

**PINPOINT**

Courses are to CPD as ingredient-buying is to cooking; it's what happens after that makes the difference.

David Weston, Chief Executive Teacher Development Trust

Teacher Development Trust

Set up by teacher David Weston, in 2012, this organisation is now the go-to place to find out about the latest research and practice on CPD. It commissioned leading academics to write this ten-question test to help teachers and leaders evaluate the effectiveness of their CPD.



The right kinds of CPD can produce big benefits for learners, and... most of the CPD undertaken by teachers is not of this kind.

Professor Robert Coe

The Test

Based on what works best in professional learning, these ten questions help teachers work out if their current CPD diet is worthwhile or not. And pinpoint what exactly is missing so they can agitate to get changes made. We test the HOW2 app against the questions.

The Authors

Robert Coe: professor of Education, Durham University.
Phillipa Cordingley: chief executive at CUREE
Steve Higgins: professor at Durham University
Toby Greany: professor of Leadership, Institute of Education

1 *Tried to learn to do something that is relevant and supported by research evidence?*

HOW2 users choose their techniques based on evaluation by a mentor, coach or observer. Or, indeed, on their decision of what skill their students need them to develop. The HOW2s themselves are evidence-informed, being based on several sources of meta-analyses of the most effective techniques.

3 *Engaged in activity that surfaced, challenged and developed your thinking about learning and teaching?*

The HOW2 Learning Centre offers teachers the necessary background theories of learning and teaching with which to enrich their pedagogic decision-making. The structure of the HOW2 Process, with its embedded theory of action, clarifies teachers' thinking, ready for conversation and challenge.

5 *Engaged in activity that included observation & feedback?*

HOW2s are embedded in organisations' coaching and observation systems. In the HOW2 Learning Centre, are several visual guides to integrating HOW2s in to these and other contexts in which feedback takes place. The visual nature of the HOW2s enables the feedback to be precise and objective.

7 *Drawn on explicit support from external expertise?*

The HOW2s, their learning statements along with the material from the Learning Centre are all externally sourced. Regional HOW2 networks bring in both support and challenge. Carole Kane, the HOW2 professional learning lead, adds another external source of expert support.

9 *Drawn on explicit support from coaches / mentors?*

Most organisations start their HOW2 induction with their coaches, however differently titled they may be. The HOW2 coaching model has in its design the stages of developing through the For Me/ With Me/By Me phases that embeds the notion of modelling.

2 *Focused on (and evaluated success against) students' learning outcomes?*

Every HOW2 has a set of student outcome statements. These help teachers decide which technique is most relevant to their students' learning needs. By specifying, in quite detailed fashion, how they develop the students' learning power, the HOW2s offer a set of criteria against which to make a judgement.

4 *Engaged in activity that allowed experimentation to adapt/apply approaches to your classroom?*

The HOW2 Process, that helps teachers structure their plans, contains a feedback loop designed around adapting and applying the technique. This iterative way of working and reflecting provides teachers with a solid framework with which to base their experimentation.

6 *Engaged in activity that took place at least monthly over two terms?*

Teachers often make use of the HOW2 app on a daily basis. Designed for busy professionals, the HOW2 app gives teachers the convenience they need to integrate professional learning into their daily practice. There is no need to wait for a specified training day for a visiting expert. Expertise is always at hand.

8 *Drawn on explicit support from peer networks?*

The HOW2 Skills Exchange (SX) is designed with this very purpose in mind. Structured around three self-designated statuses of fluency, the SX is a central hub for the capture and sharing of the organisations' best practices. The SX is soon to be expanded to become a national network of peers.

10 *Drawn on explicit support from school/college leaders?*

The HOW2 app provides leaders with dashboard updates on teacher participation. The Nudge feature helps managers shape professional learning and monitor its progress. The Learning Centre helps leaders and managers stay updated on research, theories and new practices.