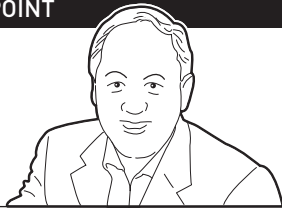


# The HOW2 Skills Exchange

HOW2

## PINPOINT



*It is not possible to establish productive school cultures without ... school structures that increase opportunities for meaningful working relationships and collegial support among teachers.*

Andy Hargreaves

### Definition

The HOW2 Skills Exchange is an online network of teacher know-how, freely exchanged among colleagues. Teachers learn from trusted peers who have tested out the HOW2s in their particular contexts.

### Attributes

**Knowledge Capture:** No more organisational goldfish-like lack of retention of what the best teachers do. The capture of best practices is *cumulative* (building over time), *current* (live sharing) and *consensual* (teachers decide to share).

**Open Statuses:** Teachers determine their own status of a HOW2. Their transparency to colleagues provides both an invitation to connect and the peer accountability to respond.

**Lateral Network:** This is no top-down, directed activity. It generates itself purely from a free exchange of ideas and skills, providing teachers with trusted and valued know-how from fellow teachers working in the same context.

**Radial Hub:** No lethal mutation from serial word of mouth. The central hub of HOW2s provide a stable, shared understanding.

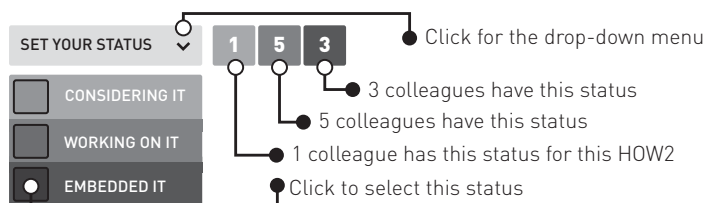
**Shared Know-How:** Teachers access, directly from peers, what they have found works best. Powerful, valued and trusted know-how. It increases teachers' professionalism and promotes their self sufficiency.

### REFERENCES

Hargreaves, A. (1994) *Changing Teachers, Changing Times*, OISE Press, Toronto.

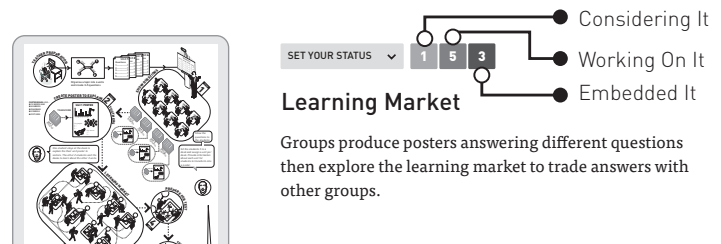
### Individual HOW2 Page

On each individual HOW2 page, you can set your status: declare if you are considering using this HOW2, are indeed working on it, or maybe have even now embedded it into your practice.



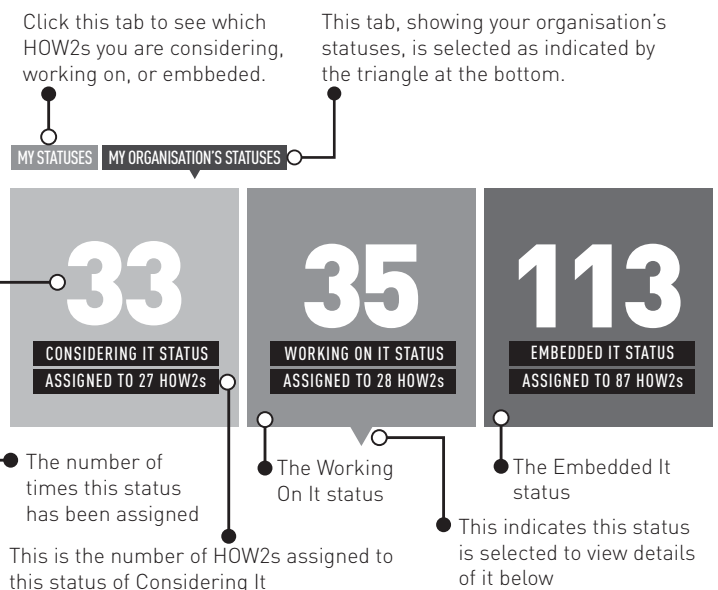
### The Library

When searching for HOW2s in the library, you can see the status numbers for each individual HOW2.



### The Skills Exchange

At the Skills Exchange you can view all the numbers for either your statuses, or for those of your organisation.



*Unique, innovative, clear and straightforward – HOW2s provide a step change in training for learning professionals.*

Tricia Hartley, Chief Executive  
National Campaign for Learning