

# **AGTI Draft Position Paper on Continuing Professional Development**

## **#2 Draft 23rd September 2015**

The AGTI welcomes in the introduction of mandatory Continuing Professional Development. We see the advent of mandatory CPD as a further opportunity to develop contribute to the on-going professional development of teachers.

This draft position paper outlines the AGTI views on what must constitute CPD and how geography teachers participation in CPD should be recognised.

This paper is not exhaustive and does not preclude other conceptions of CPD. It is based on discussions of the National Executive of the AGTI and on an online survey that was conducted between March and September 2015.

### **1. CPD must recognise,**

Professional development that contributes to a geography teacher's **professional knowledge.**

Geography is a unique discipline that synthesises several knowledge domains. Consequently, CPD must recognise teacher participation in activities from a broad range of sources that inform a geography teachers professional knowledge,

Professional development in **teaching and learning,**

Professional development as **personal development,** and

Professional development as **participation in the AGTI committees.**

### **2. CPD should be credit-based.**

The basic unit of CPD should be agreed **credit(s)** based on hourly participation in CPD activities.

Credit(s) must reflect different **levels of participation** in CPD activities, for example,

attendance at an hour-long workshop would attract credit(s) consistent with one hour's participation. An hour spent delivering a workshop would attract more credit than attendance at a workshop. There would be additional credit to recognise the preparation to deliver workshops, lectures etc.

An hour contributing as a committee member of the AGTI would attract credit. An hour as an Officer would attract more credit again.

### **3. CPD must credit an agreed period as a member of the AGTI prior to the introduction of CPD and/or previous attendance at AGTI activities.**

### **4. Teachers must be able to carry CPD credits forward.**

For example, if CPD regulations require (credits commensurate with) 10 hours per year, where a teacher earns 15 hours in year 1, the extra 5 hours would be allowed against the 10 hour requirement in year 2.

Credit would not be carried forward for more than two years in advance. That is, credit could be carried forward to Year 2 and Year 3 but not Year 4.

#### **5. CPD is relevant to a teacher's practice.**

The range of activities recognised as CPD is broad enough to facilitate a teacher's practice but not so narrow as to restrict the range of activities recognised by the Teaching Council. A list of potential CPD activities is given at the end of this paper.

#### **6. CPD must recognise non-classroom activities that are related to a teacher's practice.**

For example,

**Publication** in a journal or newspaper so long as this is not remunerated as an additional employment;

Online presence including ownership and maintenance of a practice-related **website**, blog, classroom site, wiki etc.;

Participation in social media such as sharing of resources, #edchatie chats and other twitter **fora**;

Any work with young people e.g. local sports volunteering, extra-curricular activity etc.

#### **7. CPD policy must recognise the geographical distribution of teachers and the uneven distribution of CPD opportunities.**

There must be sufficient time within which a teacher is required to access CPD.

#### **8. CPD must not favour commercial providers**

Teachers must not be *obliged*, through the CPD policy, to participate in formal qualification programmes delivered by private, commercial course providers or third level colleges nor be *obliged* to attend specific programmes provided by state bodies.

#### **9. There must be flexibility to recognise as valid CPD, relevant activities which are not foreseen at the commencement of the CPD policy.**

CPD policy should not include a restrictive list of what activities constitute CPD to the unreasonable exclusion of other activities.

#### **10. A CPD policy must recognise participation in past CPD.**

Many teachers have undertaken formal college courses at their own expense, often when there is no remuneration involved. CPD policy must recognise their previous commitment to CPD.

**11. A CPD policy should recognise time teachers spend on Croke Park Hours.**

CPD policy should not impose on teachers a time commitment that is onerous and militates against a healthy work-life balance.

**12. CPD obligations should extend over a bi- or triennial basis which would allow teachers time to 'catch-up' on CPD events where necessitated by personal circumstances. Teaching Council Registration requirement would recognise this.**

CPD policy must recognise that personal circumstances can affect when a teacher participates in CPD. CPD policy should be cognisant of this.

## Range of Possible CPD Activities

This list is not exhaustive

Fieldtrips	Introduction of new course programmes	Readings
Lectures	Leadership development	Reflections
School Department Meetings	Lectures from external Agencies	Resource Preparation
Accredited Courses	Lectures from Senior Teachers	Resource Sharing
AGTI Meetings	Lesson Preparation	School planning
Any in-services regardless of subject	Meditation	Self-evaluation
Attendance at cultural events	Methodology Workshops	SEN training
Certificate/Diploma/Degree studies	Online Courses	Subject Association membership
Chats	Online Research	Subject Association Meetings
Communities of Practice	Organising extra-curricular events for students	Subject Planning
CPD as Gaeilge	Participation in Primary school CPD courses	TeachMeets
Department Meetings	PDST In-services	Training from agencies outside Ireland
Department Planning	Peer learning	Tutorials
Developing links to local schools	Peer observation	Webinars
Examination analysis	Personal Field work	Wellness
Gaeltacht Visits	Personal research	Working with sporting organisations such as scouting Ireland
Helpful courses (eg. Conflict Resolution)	Publications	Workshops (on a range of topics both subject specific and teaching in general)