



Teacher professional development
in Flanders

Organising CPD at school

- External providers at external locations
- External providers in our school
- Internal CPD





The external market for CPD

Teacher CPD in Flanders

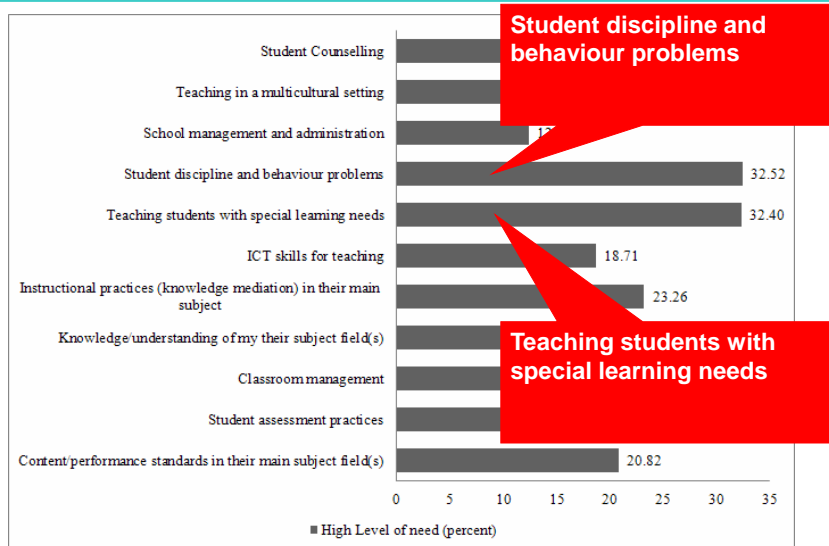
Different providers

- Universities and teacher colleges
- Advisory teachers and services
- School networks
- Teacher unions
- Educational publishers
- Private institutions (Free market)



- Coaching
- Change management
- Financial management for non-financials
- Integral leadership
- Practical training places
- Local educational agenda
- E-learning
- Playing = growing
- Presentations
- Coaching for starting teachers
- Participation in decision-making
- Mediawisdom
- Coping with stress
- Conference for school heads
- Better managing & organising
- Writing web texts
- Communication in your school
- Cooperative learning strategies
- Successful project management
- Fluency and the Common European Framework of Reference for Languages
- Successful change management
- Equal opportunities in our school
- Pastoral care
- Social practice for pupils
- Firing
- Coping with Aggression by using music
- Class management
- Autonomous learning
- Courses for parents & teachers
- New reading method
- YouTube in the classroom
- Educational management
- Cooperating with difficult people

Teachers' needs for CPD





Adapting external support

Reasons to involve external support

- Content expertise
- Methodological expertise
- Unfreezing the organisation of the school
- Bringing in experiences from elsewhere
- ...

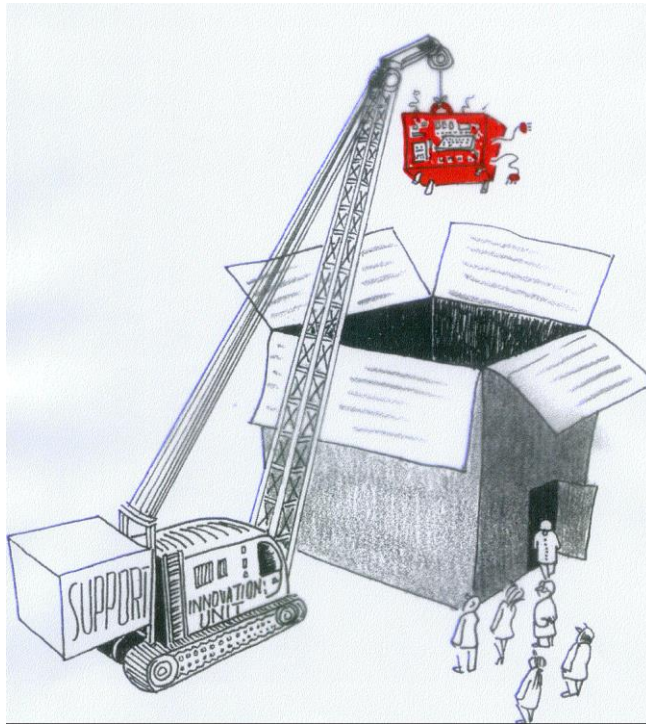




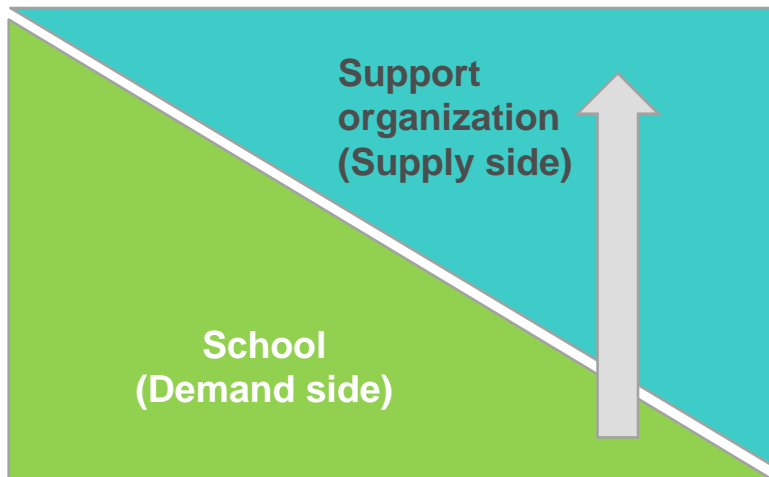
Necessity for a market for support

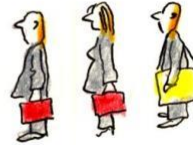
- Schools differ
- Support organisations differ
- NO 'one size fits all'





Adapting supply & demand for CPD



DEMAND SIDE**SUPPLY SIDE**

The quality of support activities
depends to a great extent on
good customership

Checklist for hiring support

- General:
 - Vision of the external support organization
 - Experience, Reputation, Quality care
- Specific
 - Target group
 - Time investment
 - Relation to your needs
 - Methods and needed materials
 - Support on the shop floor
 - Evaluation
 - Costs





the plumber



the driving instructor



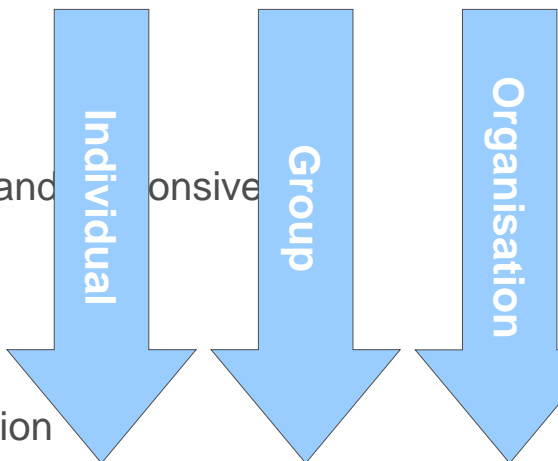
the critical friend



Powerful policy and internal CPD

Frame of reference

- Vision
- Engagement
- Cooperation
- Communication and Inclusive
- Innovation
- Reflection
- CPD
- Responsibility
- Focus on education



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Inspiratie door verbondenheid



School development plan



PRIORITEITEN

Goedgekeurd:

Doel: de kwaliteit van het onderwijs opvolgen en bevorderen. Het rendement van de school controleren

SCHOLJAAR	PRIORITEIT	NIVEAU	NS
2014 - 2015	Godsdiens: Stille ruimte: Inrichten + gebruiken	K + L	1
	SOVA: Inventarisatie soc vdg Leren - leren: Inventarisatie II	K + L L	2
	Evaluatie Rapportering	K + L L	3
	Implementatie leerplan Media	K + L	4
	Nieuwe handelingen godsdiens	L	5
	ICT -Ominuize -Touchscreens -Smartschool -I-Pads	K + L	6
	Opvolging IDP	L	7
	FAAL	K + L	8

NASCHOLINGSPLAN '14 - '15

Goedgekeurd: juni 2014
Goedgekeurd:
Lid van de Raad van Bestuur: 26 juni 2014 en goedgekeurd op 29 augustus (tijdens de PV) - 6/9/2014
Besluit van de Raad van Bestuur van het CV-SG: 15 september 2014

Het nascholingsplan is gekoppeld aan de prioriteiten.
Individuele nascholingen worden gekozen in functie van de prioriteiten. Vanzelfsprekend kan elke individuele leerkracht echter ook een onderwerp kiezen waar zij/hij zelf wil in groeien.

Goedgekeurd via weesbrieven en tijdens de PV van 29 augustus 2014.

01. TEAMGERICHTE NASCHOLINGEN

DATUM / WAT	COLLEGA(S)	ONDERWERP	PRIORITEIT
Pedagogische studiedag Vrijdag 26 sept 2014	K & L	Teambuilding WCI in Brugge en Ieper	
Personali- vergaderingen	K & L	SOVA: Inventarisatie soc vdg Leren - leren: Inventarisatie II Implementatie leerplan Media	2 4
PV???? (Gemeenschappelijke vergadering scholengemeenschap)			
Pedagogische studiedag met de SOVA Woensdag 13 mei 2015	K & L	Gastvoren: Christophe Lafosse 500 euro + BTW + hotelkamer Aula Sint-Lodewijkcollege	

02. INDIVIDUELE NASCHOLINGEN

DATUM	COLLEGA(S)	ONDERWERP	€	ORGANISATIE PLAATS	PRIOR- BE- TET
2 sept 14	Kristel Van Loocke, Jessie Deforce, Sylvie Peryss, Gertjan Baeyens	Gebruik van Touchscreen en ProWise	0	Multimedia Immaculata	6
17 sept 14	Giverny	Dag van de kleuter	45	Bekehuiscentrum an Sijde	
18 sept 14	Mathieu Vandervort	Outputbeleid vanuit IDP	0	VKSO in DPB	7
25 sept 14	Hilde Osaer	Taal in een doosje	45	Bekehuiscentrum an Sijde	8
15 okt 14	Jessie Deforce	Met ouders kom je verder	45	DPB - Bekehuiscentrum	
22 okt	Kristel Frees	Meerstembegroting		Bekehuiscentrum	

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Inspiratie door verbondenheid



	Average minus	Average plus	Learning community
Vision	No shared vision	Vision developed, not generally shared	Shared vision
Management focus	Control & budget	Mainly control, but increasingly the learning of pupils / teachers / organisation	Shared leadership
Learning of teachers	Learning of teachers: attending courses individually; no transfer	Learning of teachers: mix of courses and other ways of learning	sharing and developing is the core, the basis
Role of support organisation	External support = motor of learning		Motor of learnings = inside the organisation

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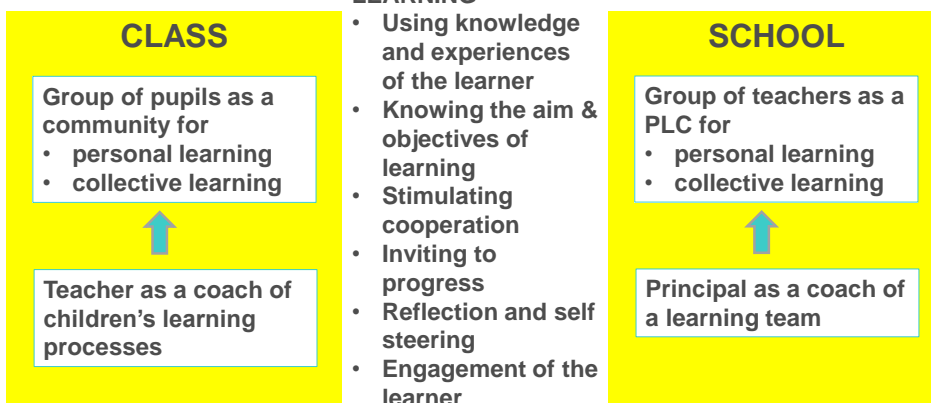
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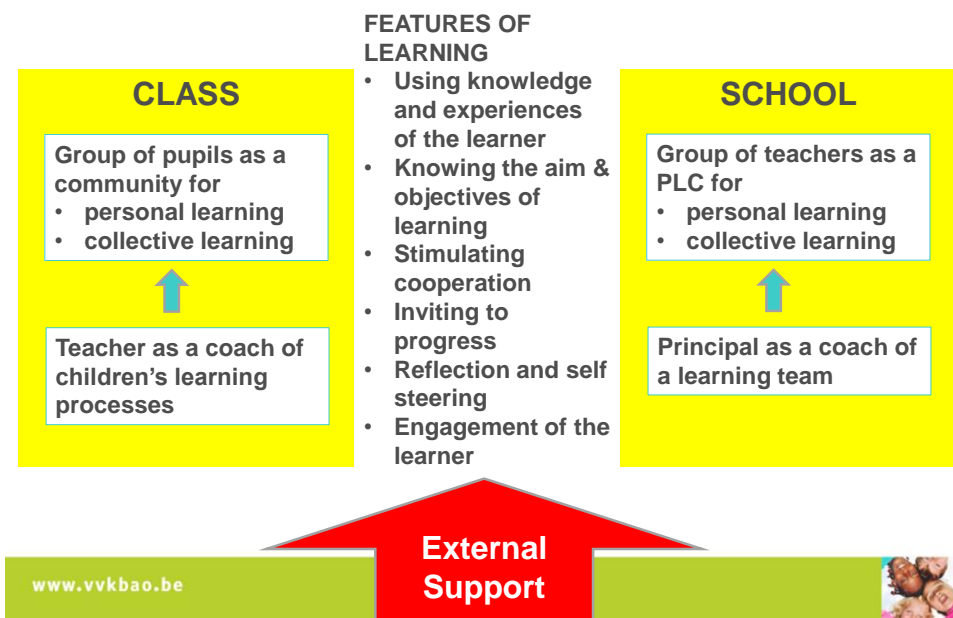
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The professional learning community

FEATURES OF LEARNING



The professional learning community



Activities for school-based CPD

- Observe colleagues' lessons
- Give and receive feedback from colleagues
- Coach each other
- Plan lessons together with colleagues
- Do action research
- Mentor novice teachers
- Assess pupils' work together with colleagues
- Reflect together with colleagues
- Find a good (external) critical friend



Criteria for effective CPD programmes

- Team and school focused
- Process oriented
- Rooted in reflection
- Experiential
- Focused
- Collaborative
- Differentiated
- Involves producing & constructing
- Requires ownership
- integrated