Fostering a Culture of Contemporary Teaching Excellence

Professional Learning at Lourdes Hill College
Robyn Anderson, Principal
This workshop will cover:

• Motivation and History
• Physical Space
• Virtual Space
• Staff Engagement Strategies
• Community Engagement Strategies
Introducing CiTEL

*The Centre for Innovation, Teaching Excellence and Leadership*

Officially opened 10 February 2017.
Where did CiTEL come from?

Professional Learning at Lourdes Hill College

International Study Tour - 2014

Study Tour Recommendations

• Creation of a Training Facility - CiTEL
• Appointment of a Director
• In-house, Faculty-driven Professional Learning Program
• Teacher Collaboration Time
• LHC Virtual and Classroom Infrastructure and Design
• Strategic Recruitment Strategy
• Strategic Student and Community Engagement
• Strategic External Partnerships
• Feedback Culture
Motivation and History

Study Tour

Current educational literature continues to challenge schools to transform themselves with new paradigms of teaching but often does not clearly define the translations of these new paradigms into day-to-day teacher practice.

The International Study Tour was inspired by this challenge and was grounded in the search for engagement with and advice from schools actively involved in the exploration and implementation of this paradigm shift.
OTHER DRIVERS for the development of CiTEL:

- Research
  - Grattan Institute - Making time for great teaching Ben Jensen 2014
  - Anticipating the future: professional practices to support a new education paradigm - AITSL Invitational Symposium 2013
- Growth
- Rebranding and Repositioning Project
The activities of CiTEL are grounded in the four pillars that guide the current Strategic Directions of Lourdes Hill College:

- **Faith**: Enhance commitment to living the Good Samaritan ethos
- **Learning**: Maximize individual potential and educational excellence
- **Connection**: Nurture and expand relationships within LHC and the wider community
- **Stewardship**: Care responsibly for what we have and what we create
Aspirational Objectives of CiTEL

- Support the strategic directions of the College towards achieving teaching excellence
- Create a safe, respectful and supportive learning environment to enrich the professional lives of LHC staff
- To develop and facilitate an integrated professional learning program that prepares staff for the changing demands of teaching and learning into the future
- To provide comfortable, welcoming, fit-for-purpose spaces for sharing teaching practice
Aspirational Objectives of CiTEL (cont)

• To create a virtual (online) presence to support the professional learning program and to enhance the functions of the physical Centre

• To support the development and enactment of the Strategic Plan: Teaching and Learning for the Future/Pedagogy for the Future/College Learning goals

• To establish the College as a leader in innovative Staff Professional Learning experiences and demonstrated teacher excellence

• Establish a culture of research and evidence-based practice in teaching and learning
• Design, build & deliver a state of the art staff professional learning Centre
• Develop an integrated/collaborative *Professional Learning Program* offered under CiTEL
• Work with key stakeholders to consolidate, disseminate & share outcomes from previous Learning & Teaching initiatives/projects. e.g. Renewal Groups
• Promote effective team collaboration & feedback
Effect high quality learning & teaching (cont)

• Maximise use of physical spaces for teacher collaboration (Berchmans)
• Pedagogy in Practice Project (PiP) – share examples of active teaching, curriculum design & pedagogy in practice via video and online resources.
• Research - evaluate & measure the effectiveness of our approaches & practice through sound research
What motivation do you have for change?
What does CiTEL look like?

Design principles
Introduction to the spaces
What was there before?
Design Principles

Adapted from the ALTC project “Retrofitting uni learning spaces: Agile adaptable learning” (Mitchell et al., 2010).
http://www.learnline.cdu.edu.au/retrofittingunispaces/
How does it look now?
Conference Room

- Can be divided into two
- Multiple screens
- Tables on wheels
- Integrated technology
Veritas

Training Room

Five screens
Furniture on wheels
Integrated technology
Galley Kitchen

Social Space

Adjacent to balcony and training room
Great social place
Scarf design clear
Views!!!!
Preparation for LHC Virtual

Green Screen
Lighting
Video Camera
High End Technology
Can you imagine a physical space that could be repurposed at your school?
Virtual Space

A cyber presence
Website
Blog
Internal collaboration space – One Note
Centre for Innovation, Teaching Excellence and Leadership

A dedicated space for education professionals to collaborate, learn and inspire.
CiTEL is Open for Business

CiTEL is well and truly open for business. After our official opening in February, we have been settling in to [...]
Introducing the Professional Learning Workspace

Using your Professional Learning Workspace

We have used OneNote Staff Notebook to create an LHC Professional Learning Workspace. This will give all staff the opportunity to actively use, experiment with, and become experts in the use of OneNote. It will also provide opportunities to be hands-on with sharing ideas on how the application can be used for professional collaboration.

The aim is to create a contemporary, dynamic online space where professional learning resources can be shared and easily accessed by all staff. An important reason to use OneNote is to make use of its capacity to enable team collaboration.

The Workspace has three key areas:

- General pages: for sharing background information.
- Content Library: The Content Library will be used to share resources from SCAD and other professional learning activities. Content is able to be viewed by all teaching staff who will also be able to copy and save resources. Learning leaders/HDIs are able to edit pages and add resources. Information from their Faculty Team SCAD sessions will be made accessible in the Workspace.
- Collaboration Space: The Collaboration Space is under development and will be launched in conjunction with the Heads of Faculty and Curriculum Committee.

Administrators of the Workspace

Janet Buchan & Anita Moore are the administrators of the Professional Learning Workspace notebook. Feel free to share your ideas about the use of the Workspace, ask for assistance and alert them to any problems.
What would you include in a virtual PD site?
How to get staff to use CiTEL?
Employment of Director
Time - SCAD program
Principles of Adult Learning
Professional Learning Plan – Faculty Driven
The Director – an introduction

Staff 3 key areas of focus and operation
- Innovation
- Teaching Excellence
- Leadership

Staff Professional Learning

The Learning Futures Project
Dr Janet Buchan – Director CiTEL

Background

- University Sector
- Educational Design & Staff Development
- Designing multimedia learning resources & experiences
- Technology-enhanced learning
- Secondary & TAFE teaching: Science, Mathematics
- Researcher
The Pillars

- Teaching Excellence
- Innovation
- Leadership
Everything about CiTEL is *innovative*

Commitment across the College Community to invest in Innovation

How will we make it work?
Innovation Initiatives

Professional Learning Program & SCAD TIME
GARP – Goal Setting & Review Process
CiTEL – State of the art Adult Learning Spaces
CiTEL Online
Learning Futures Framework Project
Pedagogy in Practice Project
School Renewal Process
Others……..

Positive Change and Innovation Factors

LHC College Board - investment & support
Strategic management & support at Leadership level
College Operational Team (C.O.T)
Curriculum Committee - Heads of Faculty
Staff Collaboration & Development (SCAD TIME)
External Partnerships & Engagement
Student & Parent support via the Learning Futures Survey
Current Initiatives:

• Professional Learning Program – five year plan
• Staff Collaboration & Development (SCAD TIME): Tuesday – Period 6 Assembly time plus Staff Meeting time/ 6 sessions per term
• School Renewal Process - developing reflective practitioners – long term goal
• LHC Learning Futures Framework Project
• Pedagogy in Practice Project - Studio
1. Staff Collaboration & Development TIME: Tuesday SCAD
   • SCAD = 90 minutes per week, 6 weeks in the term
2. Developing reflective practitioners, professional learning community
3. Strands of Professional Learning - focus & content
Professional Learning at LHC
50 examples of innovative approaches to professional growth from across the world

Based on the Global trends in professional learning and performance & development – some implications and ideas for the Australian education system report (2014), prepared for AITSL by the Innovation Unit (UK) and Designing Professional Learning (2014), completed in partnership with Learning Forward (USA).

http://www.aitsl.edu.au/professional-growth/research/horizon-scan
- Rich and varied staff professional learning program
- Draws on cutting edge work from across the world
Leadership

- Research - Lead school research into teaching practice
- External engagement
- Leadership development
  - Staff – Professional learning, culture of learning
  - Students – maximising existing opportunities
- Lead the development of a learning community
LHC Learning Futures Project

Evidence based practice

• Staff publications - supporting staff
• Evaluate and maximise the use of new LHC Learning Spaces

Conference presentations

  “Adaptable or expendable? Preparing staff for a changing future through innovative approaches to staff professional learning: a case study.”
• ACEL Australian Council for Educational Leadership Conference (submitted)
  “Developing a Blueprint for Resilience in Educational Systems Management”
An invitation to students, parents, staff:

“Share your vision for what teaching and learning should look like into the future at Lourdes Hill College.”

• What will be taught and learned at our school of the future, and how will it be taught?
• What do we want our students to be like as adults?
• What challenges do we and our young people face and how do we prepare students and staff for learning into the future?
LHC Learning Futures Project

Learning without boundaries

LHC Learning Futures Project

- Blueprint for Curriculum Design
- Active Teaching & Learning
- Innovative Learning Spaces Use & design
How can you look outside the square to find time for staff collaboration and development?
External Engagement

LHC Development Office & Communications Team - support
PartnerED – QUT partnership
Learning Futures Project conversations with external Learning Leaders

Links with other schools, including:
  • AITSL Learning Frontiers Design Hubs
    http://www.aitsl.edu.au/learning-frontiers
  • St Peter & St Pauls Primary School

Early days….
How to take CiTEL beyond the LHC staff?

- Learning Futures Survey to Learning Framework
- Partnership with universities and consultants
- Networking
What project/s could you utilise to engage the community?
Where to from here?