10 Things Teachers Want for Professional Development

5. Teachers want P.D. that is innovative and creative.

4. Teachers want P.D. that is conducted by professionals with classroom experience.

3. Teachers want P.D. that they can use right away.

2. Teachers want P.D. that is relevant for their students.

1. Teachers want a voice and a choice in the P.D. offered.

6. Teachers want P.D. that makes them better teachers.

7. Teachers want P.D. that is practical, not theoretical.

8. Teachers want P.D. that allows them to collaborate and speak honestly.

9. Teachers want P.D. that will be relevant for a long time.

10. Teachers want admin to attend and to participate in the P.D. sessions.
Get ready! Get set! Go!
How to create a sustainable and relevant Professional Development Programme in your school.

Esther Chesterman
Education Officer
Cambridge International Examinations

Jonathan Ellams
Cambridge PDQ Programme Leader
Specialist Leader in Education, Parkside Federation Academies, Cambridge

Parkside Federation Academies
The plan for this session...

Get ready!
How can we embed a Professional Development Programme to support our school’s vision and strategy?

Get set!
What Professional Development activities would best suit my teachers and my school context?

Go!
How can I design a Professional Development Programme which will meet these identified needs and will have measurable impact on our students outcomes?
Professional Development should aim to develop a teacher’s professional thinking and practice and enhance the quality of teaching and learning

*Implementing the Curriculum with Cambridge*
Get ready!
Spend some time thinking about your school’s Professional Development ethos.

PD evaluation
Carry out the School Professional Development audit on your own, or with a partner.

How ready are you, your teachers, students, parents and stakeholders for implementing a school based Professional Development Programme?
Getting started: Barriers to PD

- QI
- Effective questioning
- Creating effective discussion
- Creating effective peer assessment
- Pace and acceleration
Some key points

- PD MUST be tailored to your staff needs
- PD MUST be relevant and be clear about outcomes and gains
- Research/New PD Standards show clearly that sustained programmes are key

Standard for teachers’ professional development

Implementation guidance for school leaders, teachers, and organisations that offer professional development for teachers

July 2016

https://www.gov.uk/government/publications/standard-for-teachers-professional-development
Parkside Federation – where were we?

- Outstanding results
- High turn-over of staff
- Some lesson in need of improvement
- A very average PD package
- One off PD rather than sustained programmes.
Parkside Federation – so what did we do?

- Know your staff - audit staff through q’aires, examine observation data, appraisal system
Find the right programme and create a pathway – Cambridge PDQs, Master’s Level
Parkside Federation – so what did we do?

- Bring in expertise – expertise to write and to deliver
- Constantly monitor and audit – we became a member of the Teacher Development Trust
Cambridge PDQ Candidates
Get set!

Group activity

What barriers and challenges do you face in developing an integrated PD programme?

Use the flipchart paper to capture your groups barriers and challenges

How can these be overcome?

Let’s see if we have ideas we can share…
Go! Cambridge PDQ resources for you
PDQ information

www.cie.org.uk/pdq
Cambridge Professional Development

Introductory Training

An introduction to Cambridge programmes and qualifications.

Get started with our programmes, syllabuses and curriculum frameworks.
We strongly recommend this training to teachers who are new to Cambridge or new to a specific qualification.

Extension Training

Developing an understanding of Cambridge programmes and qualifications.

Engage with our syllabuses and curriculum frameworks in greater depth and build confidence in their delivery.
We recommend this training to teachers who have attended Introductory Training and/or have been teaching Cambridge programmes and qualifications for at least one year or one exam cycle.

Enrichment Professional Development

Transforming classroom practice and raising the quality of teaching and learning.

Reflect on, take greater responsibility for, and become more innovative in your teaching.
We highly recommend Enrichment Professional Development to teachers and school leaders who have been teaching or implementing Cambridge programmes and qualifications for at least one year and would like to develop their teaching practice in specific areas.

Please note: Length of delivery for all training is flexible according to country or region, and professional development objectives.
Next Steps….

Get ready! ….integrate PD into your school’s development strategy

Get set! ….research and choose the PD offer that suits your context and your teachers’ needs

Go! ……ensure success by offering support and encouragement to everyone involved
Questions?
Thank you

Contact us on:
info@cie.org.uk