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Brilliant teaching and training: a report on effective CPD

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The importance of teaching

- title of the schools' White Paper
- a professional agenda changing culture
- research shows the teacher makes a difference

but…..

- what makes the difference in teachers?
- what does brilliant 'mean'?
- what kind of CPD makes a difference?

Why ‘brilliant’?

‘good’, ‘great’, ‘outstanding’, ‘excellent’, ‘effective’, ‘the best’, ‘the one with sparkle’…

The majority of participants in our survey and our research for this report responded most positively to ‘brilliance’

…you just know it when you see it…

The report 2010

- over 5,000 IfL members surveyed
- partners and partner organisations consulted
- employers and learners contributed
- literature review
- see Sources of Evidence www.ifl.ac.uk

Sources of evidence show:

‘excellence in teaching is the single most powerful influence on achievement’ (Hattie, 2009)

‘most successful educational systems have an unwavering focus on improving the quality of teaching and that this is centred on developing the practice of individual teachers’ (Ofsted, 2009)

‘effective teachers use evidence about learning to adapt teaching and learning to meet student needs’ (Wiliam, 2011)

What our members say

Commitment to professional development is important

‘My CPD and reflective activities have a trickledown effect on my learners. As I learn more and become more confident in my teaching methods, techniques and tools, the better the learning experience for them becomes’

(Manjit Johal, 2010)

Key priorities: for teachers and trainers

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- Reflect on outcomes for learners (keeping learning on track)
- Learn from others in collaboration (joint practice development)
- Use assessment for learning approaches (not about assessment, rather good teaching principles)
- Focus on a dual professionalism (subject expertise and vocational pedagogy)

What was said about leadership

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Leaders should promote the importance of improving teaching and learning

Important that leaders set the organisational tone for brilliant teaching

Teachers and trainers need clear and consistent messages about CPD and success

Leaders should be experts in teaching and learning and can prioritise CPD

Solutions?

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Either:

replace existing teachers and trainers with better ones?

Or:

improve the effectiveness of existing teachers and trainers?

Solutions?

A commitment from teachers to:

- The continuous improvement of practice
- Focus on those things that make the most difference to learner outcomes

A commitment from leaders to:

- Create expectations for the continuous improvement of practice
- Ensure that the focus stays on those things that make the most difference to learner outcomes
- Provide the time, space, and support for innovation