helps OD professionals apply the concepts of the bestselling Six Disciplines of Breakthrough Learning Includes all new case studies, examples, tools, and best practices in use by organizations that have successfully used the 6Ds Taps into the experience and expertise of 6Ds practitioners Linking to social media to enhance the lessons of the book, The 6Ds Fieldbook is an easy-to-use and widely-applicable guide to getting the most from learning and development.

Create strong and effective PLCs plus—and that plus is YOU What makes a powerful and results-driven Professional Learning Community (PLC)? The answer is PLC plus— "plus" being the vital role teachers play in teaching and learning. Grounded in four cross-cutting themes—equity, high expectations, efficacy, and facilitation from discussion to action—the PLC+ framework supports educators in questioning practices, not just outcomes. It broadens the focus on student learning to encompass educational equity and teaching efficacy, and, in doing so, it leads educators to plan and implement PLCs that maximize individual expertise while harnessing the power of collaborative efficacy.

This practical guide for college and university instructors explains how to design and prepare your courses to be adaptable for a full range of learning environments—whether that's online, hybrid, or face-to-face traditional campus teaching. Author Bruce M. Mackh unpacks a comprehensive instructional design approach to curriculum and instruction that is suitable for all modalities and allows you to pivot quickly, regardless of how the course will be delivered. Chapters provide quick takeaways and cover challenges and opportunities, adapting high-impact practices across instructional models and fostering a culture of care. The book also encourages faculty members to adopt a student-centered mindset as they employ the principles of Design Thinking, User Experience Design, Instructional Design, and Learning Experience Design to create a high-quality course. The strategies at the heart of this book will help both new and experienced faculty save time, ensure instructional continuity during transitions, and achieve excellence in teaching.

For a company to compete effectively in today's business environment, its employees need to be adaptive and agile so they can develop the required skills and knowledge. To achieve this, L&D professionals must create a culture of workplace learning that encourages employees to constantly develop. This means moving away from the traditional approach of simply offering a catalogue of courses to embedding learning in every part of the company. Workplace Learning is a practical guide to all aspects of developing a culture of continuous workplace learning, from how to introduce and implement this culture to how to develop it. Showing that learning is not finite and is instead something that all employees should be doing continuously throughout their careers, Workplace Learning covers how to identify key areas to focus the most effort on, measure success and determine next steps. It also outlines how to use technology to support workplace learning from MOOCs through to apps such as Knewton and Degreed. Packed with case studies from

organizations who have effectively established outstanding workplace learning including Microsoft, PriceWaterhouseCoopers (PwC), HT2 and The Happy Company, this is essential reading for L&D professionals looking to make a real difference to the development of their staff and the future success of their organizations.

This proceedings book presents state-of-the-art research innovations in computational vision and bio-inspired techniques. Due to the rapid advances in the emerging information, communication and computing technologies, the Internet of Things, cloud and edge computing, and artificial intelligence play a significant role in the computational vision context. In recent years, computational vision has contributed to enhancing the methods of controlling the operations in biological systems, like ant colony optimization, neural networks, and immune systems. Moreover, the ability of computational vision to process a large number of data streams by implementing new computing paradigms has been demonstrated in numerous studies incorporating computational techniques in the emerging bio-inspired models. The book reveals the theoretical and practical aspects of bio-inspired computing techniques, like machine learning, sensor-based models, evolutionary optimization, and big data modeling and management, that make use of effectual computing processes in the bio-inspired systems. As such it contributes to the novel research that focuses on developing bio-inspired computing solutions for various domains, such as human–computer interaction, image processing, sensor-based single processing, recommender systems, and facial recognition, which play an indispensable part in smart agriculture, smart city, biomedical and business intelligence applications.

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