

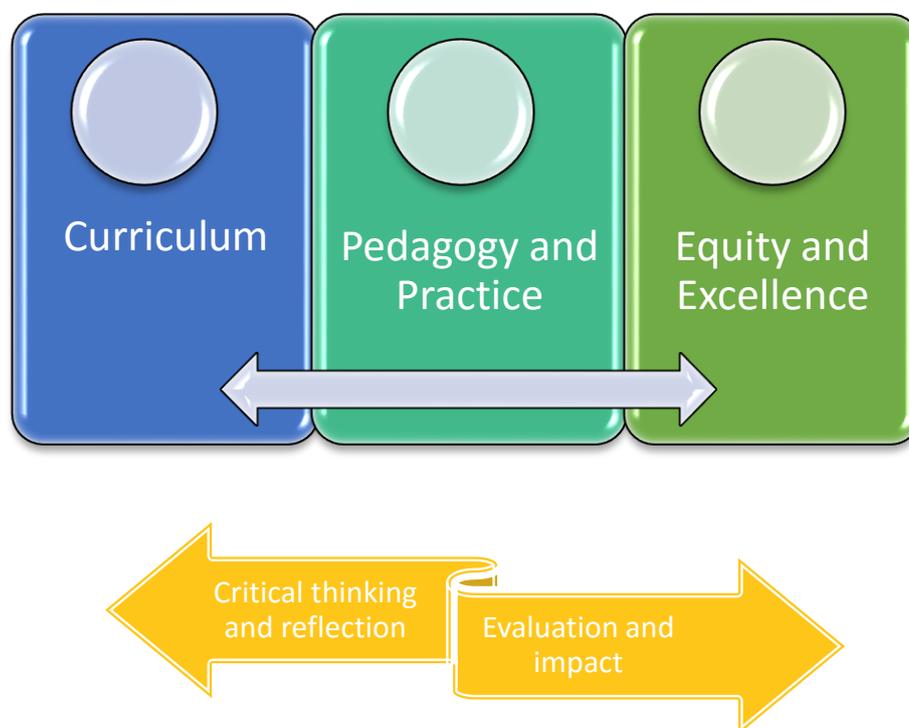
A Framework for Supporting Continuous Professional Learning and Development

College Development Network's (CDN) new Framework for college lecturers and support staff assists college staff to address the challenges of maintaining high quality learning, teaching and assessment within complex and dynamic learning environments.

The Framework will support college lecturers and support staff to be forward thinking, confident and creative in their practice, through the critical understanding and application of key educational principles underpinned by increased awareness of the impact of significant drivers on changing educational practices and approaches.

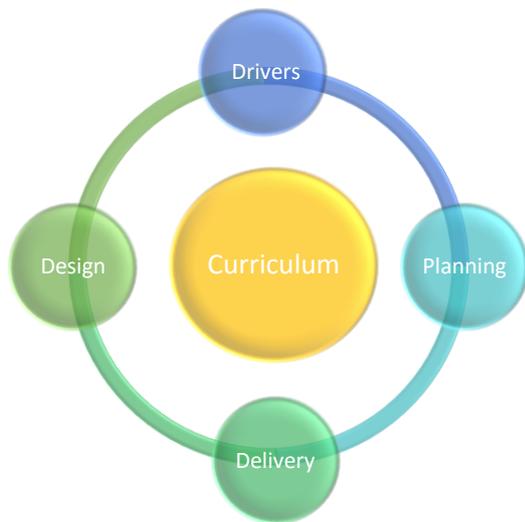
Programme Principles and Themes

The Framework for Supporting Professional Learning and Development content will be developed around **three interrelated and complementary developmental themes:**



The Framework is built around a portfolio of activity aligned to each of the three developmental themes. Individuals will be free to select from a range of options and topics, building up knowledge and skills through a supported personalised pathway for professional learning which builds on their prior experience and is designed to support both their immediate and longer term professional development.

Developmental theme 1: Curriculum



This theme is built upon the premise that the **curriculum is the primary vehicle for delivering high quality learning.**

Framework content will include materials and resources to help support effective curriculum design and planning with a clear focus on helping support and create opportunities for all our learners.

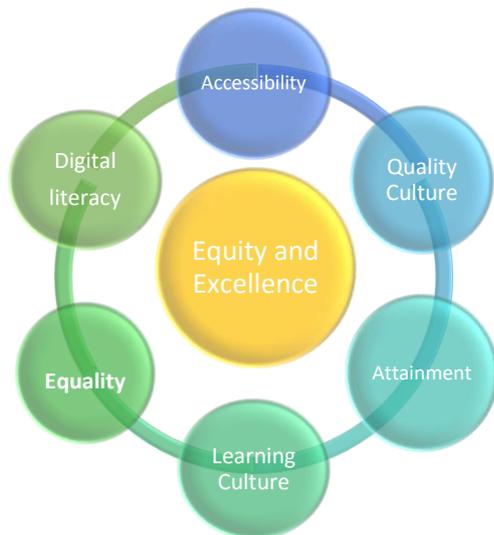
Developmental theme 2: Pedagogy and Practice

High quality learning and teaching drives what colleges do. By raising the level of understanding and use of pedagogical approaches we can help drive **improved learner engagement and attainment** helping address and close the attainment gap for our learners.

Modern learners need up-to-date and varied methodologies – the purposeful construct alignment of learning, teaching and assessment can support **high quality vocational learning**, and there is still much to learn from emerging research about how best to plan and structure learning to **help learners maximise their potential.**



Developmental theme 3: Equity and Excellence



College staff need to maintain a clear focus on providing **opportunities for all our learners**, recognising and valuing them as individuals with their own unique combination of skills, knowledge, strengths, attitudes, aspirations and aptitudes.

Embedding a culture of continuous critical reflection and evaluation will support colleges to stay at the forefront of **delivering excellence in learning**.

Working with the Framework

Individual staff members will be able to select from a range of options and topics, building up a personalised tailored pathway for professional learning which takes account of and builds effectively on their prior experience and learning. Programme content will be available in a variety of forms and formats. Accessibility will be maximised through using a blended learning/flipped classroom approach, allowing college staff to access learning of a style and at a time and place that best suits their needs. Learning content will be available on CDN LearnOnline, at events and workshops and through webinars.

Multiple entry and exit points for learning will be used to increase the responsiveness of the Framework. CDN will be producing a resource/toolkit to help college staff identify their existing skills and knowledge and establish personal priorities for skills development, helping them to more effectively plan their own unique progression pathway and starting point for accessing learning.

Benefits of the Framework

- ✓ Customisable transition pathways for new staff members and lecturing staff complementing college-based staff induction programmes and existing professional awards
- ✓ Programme content is either benchmarked or formally credit rated against the SCQF
- ✓ Provides an experiential, reflective and developmental approach to ongoing lecturer and support staff development
- ✓ Framework content designed to help college staff apply their existing skills quickly and more effectively
- ✓ Core principles underscore the value placed on progressive professional learning and the importance of critical thinking and reflective practice, supporting the quality enhancement of existing and new practices
- ✓ Multiple entry and exit points for learning.

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