

10 QUESTIONS

for Design of Effective Professional Learning Experiences

This set of 10 questions serve as an anchor to hold fast the elements that are important for the design of effective professional learning experiences.

Sustained

Collaborative

Aligned

Leveraging Technology

Evidence-Based

1 How are educators' learning and growth sustained over time?

Consider the following factors:

- Opportunities for differentiated learning by level of practices, role profile etc.
- Support systems e.g., coaches, mentors, protected time
- Time and space for feedback and reflection
- Opportunities for application, experimentation as well as sharing and learning from one another

3 How does the PL experiences encourage collaboration?

Consider the following examples:

- Focused discussion about practices and challenge existing ones
- Peer feedback
- Coach, mentor or peers to role-model practices

5 How will the PL experiences help with achieving the school's mission & vision?

Consider the following:

- Alignment with school's vision and mission and/or MOE's initiative
- Consistency in the whats and whys of the PL experiences being communicated
- Coherence with identified learning needs, previous experiences and current knowledge and skills of educators
- Alignment to roles and responsibilities of the educators in achieving the school's vision and mission

8 How does technology promote active learning?

Consider the following examples:

- Encourage social connections and collaboration to co-construct
- Foster and facilitate professional dialogue and reflection
- Give choices and flexibilities
- Address the safe, ethical and effective use of technology

9 What sources of information inform PL designer of the school's and educators' learning needs?

The sources, not exhaustive, include:

- Classroom practices
- Students' engagement
- Feedback and reflection from educators

2 How are educators taking ownership of their learning?

Consider the following factors:

- Extension of personalised learning
- Avenues and platforms for educators to seek feedback for growth
- Provision of support for ground-up initiatives.

4 How would educators' collaboration promote a positive learning culture in the school?

Consider the following factors:

- Regular platforms for interest-based or informal collaborations;
- Availability of support groups;
- Leverage technology to extend collaboration beyond departments or school nor with key partners

6 What are the impact of PL experiences on students' learning?

In terms of:

- Curriculum;
- Character development;
- Attitudes and dispositions

7 What are the educators' outcomes arising from the PL experiences?

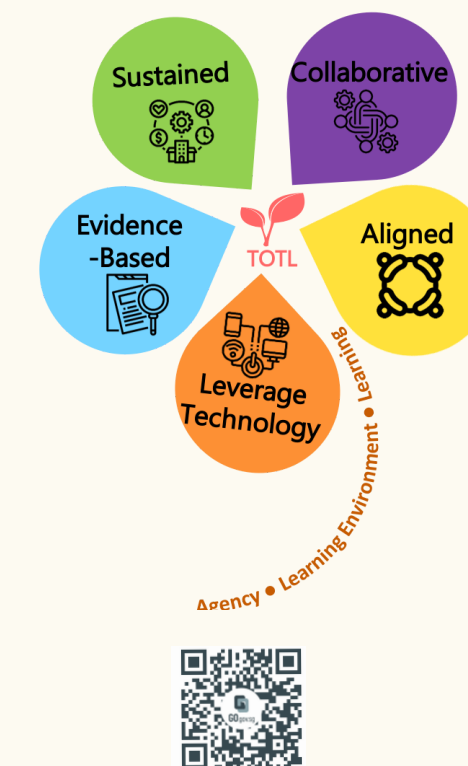
For instance, changes in:

- Teaching practices;
- Competencies;
- Dispositions

10 What are the theoretical underpinnings and professional knowledge that informed the PL experiences?

Sources of information include :

- Studies on adult learning principles
- Studies on technological, pedagogical, and content knowledge such as inquiry-based learning
- Evaluation of teaching practices and resources
- Review of educators' expertise and professional knowledge



<https://go.gov.sg/dpresources>
Scan the QR code to access the list of resources