

Professional Learning

PINPOINT



Learning is not a one-off event, but rather a process of learning and change over time.

Helen Timperley

The human black boxes

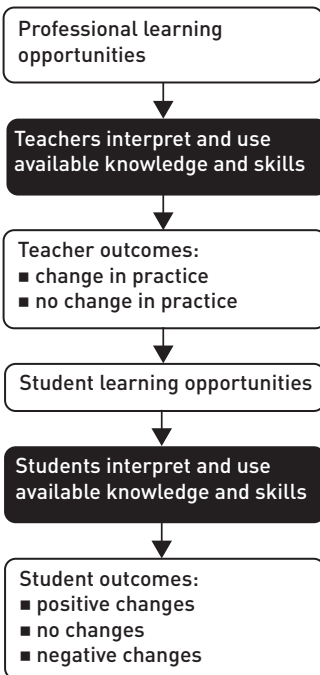
Professional activities aren't half as rational as we believe. Within the journey from course or coaching session to the classroom, there are two major black boxes that can impede progress.

Both teacher and student have to process what is put in front of them — with all their human cognitive and emotional frailties.



There is no straight line between professional learning opportunities, changes to practice and changes to student outcomes.

Helen Timperley



The teacher may misunderstand or ignore the messages from their course or coaching session. And the student may ignore all the evidence that best practice should be having on them!



When the theory behind a strategy is poorly understood these adaptations are likely to be inconsistent with the theory underpinning them and, therefore, less effective.

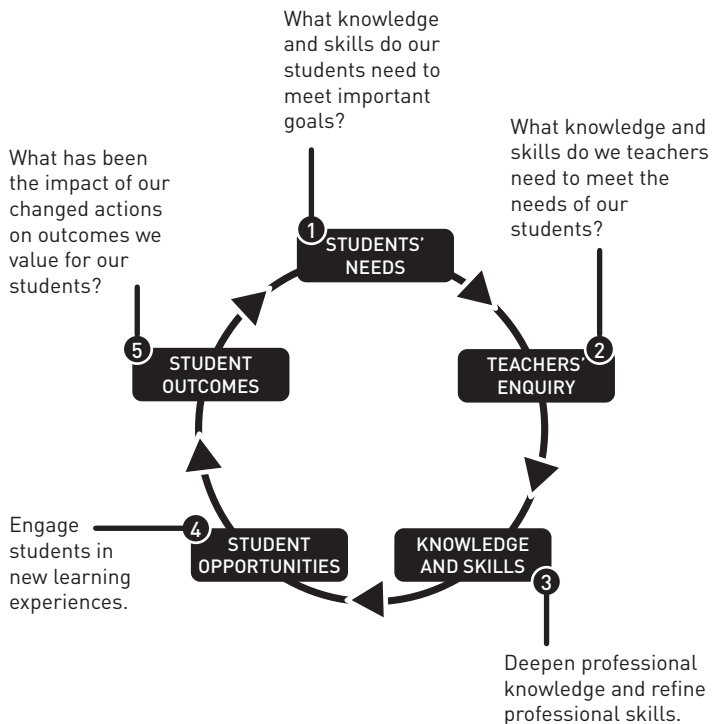
Helen Timperley

REFERENCES

Timperley, H. (2011) Realizing the Power of Professional Learning, OUP, Maidenhead.

The cycle and rationale

Professional learning can too easily be diverted from its only true purpose: developing student learning. This model by Helen Timperley reveals how decision-making should start with an analysis of student learning needs. Obvious really, isn't it?



The evidence about leaders

This meta-analysis clearly shows which activities leaders engage in that have the greatest impact on student learning.

