

*Presentation pattern* November to May

*Module description*

What makes professional development effective and helpful? This module argues that it has to rest on a thorough understanding of adult learning in the workplace and a clear diagnosis of individual and organisational needs over the medium to long-term, rather than just being a response to short-term pressures and policy demands. Through an analysis of students' own recent CPD experience, they are introduced to key principles in adult learning, explore approaches to evaluating its impact on their work practice, that of their colleagues, and their learners' experience. They examine the key issues in leading and managing change involved in developing feasible and strategically focused CPD plans for individuals and organisations. The module is delivered wholly online.

*Person specification*

The person specification for this module should be read in conjunction with the generic person specification for an associate lecturer at The Open University.

As well as meeting all the requirements set out in the [generic person specification](#), you should have:

- a masters-level qualification or equivalent
- knowledge of and interest in continuing professional development practice in educational settings, with particular reference to adult learning, experiential learning and learning in the workplace
- knowledge of, and interest in, educational leadership and management theory and practice
- an ability to guide students in analysing their own professional learning experience
- interest and enthusiasm for using a range of online tools to provide academic support.

It would be an advantage to have:

- experience of teaching in an online environment and use of online tools such as synchronous conferencing
- knowledge of current educational policies relating to school improvement, inspection and effectiveness.

*Additional information*

- E857 is designed for educational professionals who have responsibility for CPD provision in schools. This may be whole-school responsibility, responsibility for the CPD of colleagues in a particular area of work such as a subject department or key stage, or for a particular category of staff such as teaching assistants or administrative staff. The module builds on, and makes extensive use of, 120 hours of CPD that the students have recently undertaken, and is associated with the online module on Strategic Leadership of CPD to be found on the NCSL's Leadership Pathways website. Students are usually required to have a first degree. The module is an option within the Masters Degree in Education, and the Masters Degree in Education students will have been strongly recommended to start the programme with *Educational Enquiry* (E891); however, students may also be studying this as a discrete module.

*Module related details - a full explanation can be found on the website*

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| Credits awarded to the student for the successful completion of a module: | 30 |
| Number of assignments submitted by the student:                           | 2  |
| Method of submission for assignments:                                     | 2  |
| Level of ICT requirements:  | 3  |
| Number of students likely to be in a standard group:                      | 15 |

Salary band: 3  
Estimated number of hours per teaching week: 4.5

*There may be opportunities for ALs to undertake associated assessment work for which there will be additional payment and about which you will be contacted separately if applicable.*