

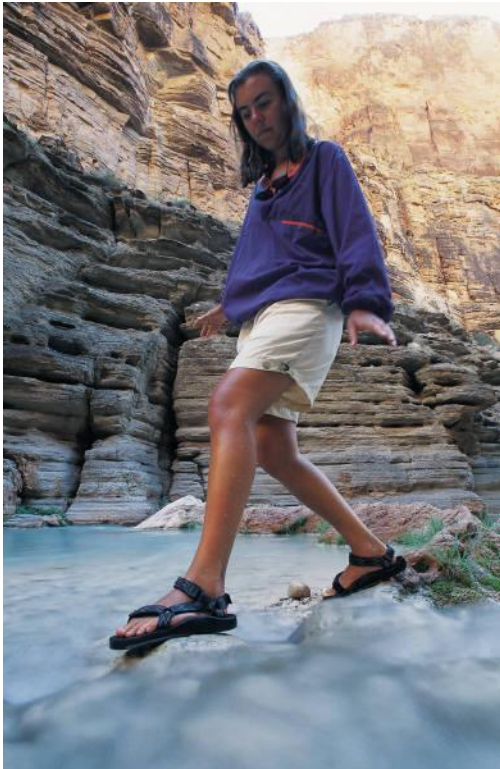
Effective professional learning: the evidence and why we need it

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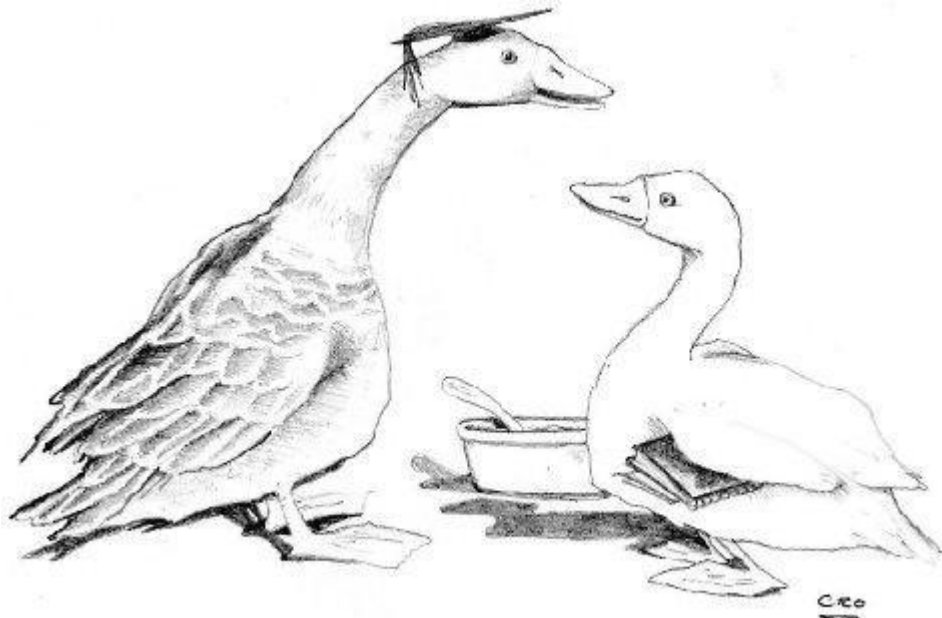


Stepping stones and related skills



An effective professional learning environment for staff as well as pupils?





I'll have what he's having!

<http://www.curee.co.uk/resources/publications/sauce-geese-leaflet-pdf-format>



Characteristics of effective staff learning support

- Use of specialist external expertise to:
 - *Identify high leverage strategies/ select high leverage curriculum resources*
 - *Challenge orthodoxies*
 - *Scaffold growing independence,*
 - *Secure depth & engagement with underpinning rationale*
- Peer support/reciprocal vulnerability to create trust, enable risk taking, generate commitment and Safety To Admit Need (STAN)



Characteristics of effective CPDL

- Structured, sustained dialogue to enable reflection *rooted in evidence of experiments with learners*
- Scope for participants, via collaboration, to identify CPD starting points within a given framework
- Goals set *via lens of aspirations for pupils*
- Effective use of time to embed practices in classrooms e.g. in-session *planning*, use of peer teaching



Characteristics of effective CPD

- Observation & deconstruction/feedback from specialists (what isn't in reach on one's own)
- Observation for learning - learning to learn from looking
- Tools to scaffold quality
- Modelling
- IE staff are the “class” of the leadership team





- Aspirations for students provide the motivation to cross
- Specialist support, tools, protocols offer a hand rail
- Peer support offer a firm place to stand while you learn

