



Growing Practice From Within

AUTONOMOUS PROFESSIONAL DEVELOPMENT

Staff Professional Development Days

- ▶ Staff professional development days = improve staff practices and increase standards throughout the school.
- ▶ Engage and motivate the educator to improve
- ▶ Enrich the learning opportunities of the students

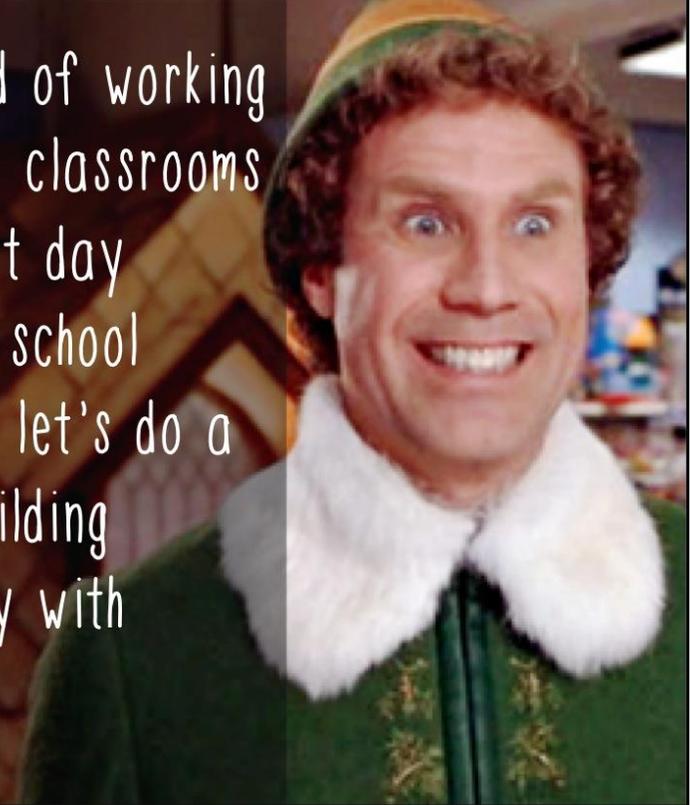
Staff Professional Development Days

- ▶ Unfortunately not all professional development days hit the mark
- ▶ Generally at staff professional development days you will see a mix of this...

Eager



Instead of working
in your classrooms
this last day
before school
starts, let's do a
teambuilding
activity with
DATA!!!



Content



Discontent

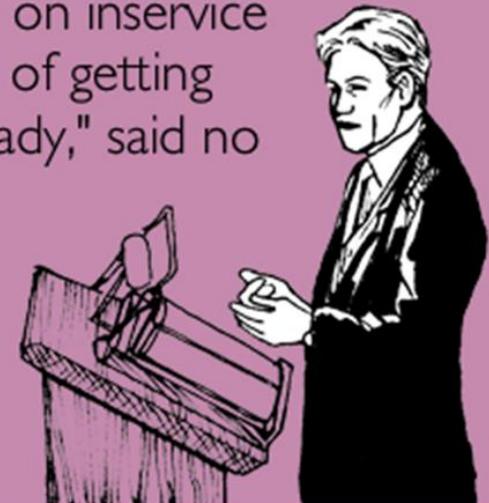


"I learned so much at that inservice," said no teacher ever.



someecards
user card

"I'd rather spend my first week back at work sitting in on inservice meetings instead of getting my classroom ready," said no teacher ever.



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user card

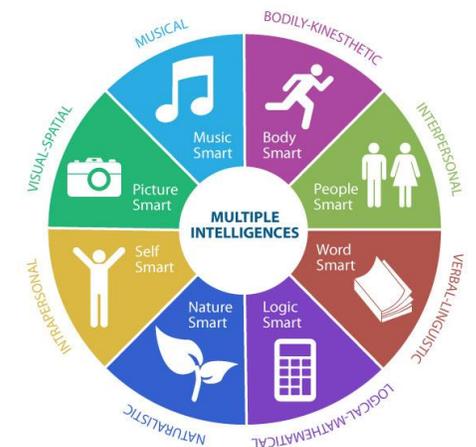
Expertise from within

- ▶ Ideas and Strategies ✓
- ▶ Time and Resources ✗
- ▶ Teachers have their own passions and ideas for new and innovative learning

Expertise from within

- ▶ From ICT resources
- ▶ Cross curricular projects
- ▶ Strategies for behaviour management
- ▶ Teaching through various learning styles

- ▶ Autonomous – engage and motivate
- ▶ New and innovative ideas



What do schools want from a PD?

- ▶ Autonomy
- ▶ Mastery
- ▶ Purpose

Teachers know best

WHAT TEACHERS SAY: THE IDEAL PROFESSIONAL DEVELOPMENT EXPERIENCE

Despite their dissatisfaction with much current professional development (PD), teachers value its potential as a tool to help them plan and improve instruction. They describe the ideal professional learning experience as:

RELEVANT

"It looks different in every context. It has to be personalized."

INTERACTIVE

"The best ... usually involve hands-on strategies for the teacher to actually participate in."

DELIVERED BY SOMEONE WHO UNDERSTANDS MY EXPERIENCE

"The best PD has been when a teacher shows me what has revolutionized their classroom ... anything that a fellow teacher who is still in the classroom [presents] beats out anything else."

"All teacher driven, with administration only there to support teacher needs. Top down would be gone."

SUSTAINED OVER TIME

"PD needs to be something that you keep working on for a semester or a year."

TREATS TEACHERS LIKE PROFESSIONALS

"PD should treat us as adults, rather than children."

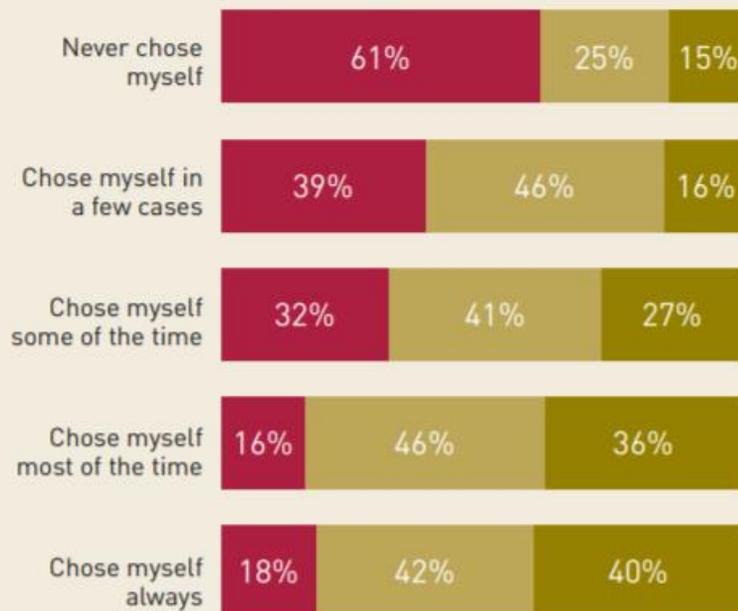
Teachers know best (5.05)

LIMITED CHOICE, BUT HIGH SATISFACTION WHEN TEACHERS DO CHOOSE

Few teachers choose most or all of their professional development



Teachers with more choice report much higher satisfaction with their most recent professional development experience



Rating agreement/satisfaction on a 10-point scale:
■ 6 or below ■ Neutral ■ 9 or 10

Potential Impact



- ▶ Ideally a professional development program would aim to engage all staff and provide them with the motivation to continue to develop their pedagogy and practices with renewed vigour.
- ▶ The main issue with a **specific** professional development program is that it may not appeal to the practices or the ideals of every staff member in the room.

Potential Impact



- ▶ Staff are employed at schools for the expertise they possess and the value they can potentially add to the institution.
- ▶ They also are at the coal face every day, know their clientele inside out and have experience working with their faculties programs.
- ▶ It makes sense that some of the best ideas to improve, evolve and add value to our schools may come from within our own institution.

The changing landscape in our schools



- ▶ St Edmund's College has been a part of the educational landscape in Canberra since 1954
- ▶ Providing a holistic catholic education
- ▶ 21st century - changing landscape and ideals of society
- ▶ No longer rely solely on our catholic purpose

The changing landscape in our schools



- ▶ The College is open to progressive change
- ▶ Opened dialogue with staff
- ▶ Create our niche and provide a point of difference
- ▶ The autonomous professional development program looks to tap into teachers expertise and passions to assist with change that enhances the pedagogy and learning opportunities for our students



Objectives

- ▶ To create a professional development program for staff where they are engaged and motivated throughout.
- ▶ To come up with a range of ideas and strategies that can be incorporated into educational programs and activities
- ▶ To create a fun and meaningful opportunity for staff to showcase their abilities and passions

Stipulations/requirements



- ▶ **The idea has to add value to current pedagogical practices**
- ▶ **The idea ideally would be able to be used across different faculties**

Timeline



- ▶ Proposal pitch term 1-2 – Ask for ideas from staff
- ▶ Analyse idea submissions and select 8-10
- ▶ Then in the mid-year staff week allocate one day for the autonomous professional practice program.
- ▶ Preferably at the end of all deadlines for the semester

Timeline



- ▶ Induction and brief showcase of ideas (9.00-9.30)
- ▶ Working on ideas for the majority of the day (9.30-1.30)
- ▶ Idea showcase (1.30-2.30)
- ▶ Networking of ideas (2.30-3.20)

The key stakeholders and the role of consultation when identifying opportunities

- ▶ The key stakeholders in identifying any future opportunities start with the people it will affect the most, our students
- ▶ In developing this project the initial consultation was conducted with the Assistant Principal and then the Senior Leadership Team.
- ▶ Future consultation will be with Heads of Faculty who will open dialogue with their staff

Brief summary and samples of the data you gathered

- ▶ Personal experience
- ▶ Discussions with colleagues

Description of the processes used to gather data and analyse the data

- ▶ Discussions
- ▶ Gathering statistics
- ▶ Analysing feedback from staff involved

Potential impacts of change in the area you have identified

- ▶ The potential impacts for change can be **endless**
- ▶ The autonomous professional development could potentially lead to a range of new and innovative ideas for learning, assessment and personal growth



Suggest a change initiative to address the OD opportunity.
Develop a plan to implement and support the change initiative

AUTONOMOUS PROFESSIONAL DEVELOPMENT

A copy of your change plan with clear

- ▶ **Success measures and monitoring strategies**
- ▶ Feedback on the engagement and relevance of the day
- ▶ Incorporation of educational ideas and their success
- ▶ **Estimates for time lines and resource**
- ▶ 3 months from proposal to professional development day
- ▶ No timeline for if or when the strategies and ideas may be incorporated

A copy of your change plan with clear

- ▶ **Issues/problems identified and strategies for how they will be minimised (i.e. risk management)**
- ▶ **Potential problems and issues**
- ▶ Not enough staff come forward with ideas or innovative strategies – develop a range of strategies to present to staff/heads of faculty
- ▶ Initial resistance “just another professional development day” – promote the day as an opportunity to work with colleagues on like minded ideas that they could potentially incorporate into teaching. Also a stop everything day and concentrate on something not in our timelines or plans.

A copy of your change plan with clear

- ▶ **Strategies to deal with individual/team resistance**
- ▶ Appropriately plan for day to be at the conclusion of all time related matters for the semester
- ▶ Encourage those resistant to develop their own ideas and strategies
- ▶ Staff showcase at the end to be an extrinsic motivator to encourage greater participation
- ▶ **Steps for communicating to, and encouraging involvement/participation by, key stakeholders**
- ▶ Show case of some ideas and innovations and how they have proved successful

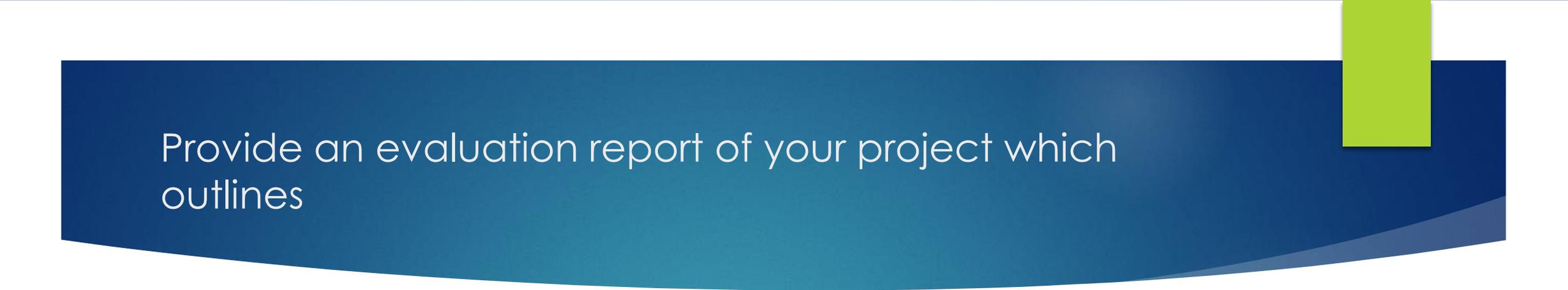


Implement your plan

AUTONOMOUS PROFESSIONAL DEVELOPMENT

Provide evidence to show how you

- ▶ I intend to pitch the concept to staff in early 2018 in preparation for the mid year professional development period.
- ▶ From the pitch I will ask heads of faculty to discuss the concept with their staff and encourage them to put forward ideas for a teaching strategy or innovation
- ▶ I will then consult with the Learning Committee and Senior Leadership Team to select a range of innovative ideas to progress with on the day.
- ▶ I will then work with staff to further develop their ideas and prepare them to lead other staff on a day of developing the idea
- ▶ Finally I will look to consult with staff and leadership after the professional development day to see how these initiatives can be incorporated into staff programs and assessments



Provide an evaluation report of your project which outlines

- ▶ **The key challenges will include**
- ▶ Having enough ideas and concepts to engage all staff
- ▶ Assisting staff to see this as a worthwhile project