

## 1. Build a culture of continuous professional development

Effective leaders engage, unite and reflect with the people within their organisations to build a shared sense of purpose and progress.



### Engage

- Enable practitioners to influence PD.
- Make the process and solutions collaborative.
- Actively steer the process.



### Unite

- Establish shared purpose, values and commitment.
- Explain what is being implemented, how it will happen, and why it matters.
- Position monitoring and reflection as a tool for learning and improvement.



### Reflect

- Review needs and context.
- Monitor delivery and progress.
- Adapt and improve.

## 2. Use the KEEP Framework to plan, design, & deliver professional development

Aim to include approaches from each of the four KEEP principles when planning, designing, and delivering professional development: the more principles PD incorporates and implements effectively, the greater the likelihood of meaningful change in teaching.

### Knowledge

Deliver new knowledge in ways that support understanding:

- Introduce new material in a manageable volume
- Sequence PD so it builds on existing knowledge & skills

### Engagement

Engage practitioners so they are motivated to act on new knowledge:

- Use credible sources when developing PD
- Plan to agree and set meaningful goals
- Acknowledge and reinforce progress

### Execution

Provide opportunities for practitioners to accurately develop their techniques:

- Instruction
- Feedback
- Modelling
- Social support
- Rehearsal

### Practice

Integrate purposeful & repeated practice to embed delivery:

- Prompts and cues
- Planning implementation
- Repetition
- Self-monitoring

## 3. Carefully consider evidence-informed content

Engagement with high-quality evidence is a valuable part of PD, but interpreting research in the 16-19 context can be complex. A pragmatic approach is often necessary – apply the following steps to guide this process.



### Start with proven impact

- Look for robust, high-quality evidence demonstrating impact.
- Recognise outcomes may vary by context.



### Consider transferability

- Assess if the approach is workable in your context.
- Explore descriptive insights to help inform your judgements.



### Make a balanced decision

- Avoid the influence of the familiar, popular and/or new and critically appraise.
- Use both the strength of the evidence and the realities of your setting to decide whether the content is likely to support the change you want to see.