

Professional Learning: Developing a Learning Organisation

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Overview

- Who we are
- Evidence informed professional learning model
- Our approach to professional learning
- Practical strategies to build a learning culture
- Questions

Who We Are

- Not-for-profit social enterprise, established in 1939
- Our purpose: *to champion good early childhood education and care.*
- Currently four large EL services (metro Melbourne); 250 staff and growing
- Early Childhood consultancy and RTO
- Strategy and values



Our Professional Learning Approach

Create an organisation-wide approach to learning that:

- Ensures learning meets organisational needs;
- Ensures learning is managed in a financially sustainable way, that is, it makes the best use of our limited resources (time and money);
- Supports learning to be embedded, implemented and measured.

The Evidence We Rely On

- OECD Learning Organisation literature review
- 70:20:10 approach to professional learning
- Brinkerhoff Success Case Method – success indicators
- Gallup employee engagement

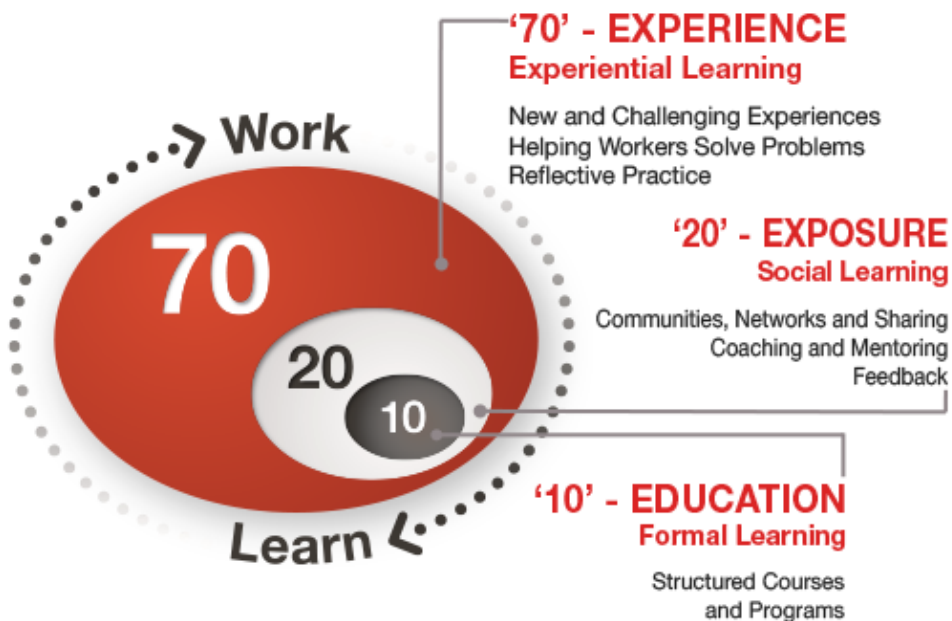
A Learning Organisation

OECD literature review '*Schools As A Learning Organisation*' needed the following **attributes**:

- Create and support **continuous learning opportunities** for all staff
- Promote **team learning** and a collaboration among all staff
- Establish a **culture of inquiry, innovation and exploration**
- Embed **systems for collecting and exchanging knowledge and learning**

The 70:20:10 Model Explained

Our Approach to Professional Learning



© 70:20:10 Forum

Professional Development Plans

What is the learning or development need?

Learning Activity (Experience/Exposure/Education)

What are you going to do to meet the need? Over what timeframe?

Learning Outcomes and Benefits

What learning outcomes (changes to skills/knowledge/ behaviour) are expected as a result of this activity?

What will be the benefit to children, families, students, the team or organisation?

Plan for implementation

What will you and your manager do to ensure learning is applied, embedded and (if appropriate) shared?

How will you measure application of learning?

Community of Practice Groups



Embedding the Approach

- Communicate the importance of the model – what and why
- Identify and document the principles
- Identify learning priorities for individuals and org
- Focus on conversations rather than presentations
- Be consistent and persistent – it will take time and strong leadership to embed the approach
- Find your champions

Benefits of this approach

- ✓ 'I feel like I have more control over PD decisions...'
- ✓ 'It makes it easier to continue to learn when we share ideas through coaching...'
- ✓ 'Having specific focuses for professional learning means we have been able to embed our learning more deeply...'
- ✓ 'I like the fact that we all have the same focus on CLASS so we can talk the same language'

What our Educators say



Questions?

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