

Title of Session: Teaching Teachers
Moderator: Dianne Allen
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Room: Teaching Teachers Group

BjB : so we'll do this discussion ourselves if Dianne doesn't show up ;-)

BjB nods to Becky

BjB : let's start with a reminder to go to Actions and click on DETACH

BjB : and then how about starting with introductions, please

BjB : I teach remedial communication in Pennsylvania

BjB . o O (and am on Tapped In helpdesk)

BeckySme: Hi, I'm Becky. I'm a librarian at the University of Tennessee in Knoxville. I'm going back to school to get a Master's in Instructional Technology.

MarciaBe joined the room.

BjB : welcome, Marcia...just in time for introductions

JiaYuL: Hi, I am Claudia. still struggling for my master degree..

MarciaBe: Hi, everyone. I teach at the university level and am also the coordinator for faculty development.

BjB : wonderful! Thanks, everyone

BjB : have you participated in these discussions before, Marcia?

MarciaBe: Not this one.

MarciaBe: But I'm excited about it.

JiaYuL: me too!!

BeckySme: And me!

BjB : This group was created to help anyone who teaches preservice teachers or who provides prof dev for teachers

BjB : that sounds like all of you...what have been your experiences with getting people to actively engage in PD?

JeffC joined the room.

BjB : hi, Jeff. Want to introduce yourself?

MarciaBe: My situation is that business professors didn't have to take any education courses. They all know their content area and some are excellent teachers. Not everyone wants to continue learning new things - amazing considering our field.

JeffC: Hi all, I'm on Tapped In Helpdesk, an educator with 15 years experience, over 10 years online.

SusanR joined the room.

BjB smiles...interesting observation, Marcia!

BjB : hi, Sue. Want to introduce yourself, please?

BjB : Marcia, you mention that business teachers are often excellent teachers even though they don't take education courses...

BjB : obviously that is not always the case...

BjB . o O (ed courses do not a teacher make, but they can help)

MarciaBe: It is true that not all professors are good teachers and that education courses could help. :-)

MarciaBe: I learned how to teach from teaching Sunday School classes at church. The church had excellent teacher training and it has paid off all these years.

BjB : cool, Marcia!

BjB : Becky and JiaYu, will you be expected to provide prof dev?

BeckySme: I do some in house training for a group of 30 consultants that I work with.

JeffC: Personally, I think all teachers should take at least beginning acting.

BjB would like to hear more about what kinds of assistive tech JaiYu is learning about

DianneA joined the room.

MarciaBe: I would love to learn acting and improv as I love to teach but am uncomfortable in those roles.

BjB: whew! Thar she be :-)

DianneA throws her very red hat in the room

BjB: almost on time, Dianne ;-)

DianneA: Hi all, sorry to be late

MarciaBe: BJ - you did a great job.

DianneA: got over involved in moderating marking!!!

BjB blushes. Thanks, Marcia. I'll announce, Dianne

MarciaBe: What is moderating marking?

BjB . o O (you're in the right place)

DianneA: Marcia I have been marking something like 36 masters assignments on Introduction to Research

DianneA: and over two weeks with other interruptions

ValareeI joined the room.

ValareeI: hi

MarciaBe: Wow! Thanks for fitting us in, too.

BjB: welcome, Valaree

DianneA: I am checking my allocation of marks to different criteria and the total and making sure the at the end result makes sense, is reasonably consistent .. etc

BjB: please introduce yourself to the group, Valaree

ValareeI: um....too many hats....

DianneA: Nice to be here to have a break!

ValareeI: teacher 4th grade (12 years)...

ValareeI: Chapman U School of Ed adjunct...

ValareeI: BTSA Lead Mentor So Cal for 6 districts...

ValareeI: somebody's mom, wife, sis, etc !!!

DianneA listens to find out if Bj and others have a 'topic' for today's session

SusanR: Occasional Teacher from Ottawa, Ontario Canada

DianneA notes that one of her hats is professional development and her base is Wollongong Australia

ValareeI: PD for new & veteran teachers? (me too!)

BjB: we were starting to discuss how different providers can offer PD

DianneA: yes indeed Valaree

ValareeI smiles & feels your pain!

BjB . o O (Becky is a Librarian and JiaYu does Assistive Technology)

BjB . o O (and Marcia teaches preservice teachers)

BjB . o O (as does Valaree, I believe)

DianneA: what do you mean by 'different providers'?

MarciaBe: Actually, they are all veteran business professors.

BjB: different disciplines?

DianneA: and are we looking at becoming PD providers as a new stage in our own professional development?

BjB: thanks, Marcia

MarciaBe: By veteran, I just meant teaching for several years.

ValareeI: what about helping veteran teachers guide new teachers

ValareeI: to success

MarciaBe: And vice versa? Technology? New Ideas?

DianneA: Valaree what you appear to be talking about might come under the rubric of

'mentoring'?

ValareeI: yes! new teachers have a whole "other" component to offer that should be valued

ValareeI: very reciprocal

BjB agrees

MarciaBe: At our monthly faculty meetings, I organize it so the faculty take turns teaching us all something. It has worked out very nicely over two years.

BjB : lovely!

ValareeI: I always want to be spiraling upward cuz teaching is not my 'job' --it is my career-- a Profession!

DianneA: I like the sound of that shared bit Marcia ... what some one here in Oz calls collaborative autonomy ...

ValareeI: nice term!

DianneA: OK, might anyone else like to share ...

DianneA: what are you doing at present, and that works really well ... in the way of PD or moving into PD

MarciaBe: I wonder how to get 'stick in the muds' with negative feedback wanting to learn and enjoying the 'silly exercises' that teach them something.

MarciaBe: Sorry, I already had that typed before you asked the question.

ValareeI: we are training a 'core' of mentors to be Induction portfolio reviewers...

ValareeI: so that new teachers can clear their credentials

ValareeI: it ends up helping all of us reflect more on our practice

DianneA: Becky where is this fitting with where you are at?

ValareeI: there is always gonna be 'stick-in-the- muds'!

BeckySme: Well, in my outfit, we are all in different disciplines.

DianneA: and JiaYu ... is working with some of this likely to be helpful for you?

BeckySme: I work with 30 consultants who are specialists in different areas.

BeckySme: We are all responsible for finding our own PD opportunities each year.

DianneA: so you are looking for PD for the PD providers Becky?

BeckySme: Yes!

DianneA: something generic? what I call reflexive work ...

DianneA: OK ... that gives us plenty to work with and talk about ...

DianneA: how can I give the discussion some structure then ...?

DianneA: Can I ask each of you to reflect on your experience of being 'professionally developed' ...

ValareeI: eek...

DianneA: and to identify one of the things that you found worked really well for you?

ValareeI: sometimes it was (is) painful....if the whole structure & environment & mind set is not "right" ting

BeckySme nods

DianneA: I'll ask the other question later Valaree! about what didn't work well for you, and yes, sorry about the language

MarciaBe: I love to attend conferences and learn many ideas from people who have used them. FETC in Florida and the Eli Lilly

ValareeI: for me (sorry) it is easier to ID what does not work ---it is all about understanding andragogy (how the adult learner best learns)

MarciaBe: Conference at University of Ohio

JeffC: I remember going to a professional development day, and the leader started with the statement "Direct instruction is the best instruction." That's pretty much when I started spacing out the rest of the day.

ValareeI: ick!

BeckySme: I'd like to get back to the question about people's attitudes being bad going into it. What do you do with them?

ValareeI thinks Jeff is always 'spaced out' ---(just kidding)

MarciaBe: I loved reading *The Courage to Teach* and other books and discussing them with others who wanted to become better teachers.

DianneA: So if we are trying to give Becky advice about good practice and generic practice for her PD delivers to hone in on ... what would be say?

ValareeI: I appreciate current ed articles dealing with real life issues that I can apply tomorrow

DianneA notes Becky's other question for later

JeffC: well... I think staff development days in general are a complete waste of time... and counterproductive and counter-intuitive. if you want people to develop, you need to support ideas/concepts/techniques/tools over a sustained period of time and have educators collaborating on a daily basis. instead... we're all still locked in our classrooms as individuals. there really isn't a collaborative sense of community in school districts for the most part... oh sure... some individuals manage to do it... but that's the exception.

ValareeI: agreed

MarciaBe: Besides our monthly faculty meetings, we have monthly technology sessions for those interested and teaching/learning discussions. They are usually a rich sharing of people who are striving to be better at what they do.

MarciaBe: They usually last one hour.

MarciaBe: Those who attend, tend to email the others with cool ideas and links to share.

DianneA: So Marcia your PD is embedded in faculty life

ValareeI: I think small micro groups of specialized interests are most beneficial

DianneA: and not a special event and perhaps a compulsory one so that resistance is high?

MarciaBe: Well, that would be the goal but embedded might be a little ambitious of a word for it.

MarciaBe: Most things are optional but faculty meetings and one faculty development day a year are mandatory. We feed them well so they don't complain too much.

BeckySme: We have the annual compulsory event for two days.

DianneA: and that is when the resistance is greatest Becky?

BeckySme: We have folks in five cities in our state so there's travel time, too.

MarciaBe: Have you tried online training for them, Becky?

BeckySme: Yes, it's hard to get programming that appeals to such a diverse group.

BeckySme: We are just getting into the talking stages of online training.

DianneA: and is there a sense amongst your folk that this is what they are doing to others and they don't like having it done to them?

JeffC briefly stands on his soapbox and touts tapped in, <http://wiziq.com> and <http://yugma.com>

MarciaBe: Do you offer multiple sessions and give them choices to attend?

BeckySme: It varies from year to year.

ValareeI: choice is good!

ValareeI: compulsory is BAD!

BeckySme: They are all trainers and so they think they are better than anyone they are listening to!

DianneA grins to Becky .. thought that might be a bit of the case ...

DianneA: incongruence!

ValareeI: trainers need PD too!

DianneA: so how do we undermine such a view? use Marcia's strategy, get them all contributing something?

BeckySme: Actually they are happiest when they are hearing about what the other folks have been working on during the year.

MarciaBe: Are they members of ASTD? American Society for Training and Development? They have great training for trainers.

ValareeI: everyone has something to offer ---rich wisdom from good & bad experiences ---also know as ed "baggage"

MarciaBe: Could they come and have a fair where everyone presents?

BeckySme: Our official Training Team is a member.

DianneA: so they like exploring practice ... and hearing other stories of what works ...

BeckySme: Right--they like to talk and present. They hate sitting and listening.

ValareeI: so do we all!

DianneA: so, as Jeff says, change the presentation design from being talked at to soem sort of collaborative workshop process ???

SusanR: why not have teachers search out and determine their own PD whether it is F2F or virtual or online ... more meaningful

ValareeI: value & expect people's input

BeckySme agrees

ValareeI: make it personal

SusanR: exactly

DianneA: and then suggest that this kind of PD might also work better with their clients?

ValareeI: sometimes we don't know what we don't know --and what we need

BeckySme: Now you're meddling!

DianneA grins even more widely

DianneA: ever seen a Cheshire Cat in a VERY RED HAT

DianneA: I am still trying to catch up with turning up late

BeckySme: Well, you've inspired me to volunteer for the planning committee for next year!

DianneA: I am where I am today because of going to a conference that turned out to be run on adult education lines ...

DianneA: after an hour and a half we were turned out of the room where the talking heads went on

DianneA: split up into groups and told to do some work on what we had just heard

DianneA: it was real culture shock

MarciaBe: Life changing....

DianneA: yes Marcia for me, though not for every one

DianneA: which brings us back to the eternal motivation question ...

SusanR: o o (each week should consist of 4 days teaching ..1 day PD perhaps a slightly longer school day)

DianneA: what works for one may not work on that occasion for everyone

MarciaBe: I think that is one reason we have multiple offerings to cover multiple learning styles and needs.

ValareeI: OH! I like the 4 days teaching & 1 day PD model!

DianneA: and sometimes there is necessary 'priming' for certain inputs ...

MarciaBe: I also think the teacher-learner needs to take some responsibility to reflect and turn any situation into a learning situation - can it really be somewhat about attitude?

ValareeI: I am totally into the multiple intelligences

JeffC: wishes that most of his students even had one.

MarciaBe: Intelligence or attitude?

JeffC: intelligence

MarciaBe: -)

JeffC: and yeah... attitude too!

DianneA: I had virtually come to the end of my tether in attending 3 day commercial performances and coming away knowing I was going to forget it in less time that it took me to walk back in my office and find the latest problem on the desk

SusanR: also collaborative planning

MarciaBe: Who made us come to this event? What made us desire this?

DianneA: Marcia, join my club

DianneA: check out my office when you wrap

MarciaBe: I'm there

MarciaBe: Oops, not literally but I will be.

DianneA: sorry office here at Tapped In for stuff on reflective research of practice ...

DianneA: we can learn from our experience any experience, when we put our mind to it

SusanR: great discussion ..must leave..thanks

BjB waves bye to Sue

DianneA: so has what we shared today delivered on what you hoped to get by coming, Marcia?

DianneA: and what was it that has delivered on that?

MarciaBe: Oh man, you're making me think.....I vow to make more options available to the rest of the faculty and to encourage them to 'want to' develop their own skills no matter what the circumstance.

DianneA: thanks Marcia, anyone else?

BeckySme: Definitely, I got some help here!

BeckySme: I have ideas for my group.

DianneA: what specifically Becky?

BeckySme: Helping them at our annual PD event, to take a more active role.

DianneA: thanks

DianneA: Valaree?

DianneA: JiaYu?

ValareeI: sorry ---I had to step out to aid my sick daughter & now I am trying to catch up!

DianneA nods to Valaree take your time

ValareeI: Basically, what I have found that works, is incorporating audience into any PD so that there is not a "lecturer" and a group of "sitters" ---PD can be *dynamic* & *exciting* if it addresses the audiences needs

DianneA: well I would like to thank you all for a very stimulating discussion and some great ideas

BjB: thanks, Dianne.

ValareeI: in my consortium of 6 districts (for BTSA) this is the EXACT ISSUE we are struggling with at the moment --making it meaningful for all

BeckySme: Thank you for leading us tonight!

DianneA: and mention that next month I won't be available

ValareeI: trying to apply *best practice* that we use on students to the adult learner ---!

DianneA: but back here on deck in January to continue to explore teaching teachers issues

MarciaBe: Thank you all for all of your thoughts and examples.

BjB makes a note not to schedule this discussion for December

ValareeI: thanks for letting me "play" here tonight

MarciaBe: What is a fast way to get to Diane's Office? Thanks ahead of time in case it works.

DianneA: is there a door here in the Featured Passageways

MarciaBe: I didn't see one.

DianneA: if not open my profile and click on the open door to the office there

DianneA flits to her office to meet Marcia and anyone else interested there