



An Chomhairle Mhúinteoireachta
The Teaching Council

Consultation with teachers

on a national framework for CPD



The Teaching Council's work in the area of professional learning covers initial teacher education, induction and continuing professional development (CPD).

It is working towards the commencement of its functions in relation to CPD in 2016. In preparation for this, the Council is planning an extensive consultation process to inform the development of a national framework for CPD.

Invitation to teachers

The Teaching Council recognises that teachers, as individuals and members of professional learning communities, are already engaging in formal and informal learning and have demonstrated enormous goodwill and flexibility.

Continuing professional development (CPD) supports teachers' learning. Much of this CPD is school-based, e.g., where teachers engage in school planning activities or work collaboratively as members of subject departments, or as mentors or co-operating teachers. The Council recognises the value of this school-based professional learning and the impact which it has on pupil learning. It also acknowledges the value of other forms of CPD, including CPD provided by support services, Education Centres and colleges and universities.

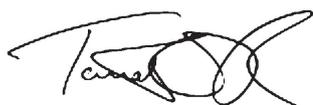
The development of a national framework for CPD will provide a long-awaited opportunity to acknowledge that formal and informal engagement. The framework also has the potential to create a professional learning space where teachers can collaborate and share professional practice.

The CPD framework will be rooted in the core values which underpin all of the Council's work: shared professional responsibility, professionally-led regulation and collective professional confidence.

Research carried out by the Council in 2009 provided evidence of the fact that teaching as a profession in Ireland enjoys a high level of public trust. The CPD framework will need to reflect that level of trust in teachers and allow for appropriate levels of professional autonomy. It should be flexible enough to recognise the differences between primary, post-primary and further education in terms of the experience of CPD, and between teachers who are at different stages on their own continuum of teacher education.

Subject to the principles outlined above, the shape and content of the draft framework is now in the hands of the profession and the Council is keen to listen to what you have to say. I invite you to participate in this, the first, phase of the consultation process. I thank you for taking the time to do so.

Le dea-mhéin



**Tomás Ó Ruairc,
Director**

What is a national framework for CPD?

A national framework for CPD will acknowledge teachers' professional learning and offer guidance and reassurance to teachers when considering options to support that learning. It is not possible at this point to say what the national framework for CPD will contain, because it has yet to be developed! Before the Council drafts any such framework for consultation with stakeholders, it would like to hear from teachers about their experience of CPD, which types of professional learning most enhanced their practice and pupil learning, and what they would like to see in the framework.

How will the Council consult with teachers and other stakeholders in developing the National Framework for CPD?

The consultation process will involve three phases. Because the framework will be about teaching, we are consulting first and foremost with you, the teachers, so as to capture your experience first. Having listened to your feedback, we will then draft the framework, and circulate it to you for further feedback, and also to other stakeholders such as school management bodies, principal bodies, CPD providers, etc. Based on the feedback received, the framework will be further updated, and a final phase of consultation will then take place.

During the first phase of consultation, there will be three main avenues by which teachers may make their views known:

1. Workshops in Education Centres

The Council has been engaging with the network of education centres in preparation for this new approach to consultation, and facilitated workshops for primary, post-primary and further education teachers are taking place at education centres nationally. Further details are available from your local education centre.

2. Whole-school feedback

As an alternative to the education centre workshops, schools may wish to organise their own school-based meetings, perhaps during Public Service Agreement ('Croke Park/Haddington Road') hours. A prompt sheet and feedback form are available from the Teacher Education pages of www.teachingcouncil.ie to support such meetings. A dedicated email address, cpd@teachingcouncil.ie, has been established, and schools should send all feedback forms to this address.

3. Online questionnaire

An online questionnaire is also available, for individual teachers who wish to submit feedback.

The feedback from all workshops will be collated and presented to the Teaching Council so as to inform its deliberations in drafting the framework.

Why should teachers take part in the consultation process?

This is a valuable opportunity for teachers to shape and influence the national framework for CPD before the Council's drafting process has commenced, so that the framework which emerges can draw on the valuable insights and experiences of the profession.

This consultation process will enable the profession to ensure that the professional standards cherished by teachers are maintained and enhanced in the framework.