@hargreavesbc

Professional Collaboration

Collaborative Professionalism

.

ANDY HARGREAVES
MICHAEL FULLAN

PROFESSIONAL
CAPITAL

Transforming Teaching
in Every School

$PC = f(HC, SC, DC)$

BUSINESS CAPITAL VIEW ASSUMES THAT GOOD TEACHING:

- is technically simple.

- is a quick study.

- can be mastered readily.

- should be driven by hard performance data.

- is about enthusiasm, effort, talent, & results.

- is replaceable by online instruction.

PROFESSIONAL CAPITAL VIEW ASSUMES THAT GOOD TEACHING:

- is technically sophisticated and difficult.

- requires high levels of education & long training.

- is perfected through continuous improvement.

- involves wise judgment informed by evidence and experience.

- is a collective accomplishment and responsibility.

- maximizes, mediates & moderates online instruction.

THREE KINDS OF CAPITAL

1. Human Capital

2. Social Capital

3. Decisional Capital

Hargreaves & Fullan (2012), p.22

PROFESSIONAL CAPITAL FORMULA

$$PC = f(HC, SC, DC)$$

1.

Human Capital

2.

Decisional Capital

DECISIONAL CAPITAL.

Judgment

Case Experience

Practice

Challenge & Stretching

Reflection

Professional Learning & Development

3.

Social Capital

SOCIAL CAPITAL

Trust

Collaboration

Collective responsibility

Mutual assistance

Professional networks

Push, pull and nudge

Why should we collaborate?

How should we collaborate?

What are different ways to collaborate that have value?

Student   Achievement

Teacher Retention

Successful Change

Ways of Collaborating

1. Professional Learning Communities

1st Generation – inquiry, reflection for learning

2nd Generation – goals, data & targets for testing

3rd generation - …………………….

Communities

Learning Communities

Professional Learning Communities

PLCS – 1ST GENERATION

1) *shared power and authority* among all educators in a school

2) *shared vision* of student learning as a touchstone for teachers' work

3) *collective learning* among staff to address & respond to students' needs

4) *peer review*, assistance and feedback

5) *supportive conditions* of time, space and training

3rd Generation PLCs

- *From* narrow achievement goals *to* wider purposes;
- *From* episodic meetings *to* embedded practices;
- *From* administratively managed *to teacher –led*
- *From* supporting accountability *to serving* students.
- *From* "comfortable" or constrained discussions *to* challenging yet respectful conversations

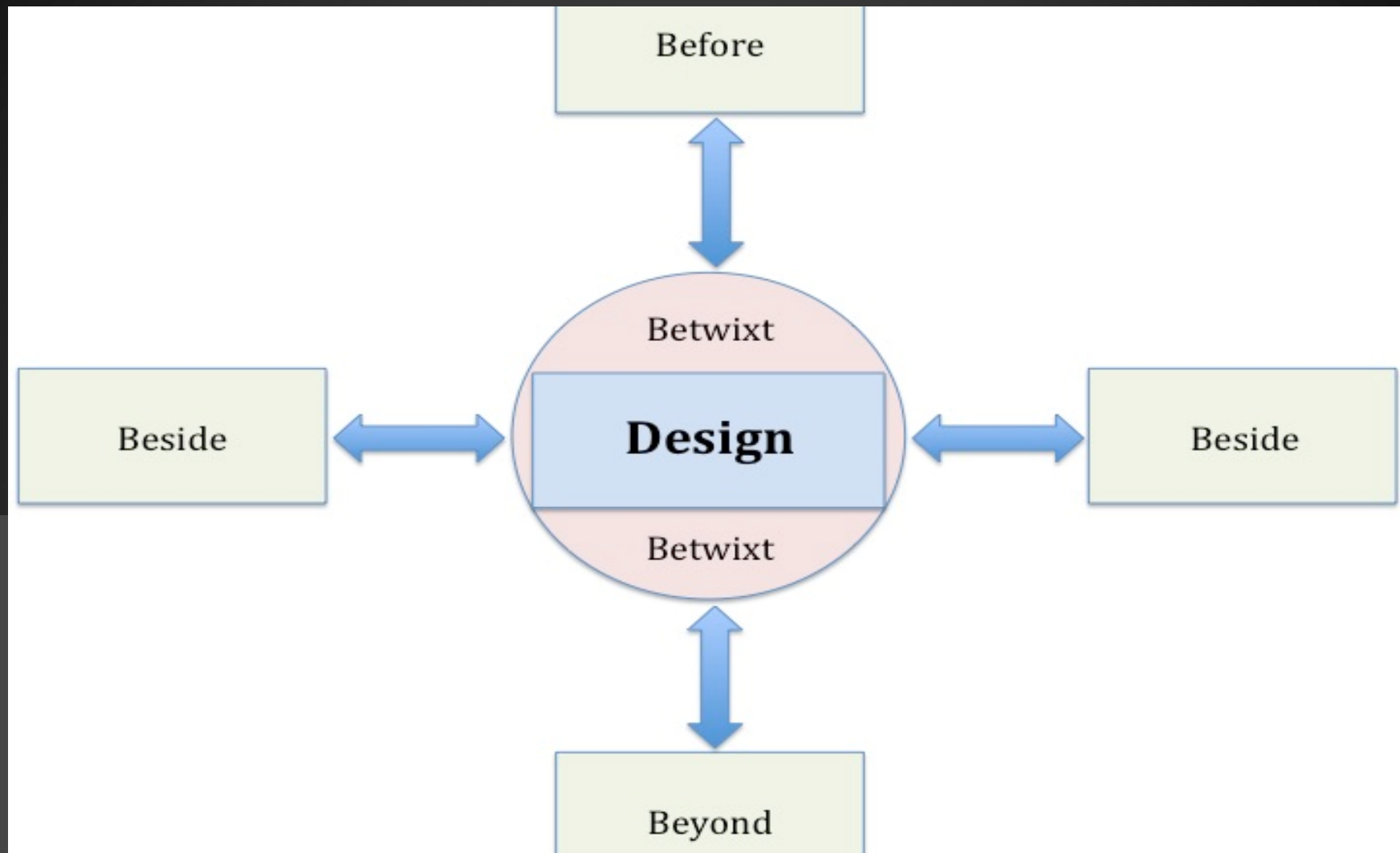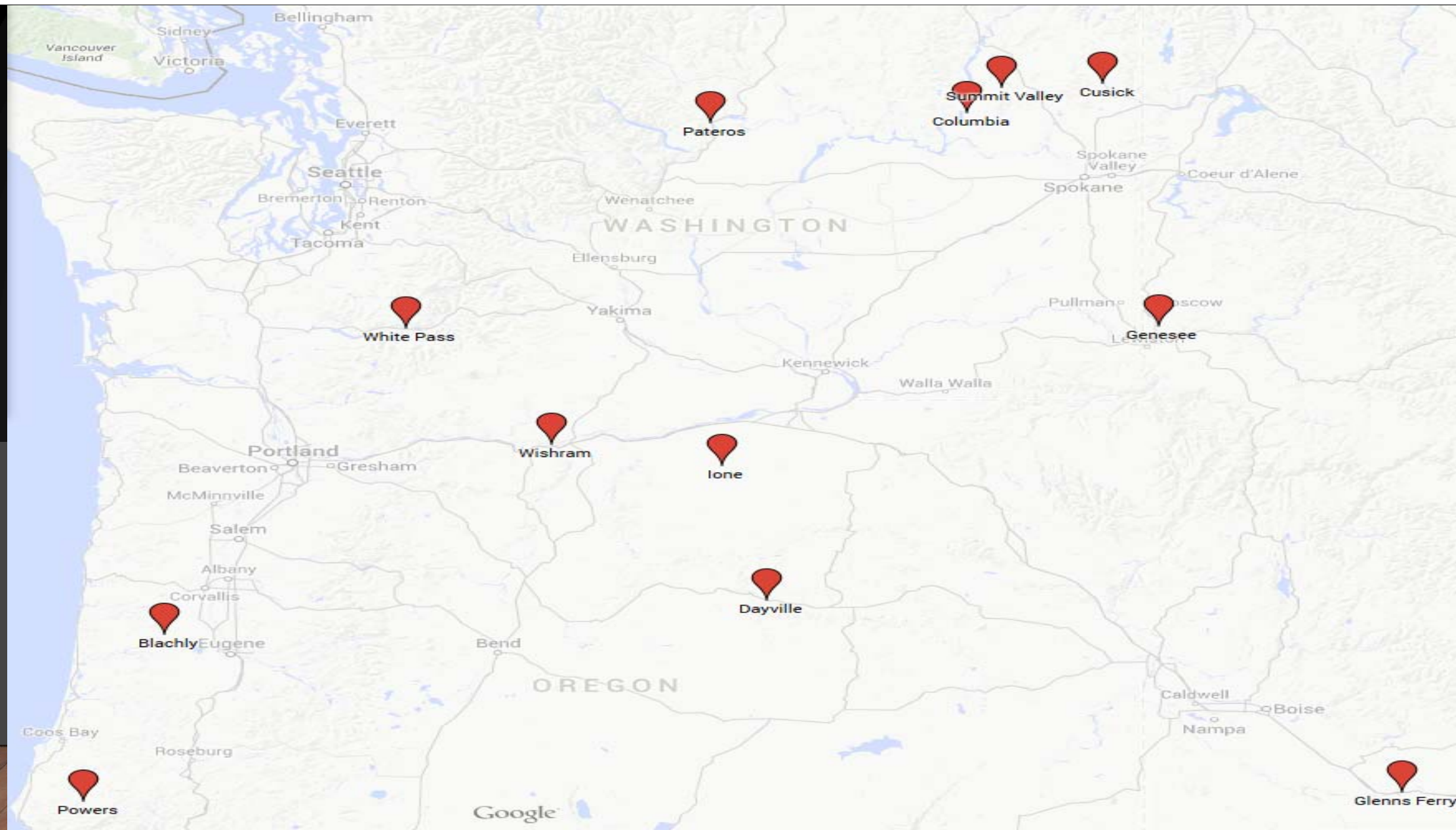# 2. Open Class

WRITING ON THE IBOARD

LESSON STUDY

- **Collaborative Feedback**

- **Collaborative Planning**

- **Collective Responsibility**

- **Rigorous & Respectful Dialogue**

LESSON STUDY

- **Before**

- **Betwixt**

- **Beside**

- **Beyond**

3. Collaborative Planning Networks
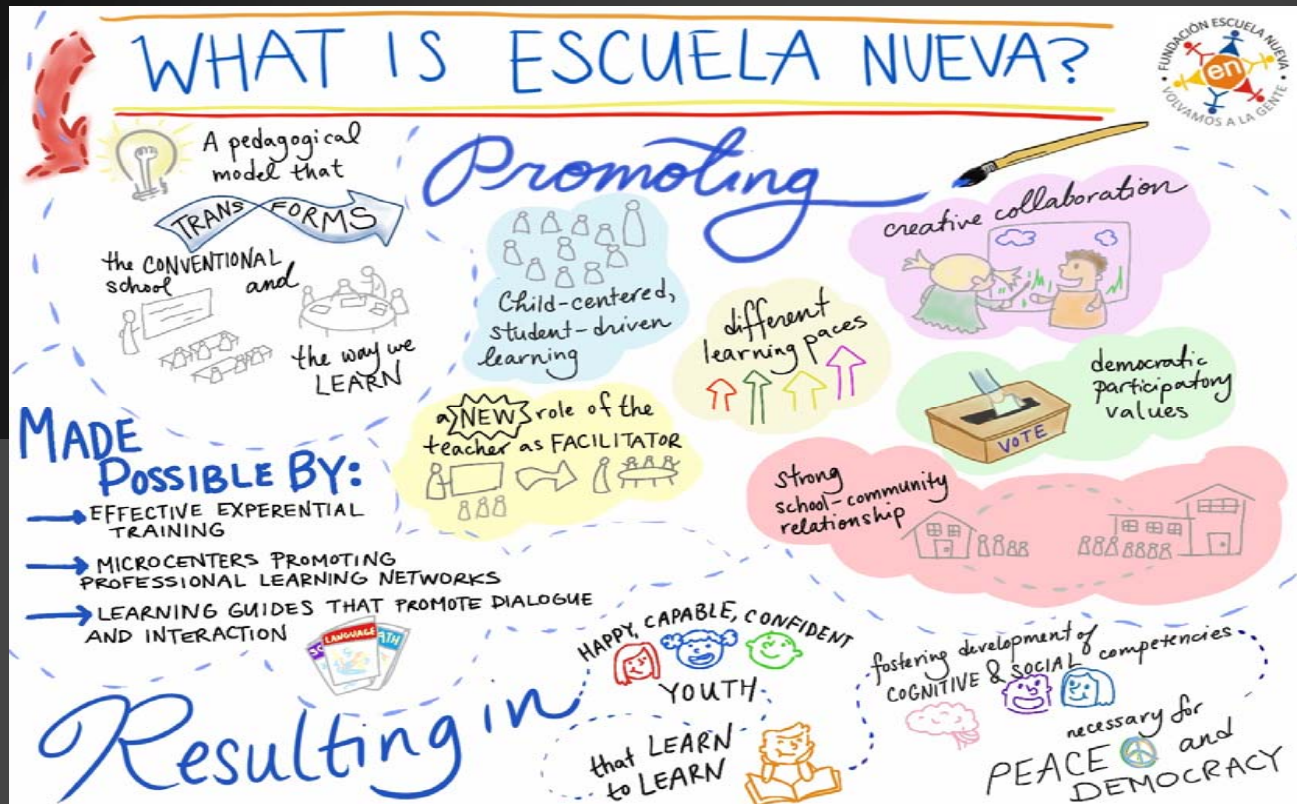
NETWORK PRINCIPLES

- Shared Goals

- Site Selection and Participation

- Form of Activities

- Focus of Activities

- Steering

- Resources

- Citizenship

- Spread and Growth

4. Collaborative Pedagogical Transformation
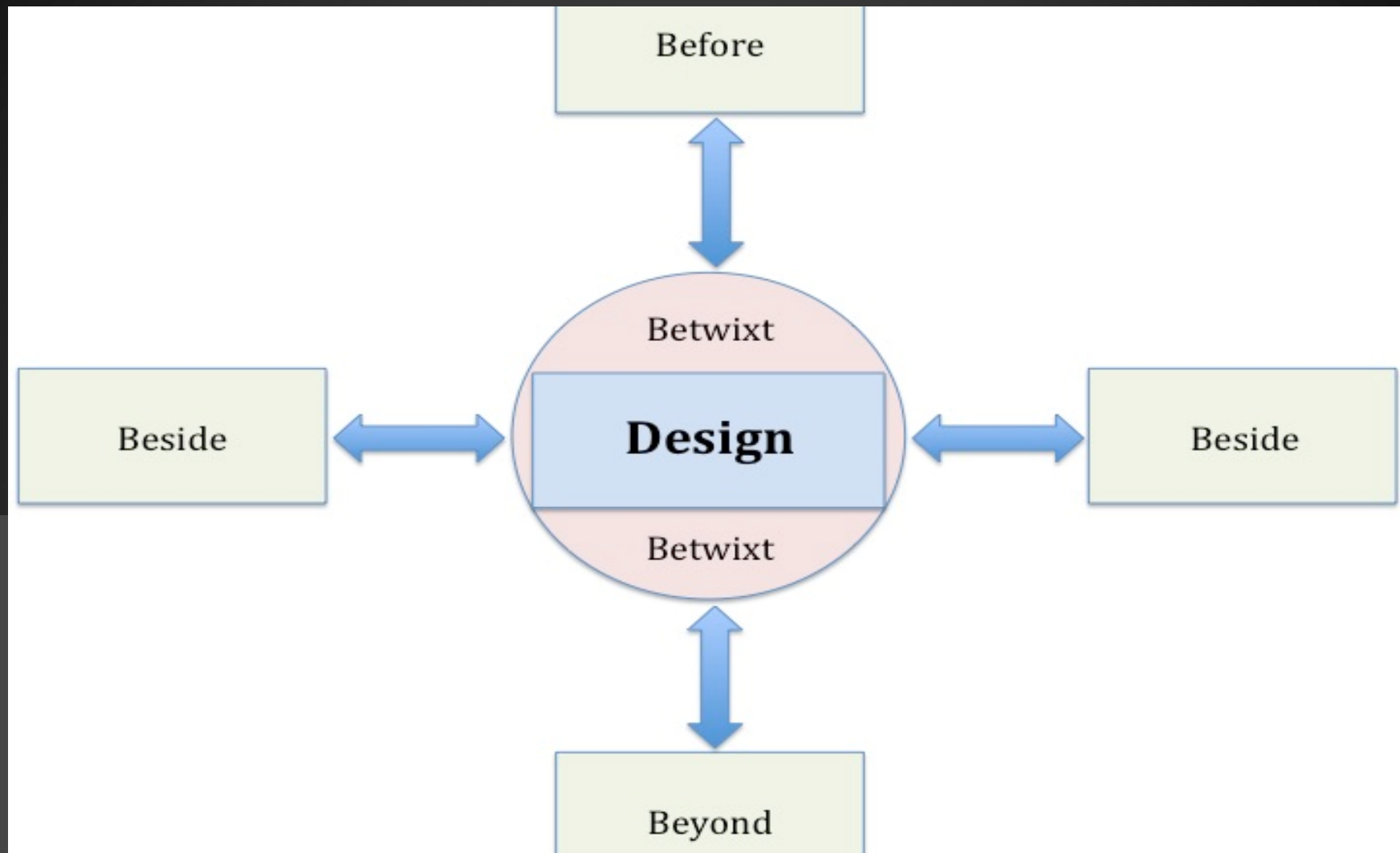
ESCUELA NUEVA

Seven Lessons from Escuela Nueva

1) Talk plus action
2) Products with results
3) Feedback from colleagues
4) Candid dialogue
5) Collaborating with and among students, not just for them
6) Pursuing learning that has meaning and purpose
7) Growing and improving sustainably

…and three more

- **Consistency** **between classroom & collegial collaboration**

- **Culturally appropriate** **collaboration**

- **Acknowledging** **the individual & the group**

Collective Autonomy

Collective Efficacy

Collaborative Inquiry

Collective Responsibility

Collective Initiative

Mutual Dialogue & Feedback

Joint Work

Common Meaning & Purpose

Collaborating with Students

PROFESSIONAL LEARNING AND DEVELOPMENT

INDIVIDUAL AND COLLECTIVE DEVELOPMENT

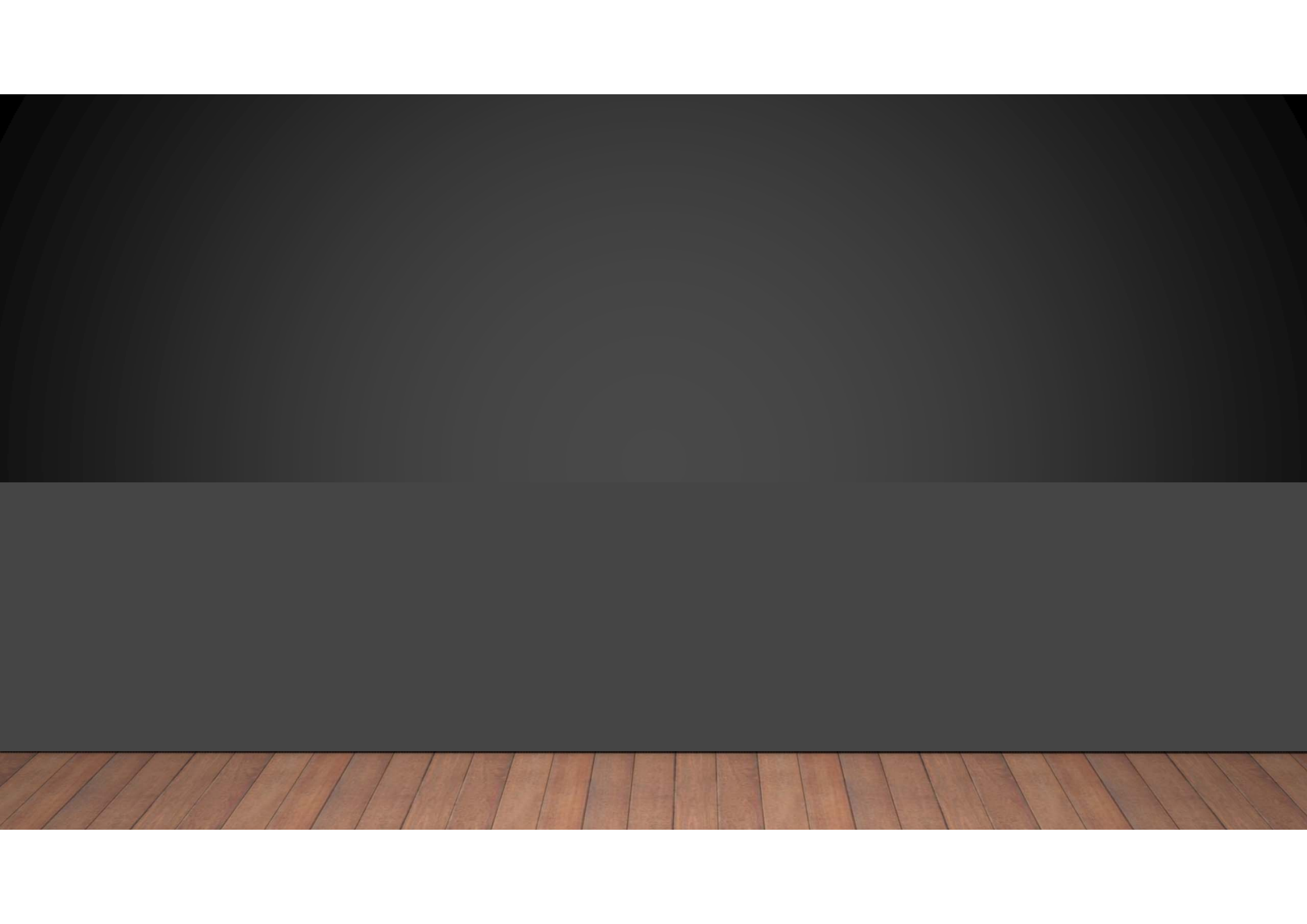|	
Individual autonomy	Collective autonomy
Individual impact	Collective impact
Personal responsibility	Collective responsibility
Individual inquiry	Collaborative inquiry
Self-efficacy	Collective efficacy
Inward mindset	Outward mindset

arc

www.atlanticrimcollaboratory.org

Founding organizations include the Ministries of Education of **Scotland**, **Iceland**, **Ireland**, **Finland**, **Aruba** and the Canadian province of **Ontario**, the Office of the Secretary of Education in **Vermont**, and the **California** Board of Education.

Walking with a friend in the dark

is better than walking alone in the light.

Helen Keller

Thank you