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@TeacherDevTrust

TEACHER
DEVELOPMENT
TRUST

Quick anonymous survey
Open phone/tablet
browser:

goo.gl/9Nd3Rx
(Wifi: JTMAT-Conf)

David Weston, 7th January, 2019
John Taylor MAT Conference

Quick anonymous survey!

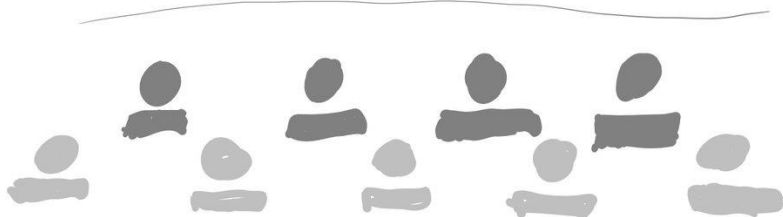
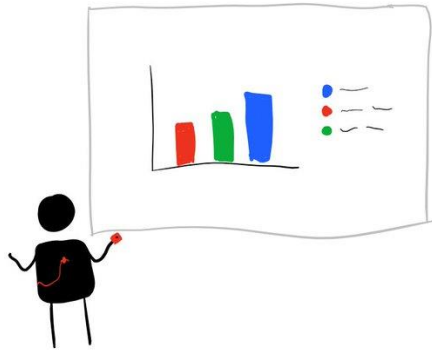
Quick anonymous survey

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Saying a conference is "great professional development"



... is like saying that a shopping trip is a "good meal"



It's what you **do** with what you **bring back** that counts

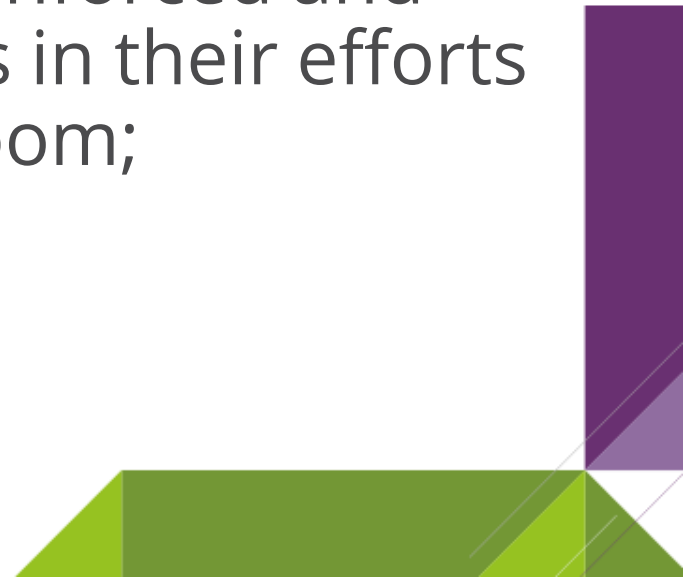
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A great environment

Kraft & Papay 2014

- **PEER COLLABORATION:** the extent to which teachers are able to collaborate to refine their teaching practices and work together to solve problems in the school;
- **BEHAVIOUR FOR LEARNING:** the extent to which the school is a safe environment where rules are consistently enforced and administrators assist teachers in their efforts to maintain an orderly classroom;



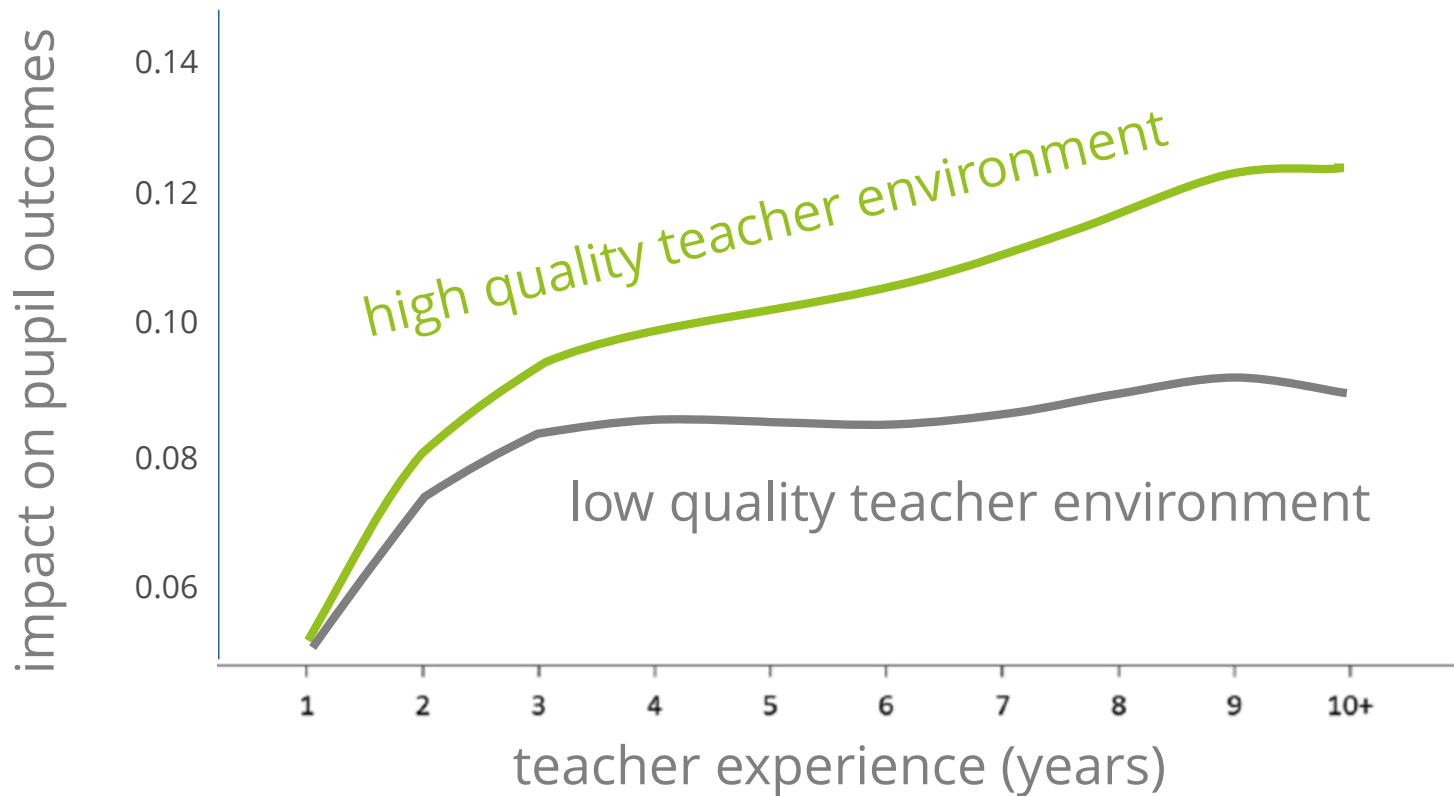
A great environment

Kraft & Papay 2014

- **PROFESSIONAL DEVELOPMENT:** the extent to which the school provides sufficient time and resources for professional development and uses them in ways that enhance teaching abilities;
- **SCHOOL CULTURE:** the extent to which the school environment is characterized by mutual trust, respect, openness, and commitment to student achievement;



Quality of environment



What's happening in your team?

- Teamwork to solve problems and improve learning?
- Teamwork to improve behaviour?
- Teamwork to share and bring in great ideas, great tools and challenging perspectives?
- Teamwork to create trust, respect, openness?



Designing Effective Development

Team work

Collaborating and learning from each other is hard

- **Sunk cost bias – IKEA effect**

- But we worked hard on that...

- **Dunning Kruger effect**

- I've read a book

- **'Curse of knowledge'**

- Inability to remember what it's like being an overwhelmed novice



Team work

Collaborating and learning from each other is hard

■ **'Not my tribe' bias**

- More likely to believe things from your context & peers, less likely otherwise.

■ **Fundamental attribution error**

- It's not my mental failing, it's your character defect

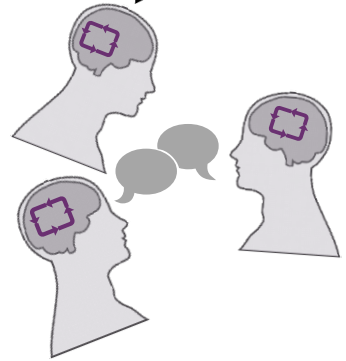
■ **Confirmation Bias**

- I've seen this before, *or*
- I'm even more sure about what I already thought

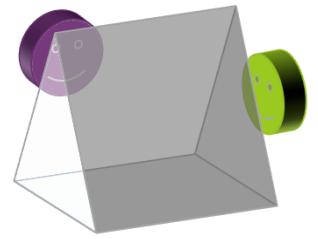




Responsive teacher learning



Reflect and respond



Identify aims for specific pupils' learning



Putting it into action

Team meetings

- Drawing on our collective wisdom to teach each student.
- Less admin and briefing
- More discussion about the best ways to teach and the goals & barriers for students
- Bring student work, student data, observations/video
- Connect to outside expertise: networks, subject associations, research, social media



Curriculum

- Schemes of learning, concept arcs, **not** lesson plans

Try:

1. Identifying 'hinge' questions
2. Knowledge organisers – what do we want them to know and do?
3. Exemplar work in schemes





Feedback

- What will make the students think hard, not the adults work hard?
- What gives the teacher and student maximum diagnostic information with the minimum effort?

Try:

1. Pre-prepare common issues with questions, essays and homework – can students spot these?
2. Online tests



Leadership

- Are you designing opportunities to learn?
Reflect → Learn → Try → Reflect → Learn → Try → ...
- Are you using “instructional coaching” techniques?
- Are you evaluating and supporting?
 - Staff involvement in goal-setting + co-constructed priorities
 - Performance management: developmental feedback
 - Quality conversation – open, trusting, honest
 - Best use of external ideas, books, research, consultants, courses
 - Curriculum materials that support staff development
 - Assessment that supports improvement



“Every teacher needs to improve, not because they are not good enough, but because they can be even better.”

Professor Dylan Wiliam



What changes could you make?

- What can you do less?
- Where can you save time?
- What can you do more?
- How can you bake in 'better, even on a bad day'?



Some free support

- DfE CPD Standards -
<https://tdtrust.org/research/dfe-cpd-standard>
- Developing Great Teaching report
<https://tdtrust.org/dgt>
- Free webinar on instructional coaching
<https://tdtrust.org/coach>
- Monthly bulletin on effective CPD
<https://tdtrust.org/news/newsletter>
- A library of articles on effective CPD
<https://tdtrust.org/blog>

