

UNLEASHING GREAT TEACHING

Secrets to the most effective Teacher Development

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researchED National Conference
8th September, 2018



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UNLEASHING GREAT TEACHING

THE SECRETS TO THE MOST EFFECTIVE TEACHER DEVELOPMENT

DAVID WESTON AND BRIDGET CLAY

With a foreword from DAME ALISON PEACOCK



ADULT LEARNING IS HARD

Confirmation bias – hearing what you want to hear

Sunk cost bias – IKEA effect

Dunning Kruger effect – instant expert

Halo effect – believing who you like

Fundamental attribution error – assuming bad character of others

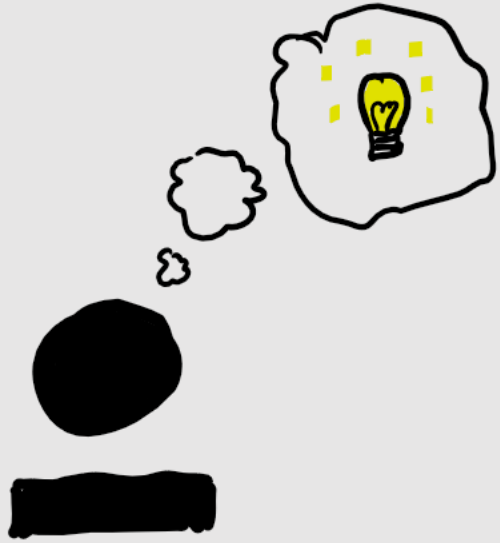
Curse of knowledge – can't remember what it's like to not know

How do we overcome these challenges?

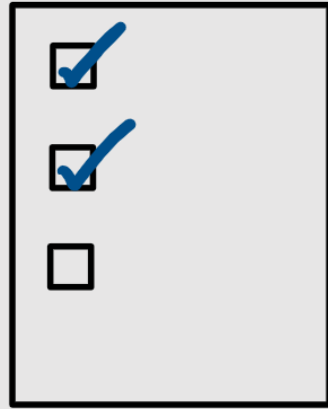
Impact

Expertise

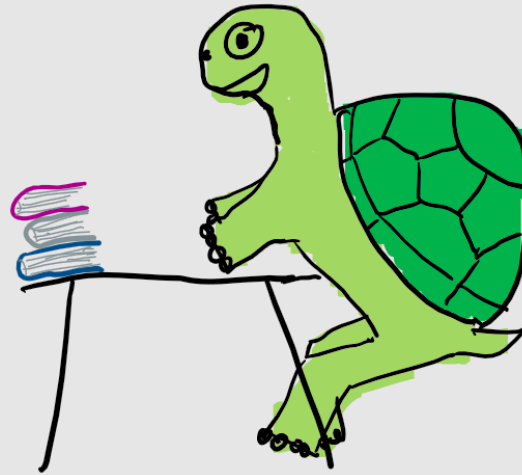
Culture



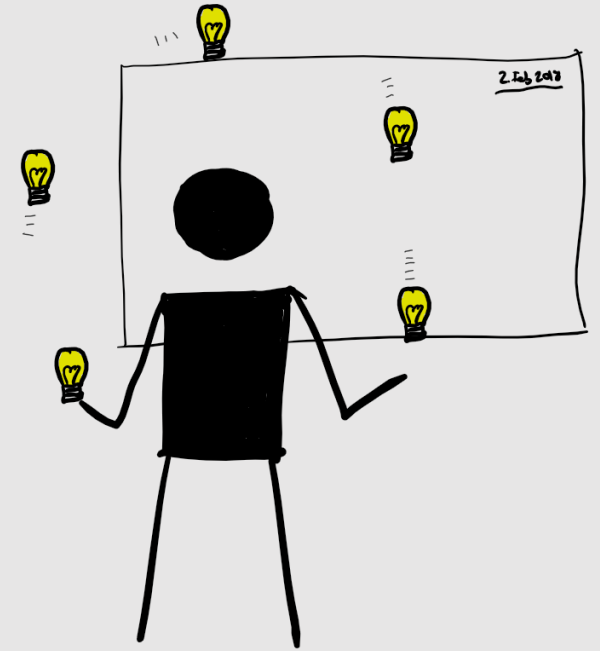
Awareness



Procedural

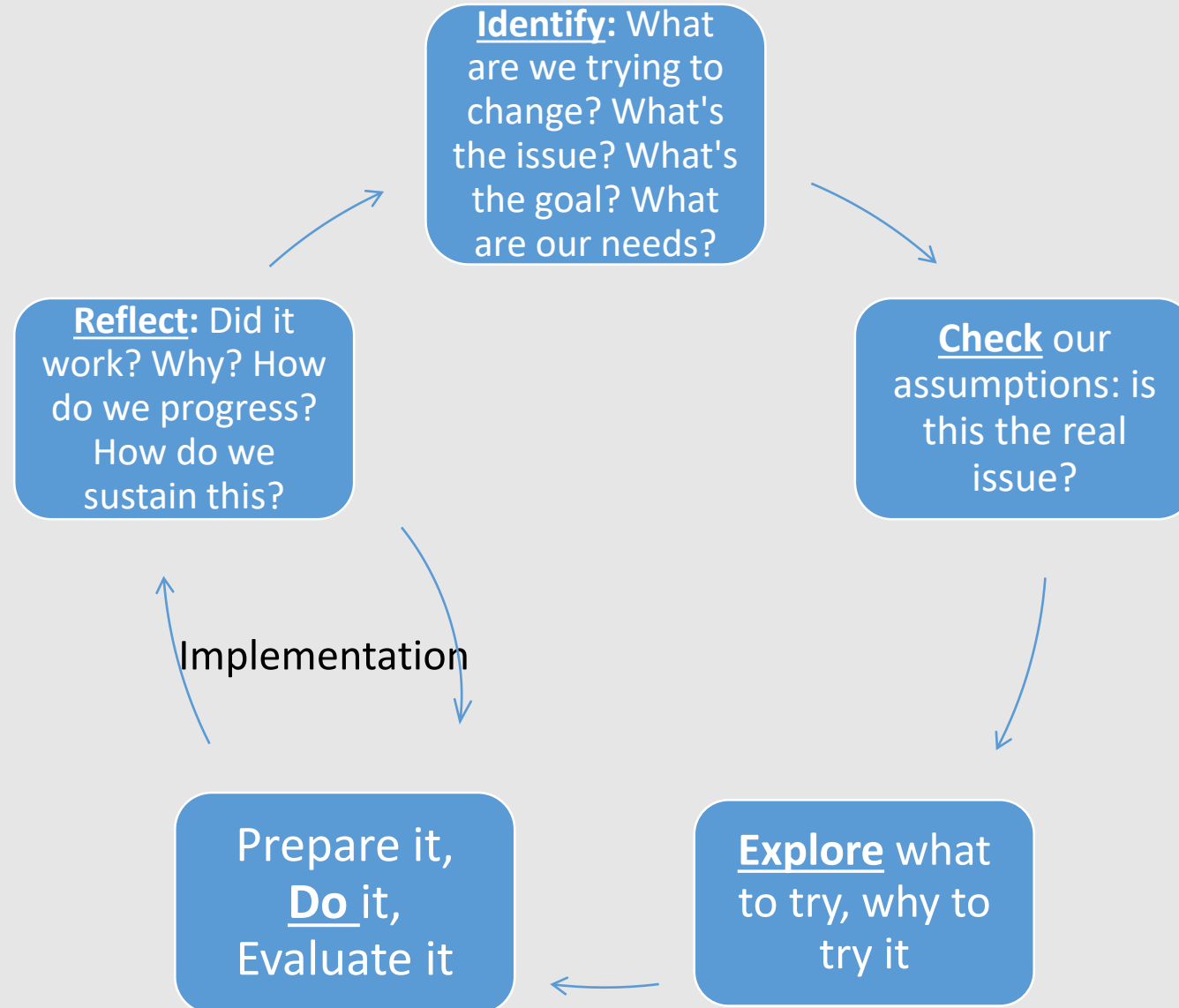


Deliberative



Adaptive

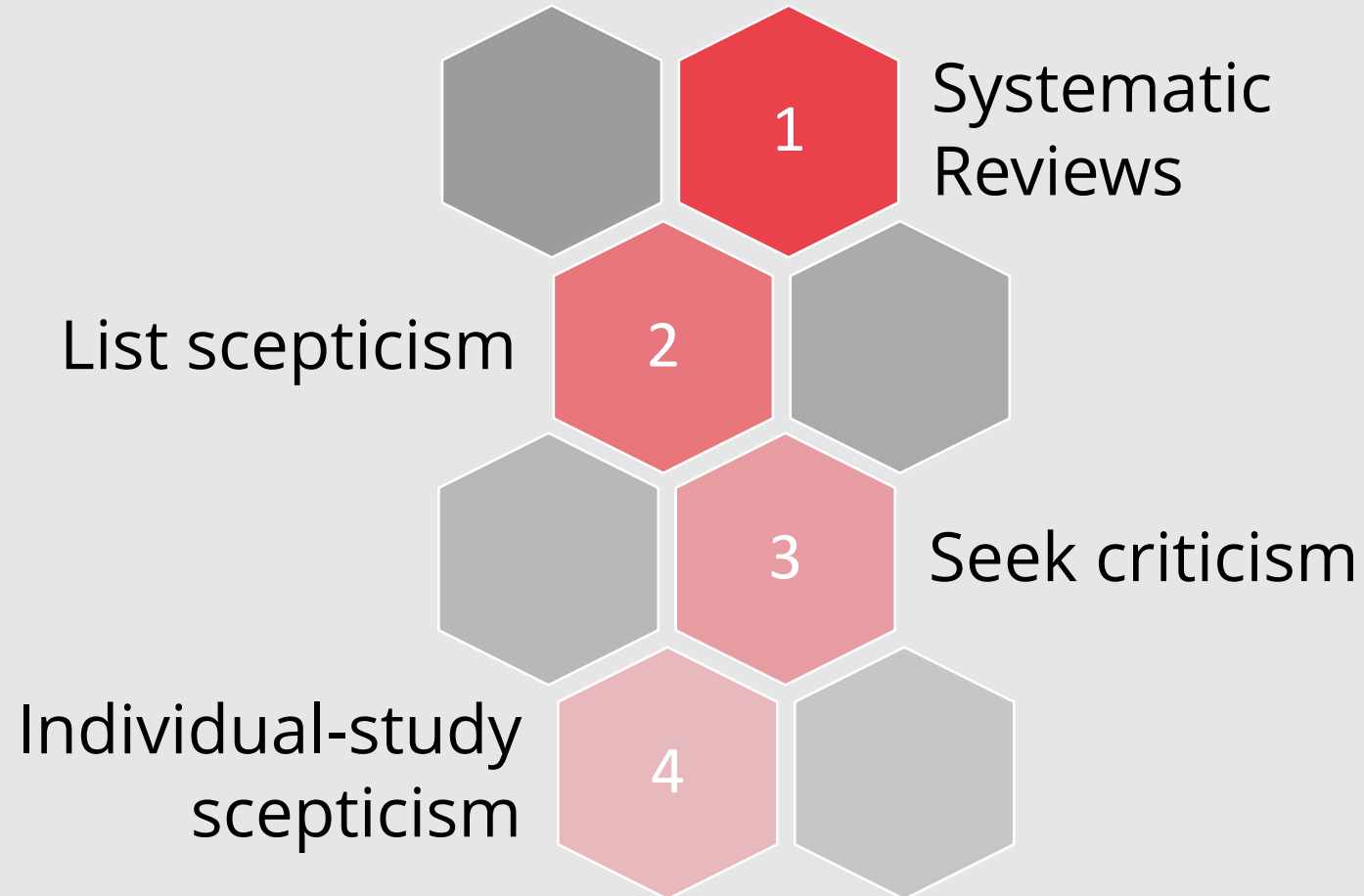
Responsive Professional Learning - RPL



Commissioning Expertise

- **Relevance** – which stage of the RPL Cycle
- **Evidence-informed** – content shared is likely to have an impact
- **Effective delivery** – has evidence of impact
- **Sustainable**
- **Value for Money**

USING RESEARCH



How do we overcome these challenges?

Impact

Expertise

Culture

CULTURE & COMMUNICATION

- School leaders who listen, acknowledge vulnerabilities, match words with action and maintain consistent goals (Bryk & Schneider, 2003)
- ...school leaders support teachers and address their concerns about school issues (Kraft & Papay, 2014)
- ...exceptional teams and effective communication to give an environment filled with openness, integrity and mutual respect. (Robinson, 2011)
- ...the school environment is characterised by mutual trust, respect, openness (Kraft & Papay, 2014)

CULTURE & COMMUNICATION

- Great communication starts with listening
- Ladder of inference
 - Observations
 - → Interpretations
 - → Conclusions [and emotion]
- Notice, Paraphrase, Summarise
- Have the tough conversations, avoid the ****-sandwiches...

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