

Talking Excellence

Presenting a Framework for
Analyzing Conceptions of
Excellence & the Culture of
Excellence Questionnaire

World of Talent 2021

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Research
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UNIVERSITEIT
TWENTE.



Today's presentation

- Honours programs are expected to contribute to a culture of excellence
 - What is a culture of excellence?
 - How can this be measured?
 - What does 'student excellence' mean?

- Two reflective tools
 1. FACE
 2. CEQ

But first...

You have 20 seconds to find
something **red** & **green**

YES or NO

- Everyone is able to excell
- Excellent students are recognized by the quality of the end product they deliver
- Competition in education is important
- The teacher needs to be an expert

FACE

- Framework for Analyzing Conceptions of Excellence
- Literature on excellence, giftedness and talent, and motivation
- Discover, clarify and unravel ideas about student excellence
- Individual level, a program level, or on the level of a department or institution.

INCLUSIVE  **Framework for Analyzing Conceptions of Excellence (FACE)**  **EXCLUSIVE**

Who is excellent?

<i>Malleable</i>	Potential	<i>Fixed</i>
<i>Compared to prior</i>	Performance	<i>Compared to peers</i>

What is excellence?

<i>Improvement (measurable)</i>	Product	<i>The best (measurable)</i>
<i>Individual growth</i>	Process	<i>Compared to others</i>

Why focus on excellence?

<i>Nurturant Parent</i>	Societal	<i>Strict Father</i>
<i>To flourish</i>	Individual	<i>To win</i>

How to evoke excellence?

<i>Cooperation</i>	Student learning	<i>Competition, discipline</i>
<i>Coach</i>	Teacher role	<i>Expert</i>

Talking Excellence in Honours

- 8 Teams
- Team discussion on:
 - Excellence
 - Strengths & weaknesses
- FACE as analytical tool
- Qualitative multiple case study design (Yin, 2013)
- 3 different discourse:
 - Curiosity driven
 - Individual growth
 - Engaged talent



Curiosity driven

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What is excellence?

<i>Improvement (measurable)</i>	Product	<i>The best (measurable)</i>
<i>Individual growth</i>	Pro★ <i>cess</i>	<i>Compared to others</i>

Why focus on excellence?

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<i>Coach</i>	Teach★ <i>er role</i>	<i>Expert</i>



Individual growth

Who is excellent?

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<i>Compared to prior</i>	Performance	★ <i>Compared to peers</i>

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Engaged talent

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Conclusion FACE

- Conceptions of Excellence
- Differences explicit
- Layered nature
- Reflective tool

Webapp



Culture of Excellence Questionnaire

“A school culture in which students who want to excel are challenged, enabled and allowed to deliver outstanding performances by using pedagogies geared at outstanding performances”

(Van Gorp, De Jong, Kamans & Buttner, 2017)



Subscales

- 1. Wanting** (Cross & Cross, 2005; Sun et al., 2014)
 - Student ambition
 - (individual / collective)
- 2. Enabled** (Griffioen et al., 2016)
 - Teacher values regarding student ambition
 - Practices stimulating outstanding performance
- 3. Allowed** (Cuddy, Fiske & Glisk, 2007; Tiesinga, 2013)
 - Valuing outstanding performance
 - Stereotype outstanding student
- 4. Conceptions of excellence** (o.a. Cross & Cross, 2005; Dai & Chen, 2013; Gagné, 2004; Scager et al., 2012)
 - Characteristics of outstanding students

Research Question

Do honours students conceptualize excellence differently than regular students do?

Data collection

1048 students

- 169 honours / 880 regular
- 350 research uni / 697 uni of applied sciences
- 8 faculties
- 375 male / 665 female



Wat typifies
outstanding
students?

EFA

Curiosity
driven

Is curious

Accepts challenges

Is inquisitive

Takes initiative

Engaged
talent

Is civically involved

Shows personal leadership

Knows his/her talent

High
achiever

Scores high grades on tests

Masters knowledge more
rapidly than fellow students

Is smart

Strives for good grades

Wat typifies
outstanding
students?

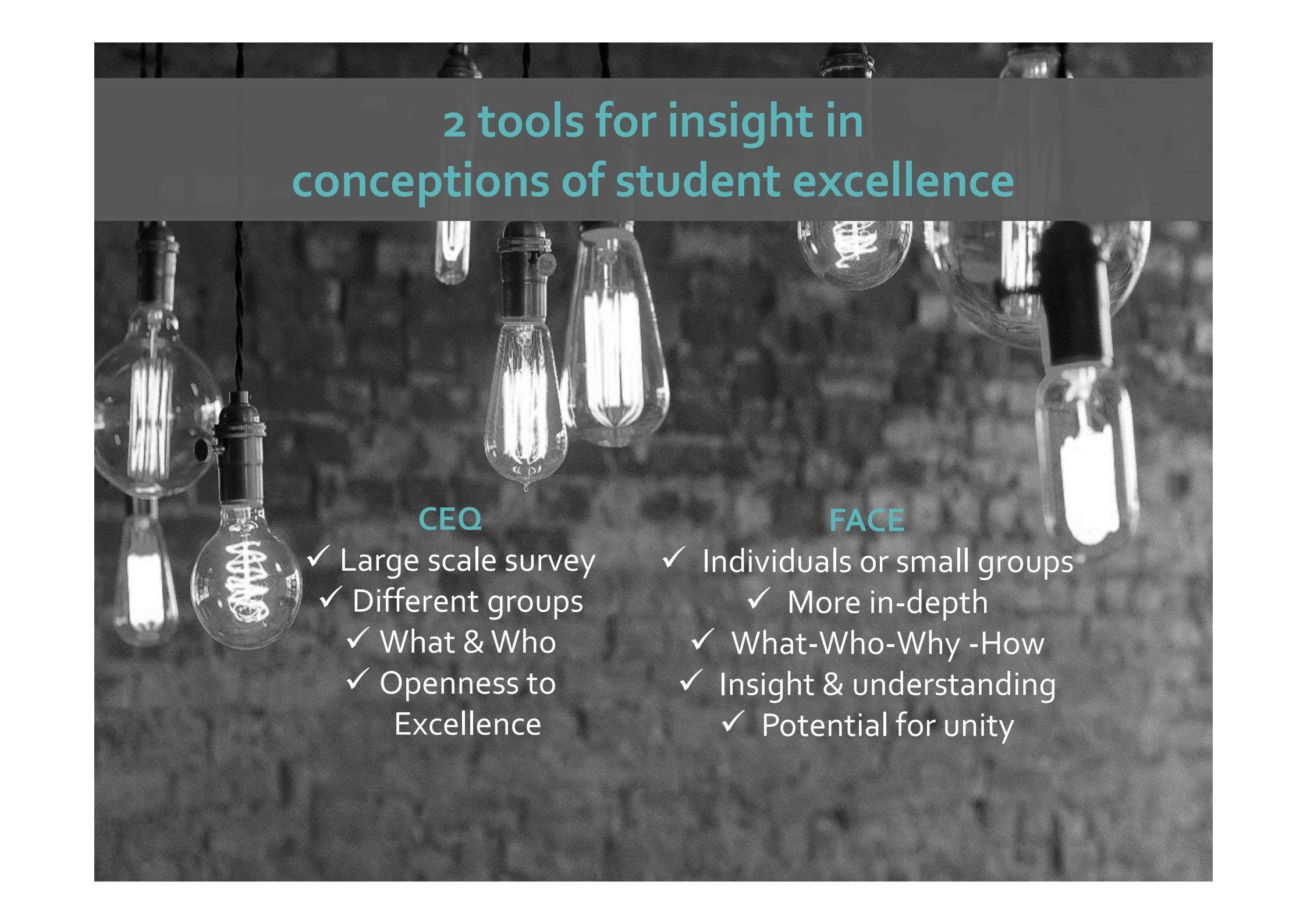
MANOVA



* $p < .05$

Conclusion CEQ

- Different conceptions of excellence can be distinguished.
- Honours & regular students think differently about student excellence.



2 tools for insight in conceptions of student excellence

CEQ

- ✓ Large scale survey
- ✓ Different groups
- ✓ What & Who
- ✓ Openness to Excellence

FACE

- ✓ Individuals or small groups
 - ✓ More in-depth
- ✓ What-Who-Why -How
- ✓ Insight & understanding
 - ✓ Potential for unity

More info

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Discussion

1. Which conceptualizations are present within your country or institution?
2. Would our tools be helpful to you?
3. What would you prefer and why?
 - Culture of Excellence Questionnaire
 - FACE

www.honours-exchange.nl



Honours is een proeftuin voor onderwijsvernieuwing die daarna een weg vindt naar het reguliere onderwijs. Tenminste, dat zegt men. In het Exchangeproject onderzoeken we dit proces van transfer. Het onderzoek wordt gefinancierd door het Nationaal Regieorgaan Onderwijsonderzoek en is een samenwerkingsverband tussen de Hanzehogeschool Groningen, Universiteit Leiden, Universiteit Twente en Universiteit Utrecht.



Het onderzoek



Het onderzoeksteam



Publicaties & presentaties



Vragenlijst CvE



Exchangeteam-methode



Exchangeteams aan het werk

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