

Professional Development

Education

What separates training that changes practice from training that does not.

Changes practice

- Sustained over months, not hours
- Focused on one subject and technique
- Includes practice and expert feedback
- Grounded in a credible mechanism
- Protected time to embed it

Changes nothing

- A single inspirational speaker
- Generic pedagogy for all subjects
- New initiatives before the last embedded
- Awareness raising with no follow-up
- Follow-through left to volunteers

THE DIFFERENCE THAT MATTERS

One-off training days almost never change classroom practice, whatever the evaluation forms say on the day.

Educational reference. Well-designed development has among the best evidence in the sector, and most delivered development is not well