

# Teacher Professional Learning (TPL) in Northern Ireland

“Every teacher is a learning leader, accomplished in working collaboratively with all partners in the interests of children and young people”

## What is TPL?

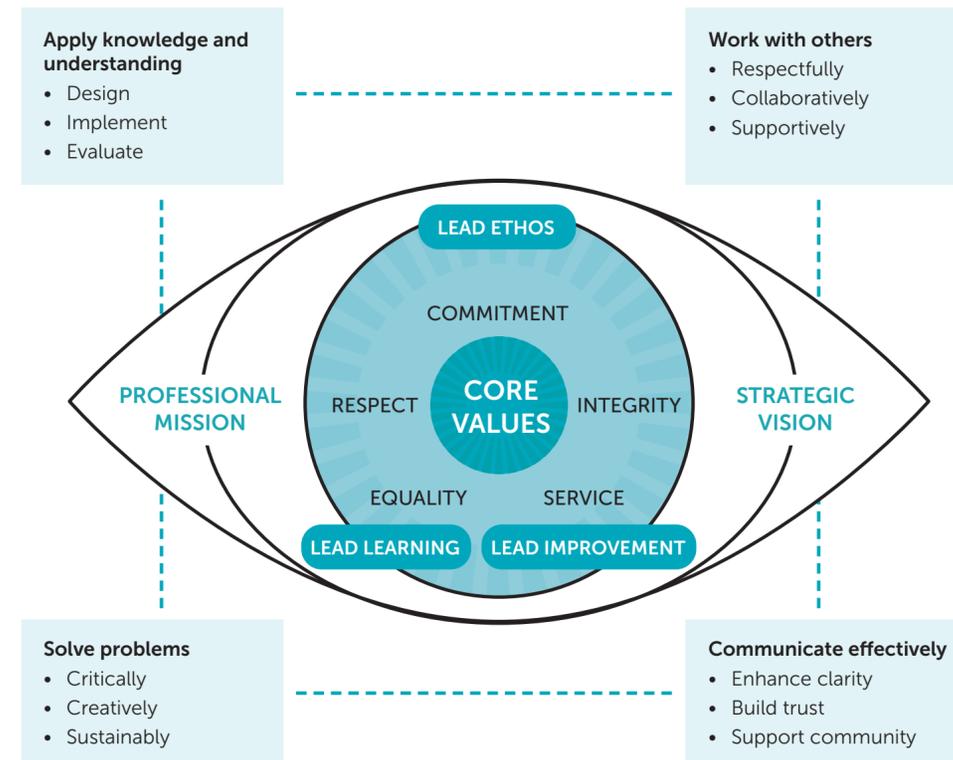
Teacher Professional Learning (TPL) is **both** a professional obligation and a personal commitment to continuous improvement.

### Key Principles of TPL



## How is TPL developed?

The Learning Leadership Lens provides a framework through which TPL can be understood and developed.



## The Leadership Continuum



### CORE VALUES

The emphasis on professional values (Commitment, Respect, Integrity, Equality and Service) must be the defining characteristic of teacher professionalism and authentic school leadership at all levels.

### THE DOMAINS OF LEADERSHIP PRACTICE

These may be conceived as ‘what’ teachers do – they lead Ethos, Learning and Improvement.

### THE FOUR AREAS OF COMPETENCE AND THE KEY COMPETENCES

The competences explain ‘How’ and ‘Why’ teachers implement their practice.

### THE PROFESSIONAL MISSION AND THE STRATEGIC VISION

Out of their personal, professional mission and the strategic vision for children and young people, teachers *‘empower young people to develop their potential and to make informed and responsible choices and decisions throughout their lives’* (Northern Ireland Curriculum).

### THE LEADERSHIP CONTINUUM

The concept of the **continuum** allows professionals to develop at a pace relevant and appropriate to their needs while taking cognisance of both the challenges and opportunities they face in different contexts.

## Who should use the Leadership Lens and Competence Framework?

The Lens has particular relevance to teachers; to schools; to those involved with the education of teachers; and to employers of teachers.

Teachers	Schools
<p>The Lens will enable teachers to:</p> <ul style="list-style-type: none"> <li>reflect upon and evaluate their professional effectiveness;</li> <li>make informed decisions about the priorities and direction of their own professional learning.</li> </ul>	<p>The Lens will enable schools, supported by their Governors, to:</p> <ul style="list-style-type: none"> <li>facilitate professional learning communities;</li> <li>develop school development and action plans;</li> <li>guide career progress through Performance Review and Staff Development (PRSD).</li> </ul>
Teacher educators	Employers
<p>The Lens will enable teacher educators to:</p> <ul style="list-style-type: none"> <li>design quality, research-informed programmes;</li> <li>support teachers at all levels to develop their competence and capacity.</li> </ul>	<p>The Lens will enable employers to:</p> <ul style="list-style-type: none"> <li>design mechanisms for recruitment and promotion;</li> <li>support TPL at different points in a teacher’s career.</li> </ul>

## How is TPL evaluated?

The effectiveness of any teacher professional learning provision will be evaluated against the following specific outcomes.

The TPL framework	The teacher
Does it reflect the principles and practice of the TPL Framework?	Does it develop teacher competence?
The learning	The quality of provision
Does it promote self-determined professional learning?	Does it contribute to effective self-evaluation?

## LEARNING LEADERS

A Strategy For Teacher Professional Learning

 @LearnLeadNI

 LearningLeadersNI@education-ni.gov.uk

