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Competence-based teacher professional development as a potential strategy for school growth

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Socioloģijas doktorantūras 1.kurss

Zinātniskā vadītāja Prof. Aija Zobena

What is competence?



Lizzio & Wilson, 2004

Competence management at work

- Competency based education (CBE) has its roots in teacher education (Burke et al., 1975)
- In developing competence-based education, attention is paid to the competence development of teachers and school managers (Mulder, Weigel & Collins, 2007)
- Competencies should not be acquired but should be **developed** in a collective community of practice and knowledge (De Jong, 2003)
- *How do our schools manage teacher competences?*

Approaches for professional development (PD)

(Borko, Jacobs & Koellner, 2010)

In-service training

- One-shot workshops done outside the school
- Traditional but fragmented
- Not connected to classroom practices
- Learning techniques

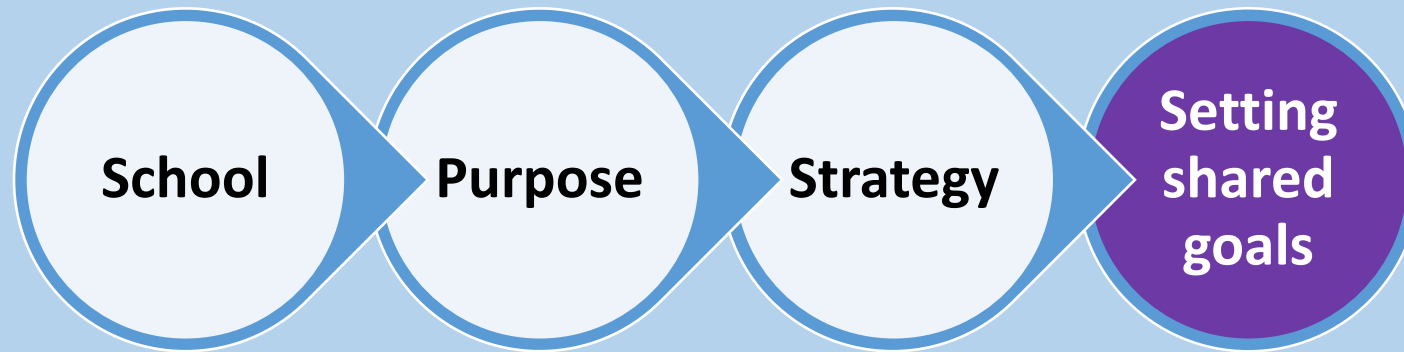
Job - embedded PD

- Grounded in classroom practices
- Long term
- Forming professional learning communities
- Capacity building

Organizational strategy

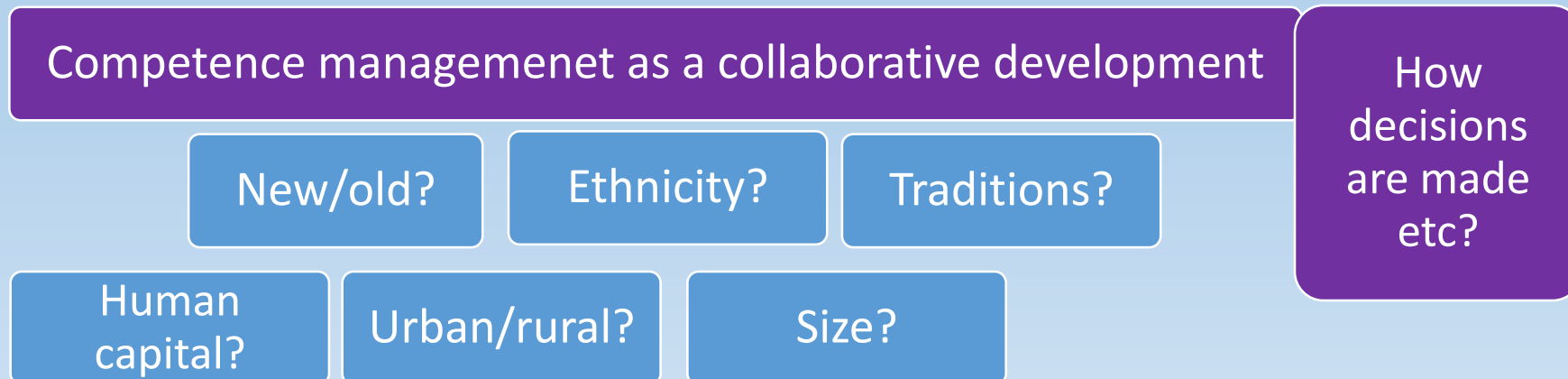
- Organizations (re)evaluate their purpose
- Organizations modify and refine the mechanism for how to achieve the purpose = strategy (Miles et al., 1978)

Research problem



Research question:

What set of factors lead to schools' ability to set shared goals?



Research design problems

- Other questions could be asked:
 - a) How do schools with competence-based PD set shared goals differently than schools that don't have such development strategies? (**comparative question**)
 - c) In what ways do competence-based PD help schools reach their goals? (**very practical question**)

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