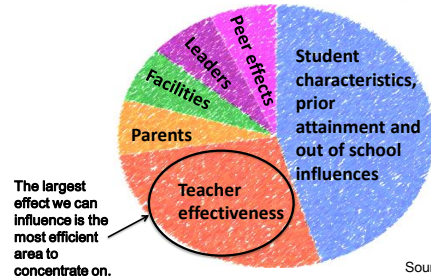


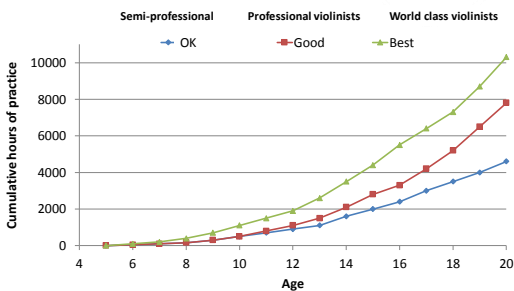
Susan Douglas

We already know what makes the greatest difference...



Source: Hattie (2013)

Violinists' hours of practice (cumulative)



Source: Ericsson, Krampé, and Tesch-Römer (1993)

The professional development conundrum

Nothing has promised so much and has been so frustratingly wasteful as the thousands of workshops and conferences that led to no significant change in practice when teachers returned to their classrooms.

Michael Fullan

What does transformative CPD look like?

- Intensity:** at least 15 contact hours but preferably more than 30.
- Spaced:** regular (but short) sessions over at least two terms but preferably two years.
- Modelling:** watching someone else successfully implement the strategy.
- Practise:** requirement for participants to implement what they have learnt via inter-sessional tasks.

What does transformative CPD look like?

- Feedback:** being observed or reporting back to others and then being given the opportunity to reflect on their own practice.
- Evidence-based:** promoting strategies supported by robust evaluation evidence and promoting discussion of differing theories of change.
- Teacher learning communities:** teacher networks to improve and sustain, after the centralised intensive training has concluded.