

# #OneChange

If there was **one** thing  
you would **change**  
in the **education** system,  
**what** would it be  
and **why?**

## Philippa Cordingley

“ I would extend the improvement focus from CPD to continuing professional development and learning (CPDL) while radically raising everyone's expectations about what it offers and requires. Effective CPDL transforms pupils' and teachers work. CPD that school leaders, Teaching Schools, LA and HE specialists offer are sadly sometimes "done to" teachers. CPDL encompasses how teachers respond to CPD and how they translate their learning into day-to-day activities. CPD that doesn't take account of, or prompt and structure CPDL, doesn't work.

We know from our SKEIN research that some schools focus strategically on developing a CPDL environment that models the learning environment that leaders want teachers to offer their pupils. Similarly we know that some teachers take responsibility for their own learning through evidence-based CPDL activities; like collaborative coaching and Research Lesson Study. This benefits their pupils as well as their teachers, as long as they also access in-depth specialist expertise from a source external to their immediate situation.

The logistics of CPD create fragmentation. Teacher time is scarce and inflexibly organised. In-depth, specialist expertise is difficult to access and finance, so tends to surface during conferences and whole school events with information cramming and no time for processing; differentiation flies out of the window. Focussing on CPDL helps teachers and leaders create a coherent whole by plaiting together a mix of different kinds of activities organised around agreed goals for teachers and aspirations for pupils; aspirations that are key for keeping teachers motivated through what can be quite a challenging process. ”

SKEIN research: <http://bit.ly/1x1BWf3>

BERA-RSA Enquiry: <http://bit.ly/1BCK9CX>