# Facilitating CPD Online

Sharing best practice for teaching and learning in the new normal

LeapEd
LEARNING ENRICHED
Selamat Hari Raya
Aidilfitri
" kerana setiap kanak-kanak berhak mendapat masa depan yang cerah "
Maaf Zahir & Batin

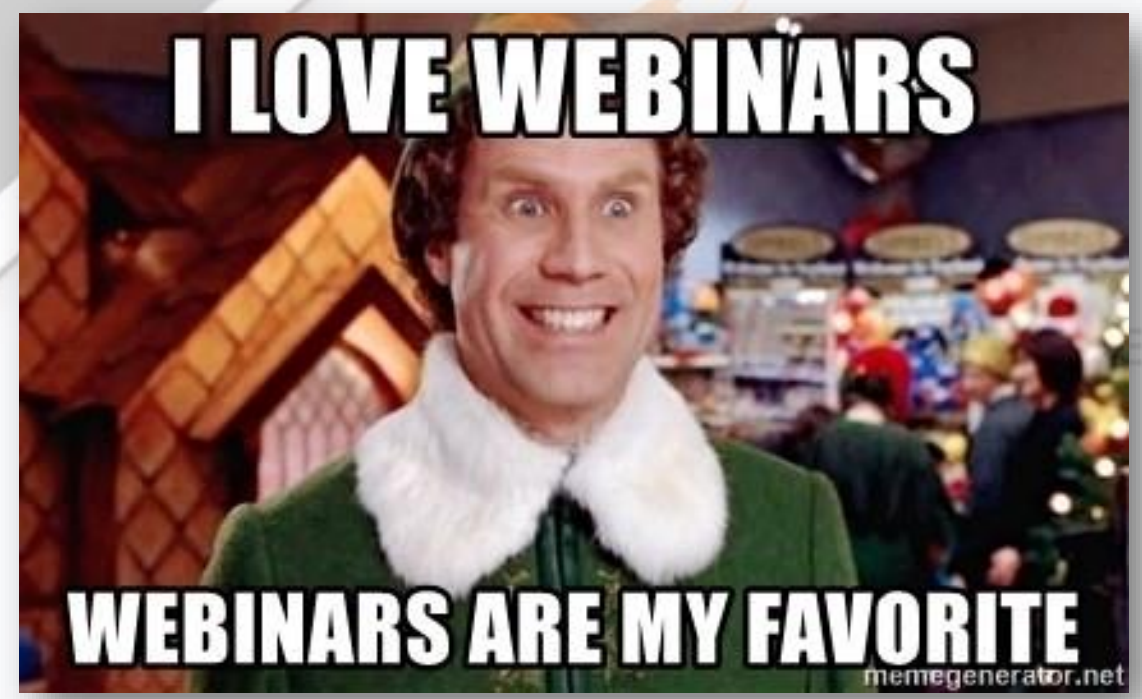
Hayley.Trenchard@leapedservices.com

# Hello!

LeapEd is a social enterprise aiming to share international best practices and practical strategies across the region.

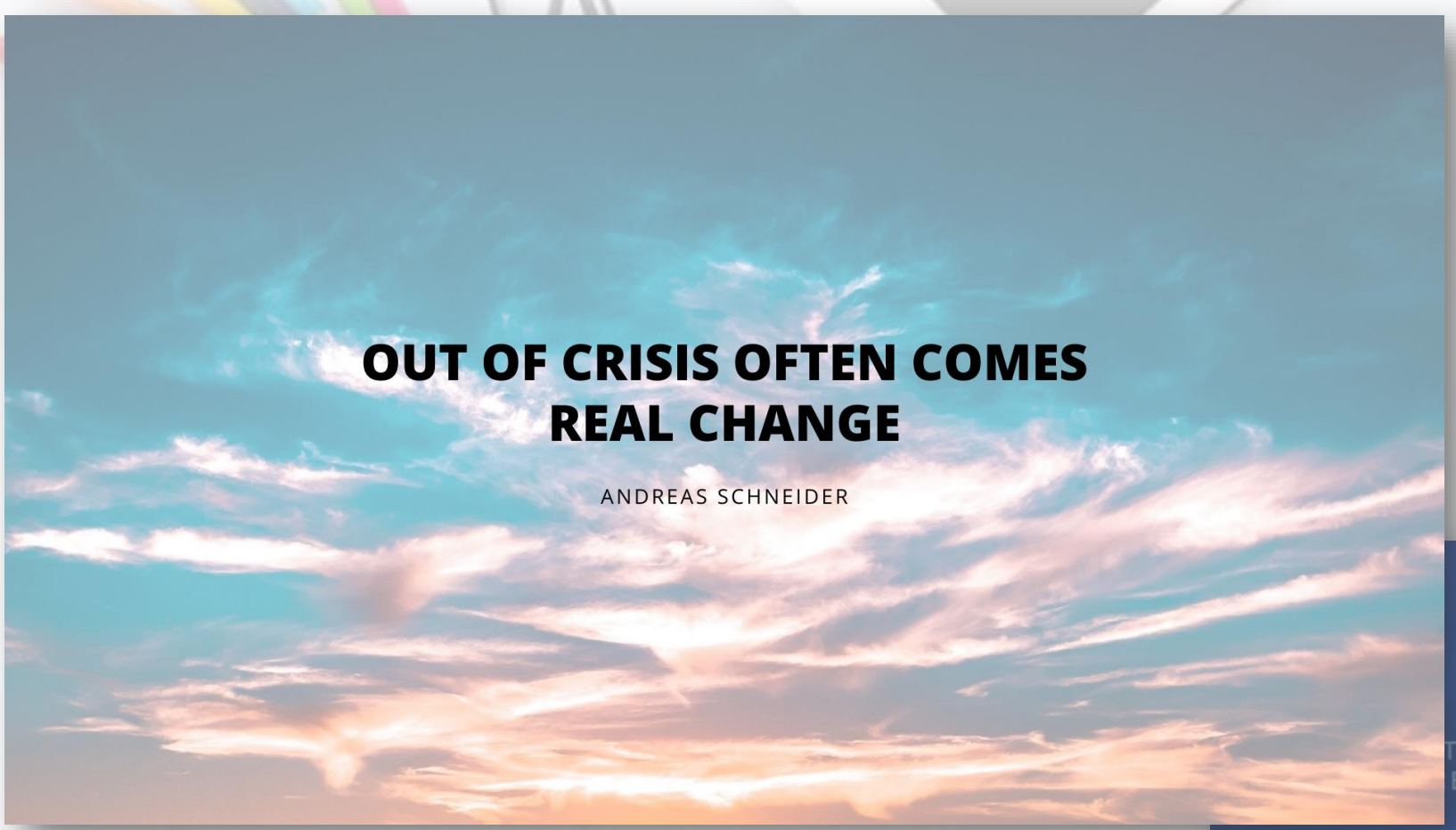
# Let’s introduce ourselves

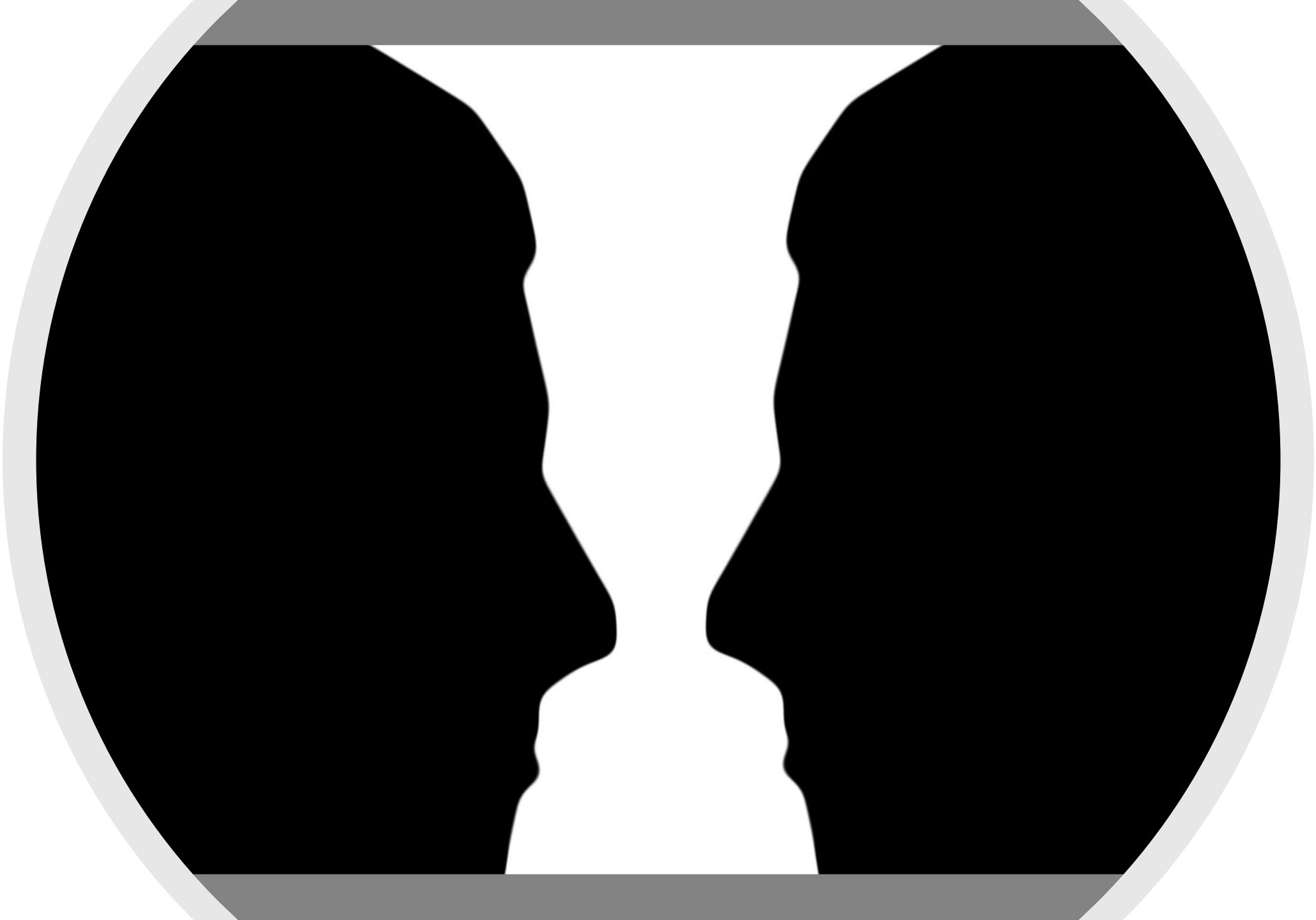
- There is something a little intimidating about speaking during a webinar
- Maybe the lack of feedback?




Say hello, your name and what your interest is around CPD – are you a teacher, middle leader, senior leader…

# The New Normal





**Louise Lewis** @MissLLewis · Apr 7

How are schools approaching staff CPD whilst we are shut?

Are schools engaging in CPD? Is it an expectation? Is there any record keeping? Is it just not a priority right now?

Really interested to see what other's experiences are, whether it is being done or not.

Pls comment/RT

| | |
|---|---|
| **Ignoring it for now** ✓ | **36.6%** |
| Sending staff CPD to do | 20.1% |
| Own choice-recorded | 14.8% |
| Own choice- not recorded | 28.6% |

1,964 votes · Final results

50 22 18

**Gary Husler** @HuslerGary · Apr 7

Life is a continuous CPD at the minute.

1 2

## Some considerations…

# Is CPD appropriate at this time?

If you don't come out of this quarantine with:

- A new skill

- Your side hustle started

- More knowledge

You never lacked time, you lacked discipline.

If you don't come out of this quarantine with:

- A new skill

- Your side hustle started

- More knowledge

~~You never lacked time, you lacked discipline.~~

**You are doing just fine.**

**We are going through a collective traumatic experience.**

**Not everyone has the privilege of turning a pandemic into a something fun or productive.**

**Stay healthy.**

# Some considerations…

1. There is a group of teachers who are eager to learn
2. There are also teachers who would appreciate some relevant and solid CPD to help them navigate these new times.
3. Teachers may be spending hours creating lessons that may or may not be effective.
4. This may go on for some time

Some considerations…

1.

# CPD as an opt ‘in’ activity in the MCO?

1. Consider a regular planned slot so teachers can plan their time
2. Ensure that the learning is relevant to their current situation
3. Be flexible and provide recordings for staff that cannot attend

## Some considerations…

**Adults learning is most effective when there is a *need* to learn in order to problem-solve or to address a concern**

Some considerations…

# Experiential Learning

# We are having a collective experience. Use it.

# Making a start with Online CPD

2.

DON'T PANIC

3.

1. 50 minutes / 10 mins break
2. Think of your back
3.Research apps like F.lux

4.

# Display Key Words & Key Questions

Phone screens are small.
Text needs to be BIG!

5.

# Don’t forget what you already know!

- Questioning
- Feedback
- Strategies to hold people accountable

# Ice Breakers

- Play with the features of your platform

# Thumbs Up – YES I LOVE IT
# Clap – EURGH No!?

Nasi Lemak?

Tiger King on Netflix?

# Hands Up?

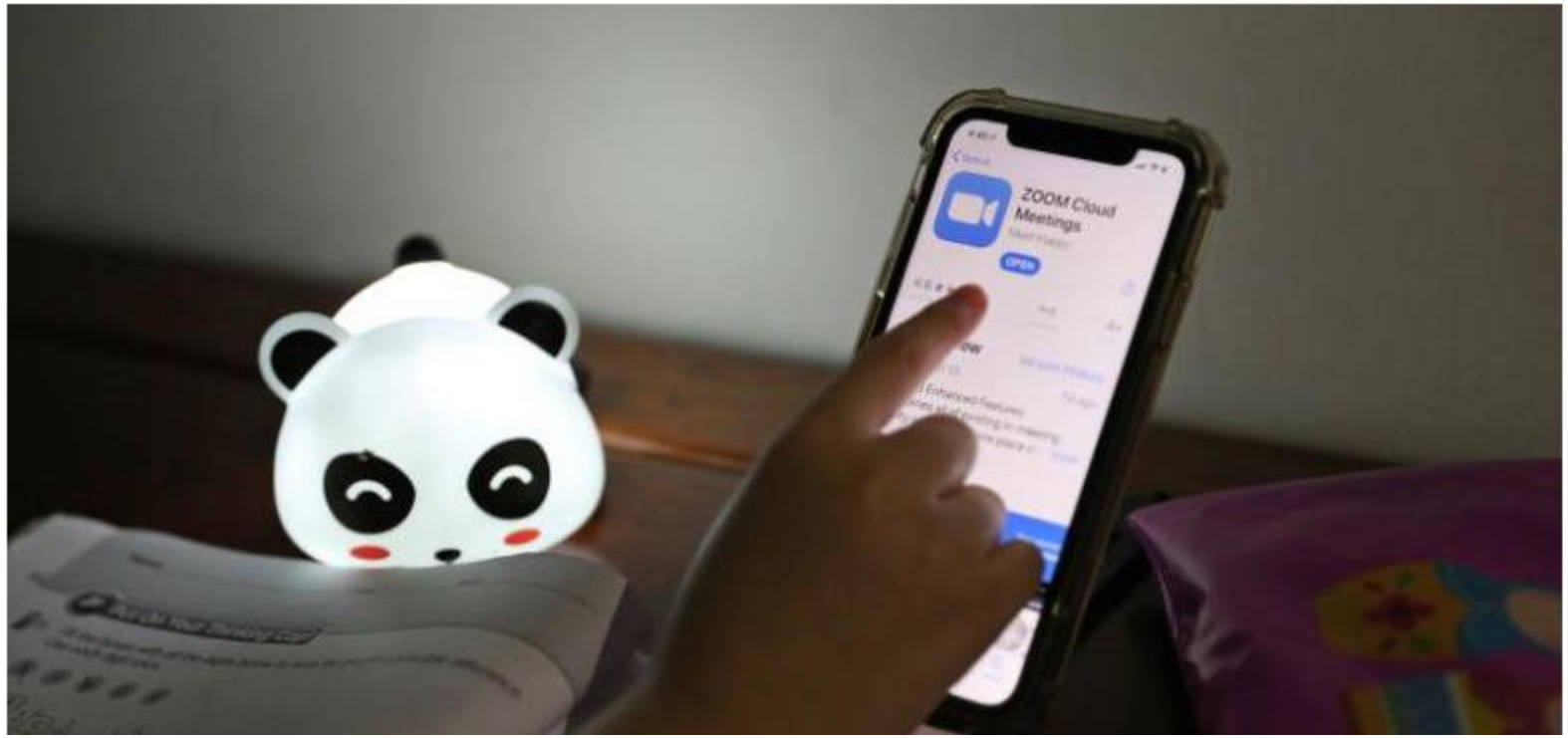
Who is using Google Classroom?

Who is using WhatsApp in some way?

Recommended by outbrain

# Singapore schools to resume use of Zoom for home-based learning with additional safeguards in place

13. 4. 2020




Build Your Courses in Minutes

Vedubox enables any institution, company or person to establish online education system.

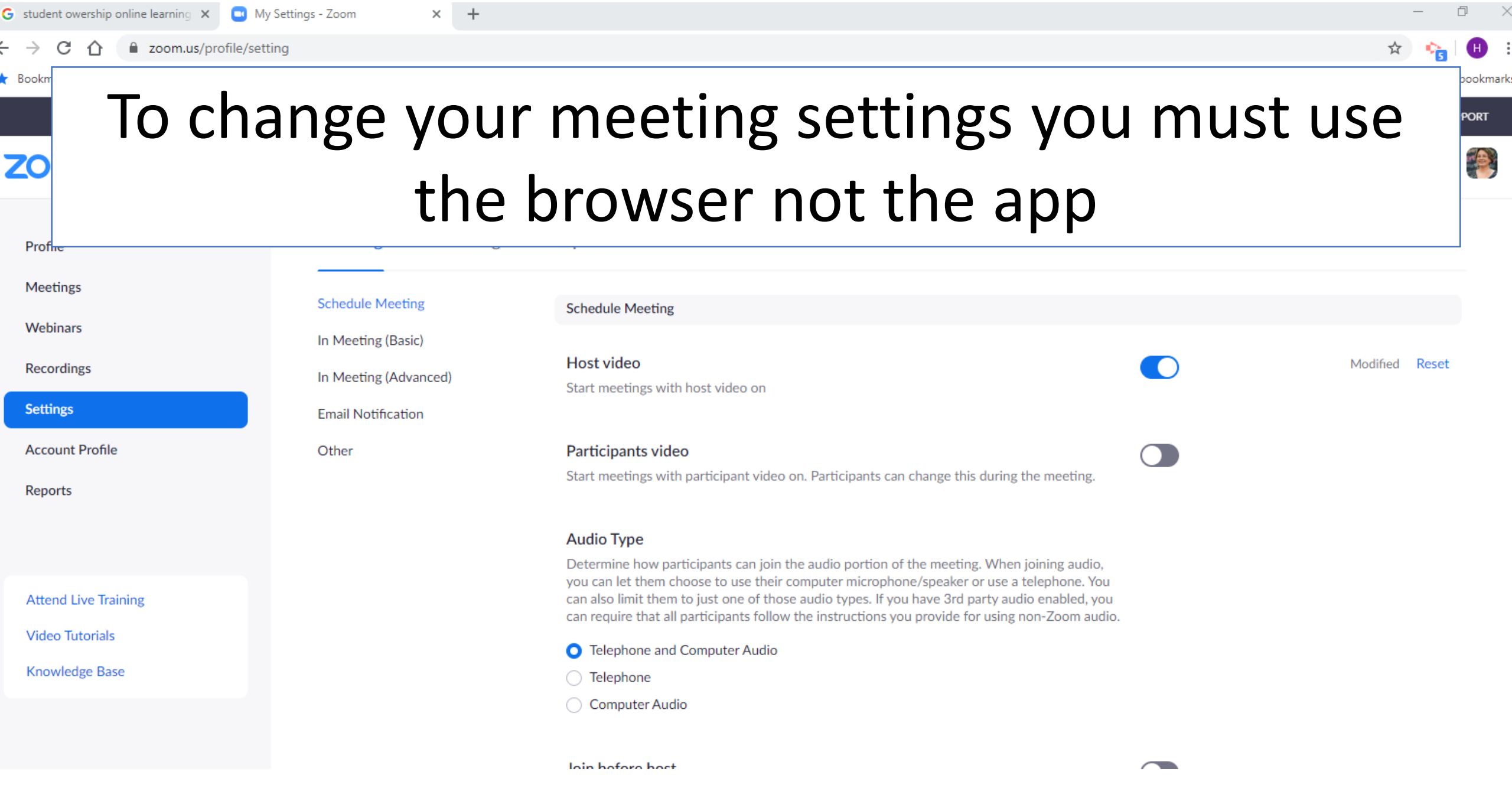
Vedubox LMS

Open

# If you do use Zoom:

ENABLE BREAKOUT ROOMS: https://support.zoom.us/hc/en-us/articles/206476093-Enabling-breakout-rooms

ENABLE NON VERBAL FEEDBACK FUNCTION ON ZOOM: https://support.zoom.us/hc/en-us/articles/115001286183-Nonverbal-Feedback-During-Meetings


student owership online learning
My Settings - Zoom
zoom.us/profile/setting
To change your meeting settings you must use the browser not the app
Profile
Meetings
Webinars
Recordings
Settings
Account Profile
Reports
Attend Live Training
Video Tutorials
Knowledge Base
Schedule Meeting
In Meeting (Basic)
In Meeting (Advanced)
Email Notification
Other
Schedule Meeting
Host video
Start meetings with host video on
Modified
Reset
Participants video
Start meetings with participant video on. Participants can change this during the meeting.
Audio Type
Determine how participants can join the audio portion of the meeting. When joining audio, you can let them choose to use their computer microphone/speaker or use a telephone. You can also limit them to just one of those audio types. If you have 3rd party audio enabled, you can require that all participants follow the instructions you provide for using non-Zoom audio.
Telephone and Computer Audio
Telephone
Computer Audio

7.

# Clear Instructions

- Repeat instructions 3x times
- Practice and Model
- Find a platform and stick with it
- Reflect on ‘kinks’ and adjust

8.

# Scaffold Questions

- Ask one question at a time
- It can sometimes be hard to hear

9.

# Getting Feedback

- Private Chat
- Zoom Polling
- Feedback Forms

# Collaborate

- Find a way to collaborate
- Set a task to work in smaller groups
- Think about groupings – Zoom allows you to pre plan groups

# Break Out

- One thing you have learned so far
- One question you have

(after 3 minutes you will be returned to the main room)…

# Ok, so you might give it a go…

- What makes effective CPD?

# Make it relevant

- Adult learning – problem solve a task
- Remember the social aspect

## Some considerations…

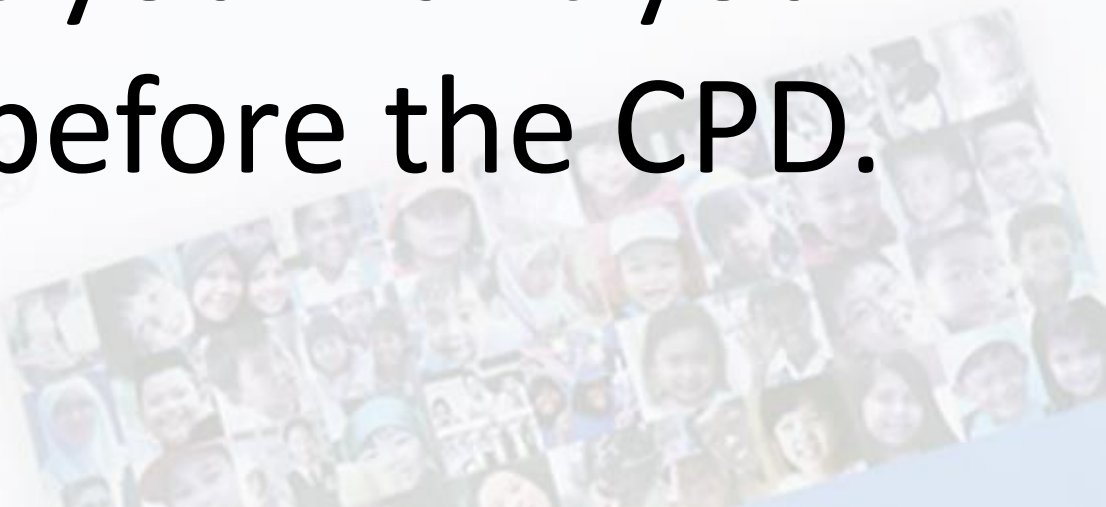
**Adults learning is most effective when there is a *need* to learn in order to problem-solve or to address a concern**

# Model of Adult Learning

| 1<br>Focusing | 2<br>Experiencing | 3<br>Reflecting | 4<br>Thinking | 5<br>Modifying | 6<br>Applying | 7<br>Integrating |
|---|---|---|---|---|---|---|
| Focusing on concepts, skills and attitudes to be covered in the training. | Experiencing concepts, skills and attitudes. | Critical reflection of their experience and prior knowledge | Introduction of relevant theories and concepts or developing own theories | Processing of new ideas in relation to prior experience. | Relating new ideas to areas of responsibility. | Articulating key takeaways and identifying next steps. |
| **Example Activities** | | | | | | |
| • Ice breakers<br>• Goal Setting<br>• Activating schemata<br>• Pre-existing knowledge recognition | • Videos<br>• Role plays<br>• Case studies<br>• Simulations | • Discussion<br>• Individual Reflection<br>• Debates | • Articles<br>• Presentations<br>• Videos | • Group feedback<br>• Skills inventory<br>• Questioning | • SWOT analysis<br>• Action planning | • Priority list<br>• Next steps<br>• Evaluation |

# Send Pre Work

So many links, so little time. Think carefully about what you want your staff to think about before the CPD.



# Google Site?
# Influencer Skills

**Pre-Task 1:** Watch this clip or scroll this list for some inspiration.

https://www.babble.com/celebrity/best-fictional-tv-movie-teachers/

1. Which fictional teacher is your favourite? (not necessary one you admire!)

2. What qualities or characteristics make them your favourite?

(Don't feel you must choose one from the clip, there are a few famous examples missing!)

3. What three characteristics do you feel a good educator will display in class?

**Pre-Task 2:**

Have a look around your school or on the internet and **take 3 photographs that you feel shows a 'positive learning environment'.**

Bring the photographs to the workshop, ready to explain why you feel they are examples of a positive learning environment.

You can print them off and bring them along, or bring them on your phone ready to share with others.

In preparation for our workshop session tomorrow (**Wed 27 Nov**) titled **Communicating With Purpose**, please take some time to watch **2 videos** called **The Science of Persuasion,** by New York Times best-selling author Professor Robert Cialdini, & **Never Split the Difference,** by former FBI lead hostage negotiator Chris Voss.

Here's the link: http://bit.ly/2rrwBGe

When these videos were shown as part of a pre-task for school principals in training, over **90% of participants** found them to be **very useful** for their role as leaders. Why don't you have a look and see if you agree…? 😊

Good morning SIT members

Following on from Nina's email, please take some time to watch the videos in preparation for this afternoons session, **Communicating with Purpose.**

**Nearly 75% of you have watched the videos.** It will be interesting to hear your thoughts in the session.

# Create a Cycle

Plan
Do
Review
Share

# Action Research Mindset

Teachers identify which specific problem to investigate and plan a strategy

Teacher's try it out

Teacher's reflect on the success

Teacher's share their findings

# Cycle of Inquiry for Effective Professional Development

LeapEd
LEARNING ENRICHED

*"those teachers who are students of their own impact are the teachers who are the most influential in raising students' achievement."*

– John A.C. Hattie, Visible Learning for Teachers: Maximizing Impact on Learning

**1** Identify a specific problem to investigate & plan a strategy

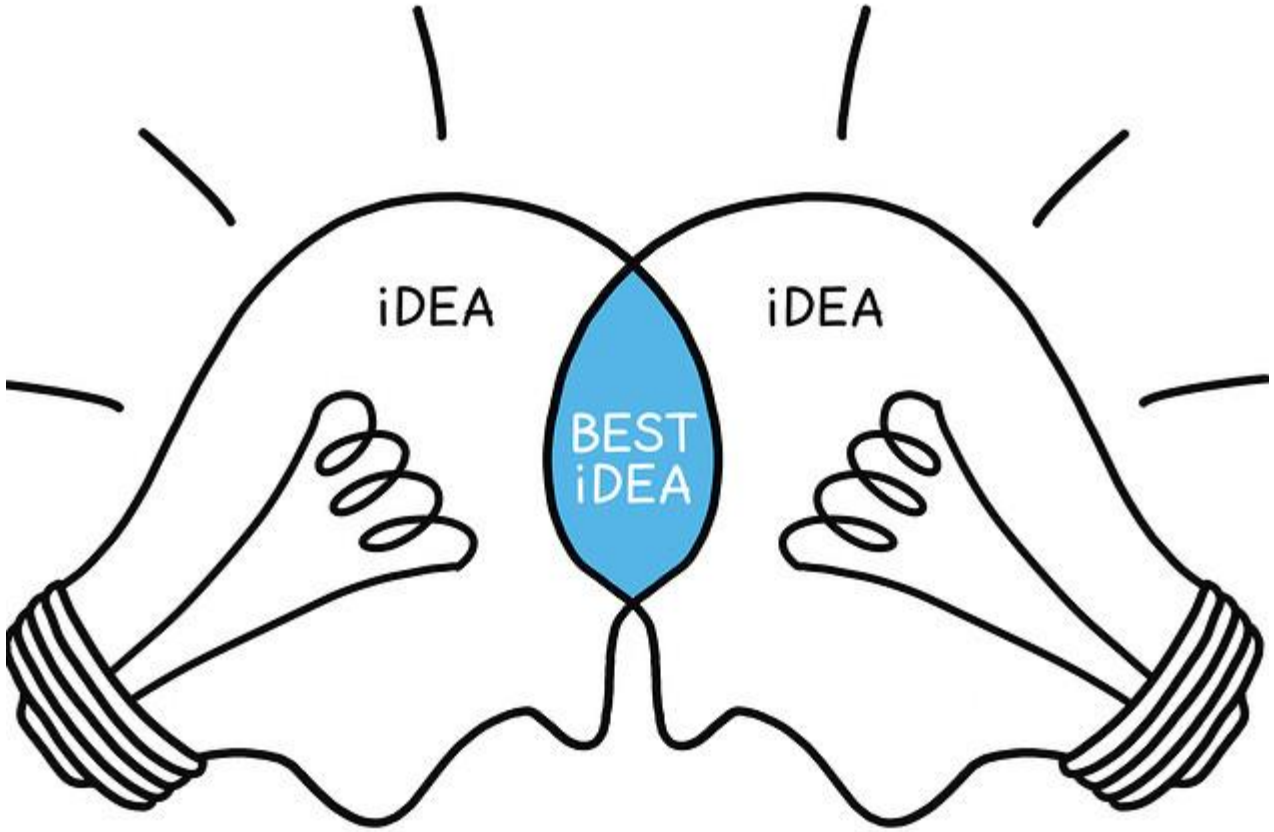
**2** Try out a solution

**3** Reflect on success

**4** Share the findings

**Plan a cycle of enquiry for teachers to assess their impact**

# Collaboration



# Collaboration

- Project based learning works for adults too.
- Set a real world problem.
- Teachers work together to solve it.

# How to Get Started

1. Start with a Real World Problem and set the Essential Question
2. Design a Plan for the Project
3. Create a Schedule
4. Monitor the Students and the Progress of the Project
5. Demo Time! Assess the Outcome and Reflect the Experience

FROM: Project Based Learning Webinar with Sherry and Bow

# Clear Learning Objective

- Ensure the session is relevant
- Don’t use the CPD session for passing messages or briefing staff

# Summary

1. Consider if CPD is appropriate. If you have staff under pressure, consider making it opt in.
2. Don’t panic. silence seems long online, remember thinking time, its ok.
3. Think about length – 2 hour CPD session can be split – 30 mins, offline task, 30 mins. Zoom exhaustion is real.
4. Visual Clues – display keywords
5. Engagement
6. Ice breakers – don’t forget to have fun!
7. Repeat Instructions

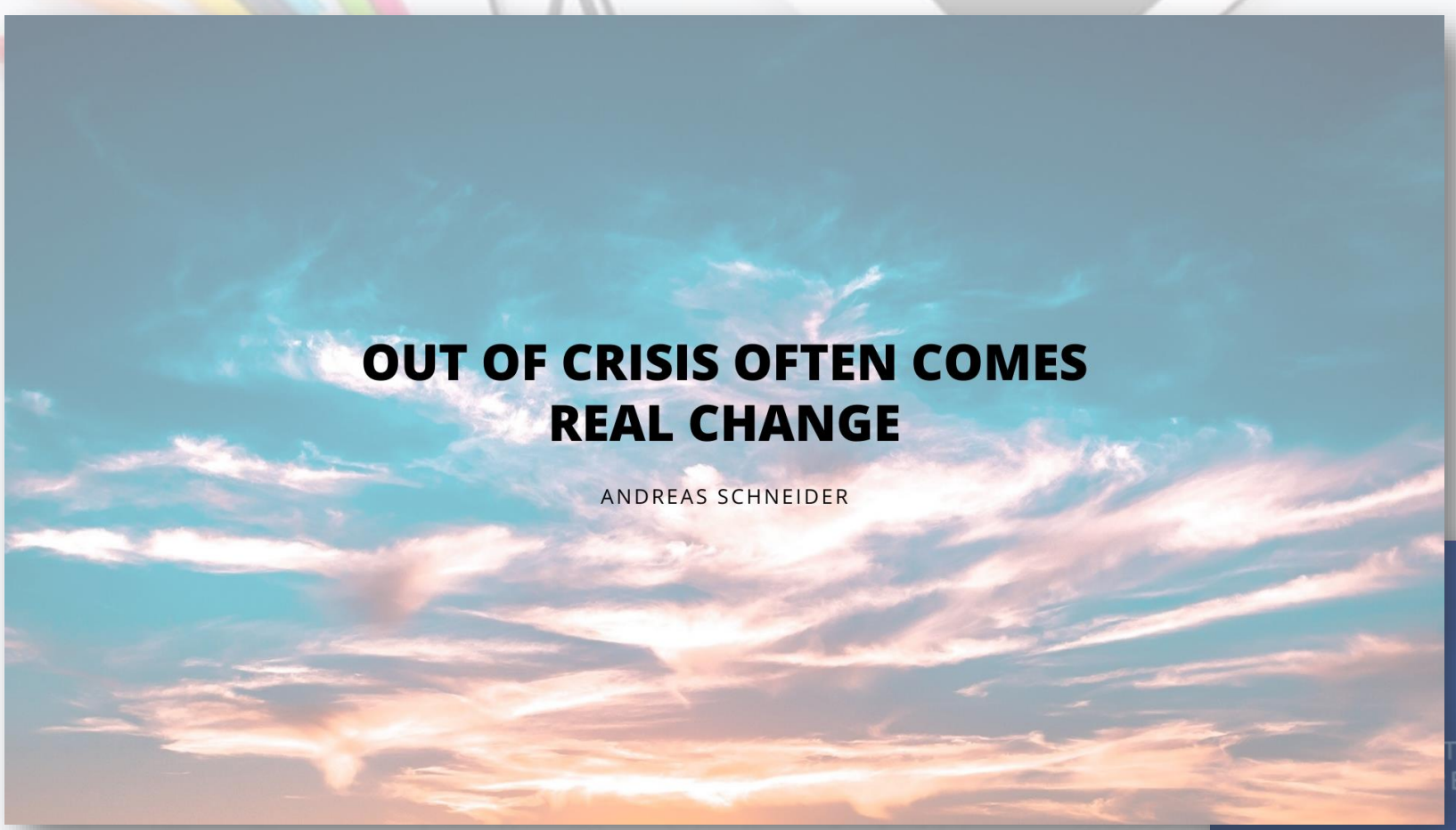
# Summary

8. Scaffold Questions
9. Get Feedback
10. Think about how you can get your staff to work together and share ideas.
11. Relevance
12. Pre Reading (Flipped classroom)
13. Cycle of Inquiry
14. Problem Solving
15. Learning Objective

# Getting Feedback

- POLLING OPTIONS:
- Are you going to use these solutions to facilitate some staff CPD?
- YES
- NO
- MAYBE
- https://support.zoom.us/hc/en-us/articles/213756303-Polling-for-Meetings

# The New Normal



# Information overload V. practical help

LeapEd
LEARNING ENRICHED
Selamat Hari Raya
Aidilfitri
" kerana setiap kanak-kanak berhak mendapat masa depan yang cerah "
Maaf Zahir & Batin

# Any Questions?

LeapEd®
LEARNING ENRICHED

# #TeachMeetMalaysia

**THURSDAY 18TH JUNE**
**4PM - 6PM MYT**
**POWERED BY ZOOM**

## COLLABORATE & INSPIRE

A TeachMeet is an organised yet informal meeting for sharing good practice, practical innovations, & personal insights in teaching.

## Who can take part?

We are looking for 10 Teachers, school leaders, or educational professionals who want to share their inventive idea for improving learning with the wider community.

## Why should I do it?

- A chance to showcase your talent with a wider audience
- Help others by sharing your great idea
- An opportunity to continue your professional journey by collaborating with LeapEd Services
- Certificate of Participation

## How do I sign up?

**Application for Presenting Deadline:** Wed 10th June - 4pm MYT
**Find out more:** https://bit.ly/TeachMeetMalaysia or hayley.trenchard@leapedservices.com

*because every child deserves a great future*

https://bit.ly/TeachMeetMalaysia

# Feedback

https://forms.gle/pBZp9w5tEzzGJVgN8

# Facilitating CPD Online

Sharing best practice for teaching and learning in the new normal