

COLLABORATION FOR LEARNING

A collaborative school event at Matraville School
Sydney, AUSTRALIA
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FACT OR MYTH?

MYTH
“The quality of a school system cannot exceed the quality of its teachers.”

- McKinsey 2007, p. 16

“Low-ability teachers perform as well as teachers of average ability if they have strong social capital in their school.”

- Carrie Leana, 2011

TWO PARADIGMS OF PROFESSIONAL LEARNING

1

HUMAN CAPITAL

Ineffective improvement drivers

Me

Transfer

Personal accountability

Investing in individual mastery

Cumulative abilities, knowledge and skills

SOCIAL CAPITAL

2

Effective improvement drivers

Us

Transformation

Collective responsibility

Investing in networked knowledge

Interpersonal relationships & shared understanding

1

HUMAN CAPITAL

I

Transfer

Personal accountability

Investing in individual mastery

Cumulative abilities, knowledge and skills

CHANGE

2

SOCIAL CAPITAL

We

Transformation

Collective responsibility

Investing in networked knowledge

Interpersonal relationships and shared understanding

**WHY ARE SOME TEACHERS
BETTER THAN OTHERS?**

Human Capital

“Some teachers are just better trained, more gifted, or more motivated.”

Social Capital

“Some teachers are better connected, collaborate more, and benefit from these relationships.”

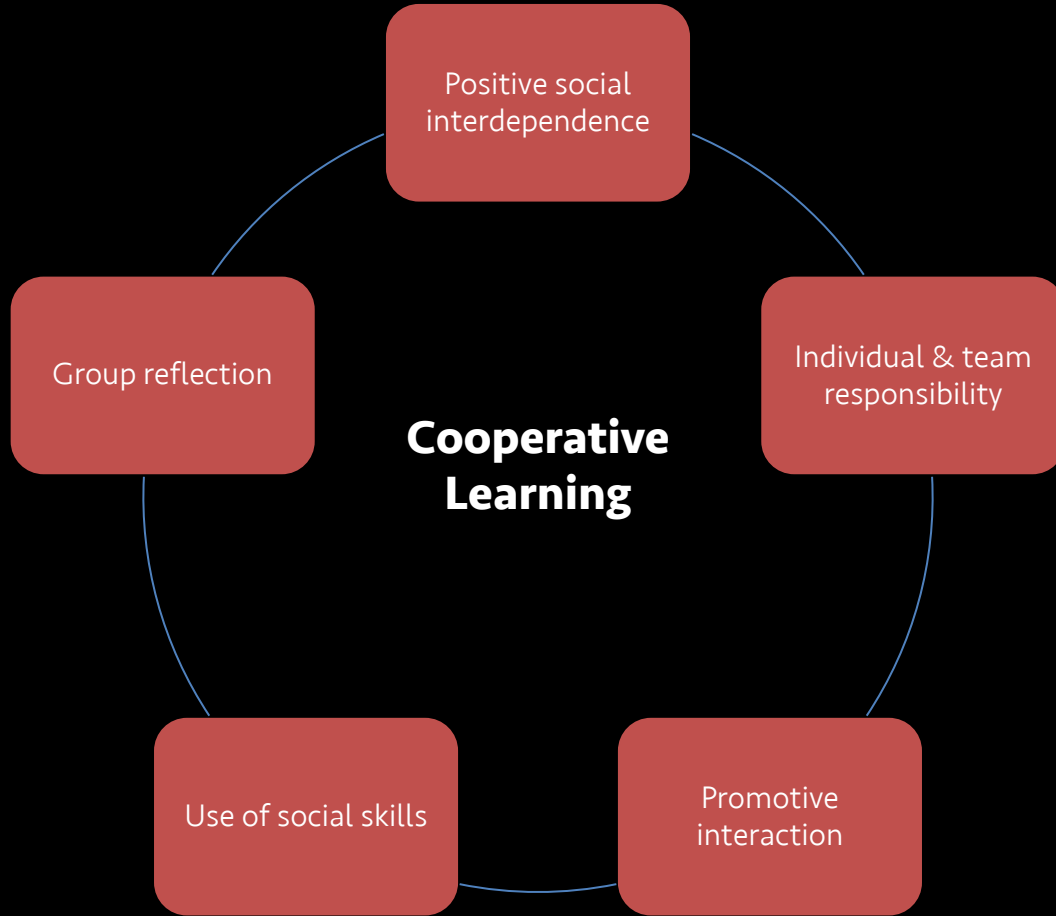
“The quality of a school system
CAN exceed the quality of its
teachers (if schools work as a
team).”



WHAT CAN WE DO?



Cooperative Learning

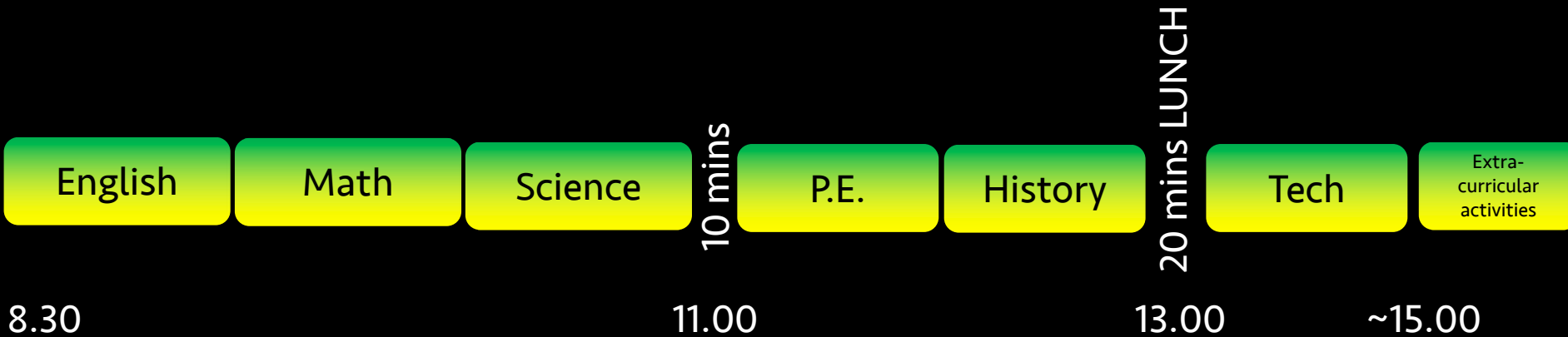




Time for collaboration



Typical primary school day



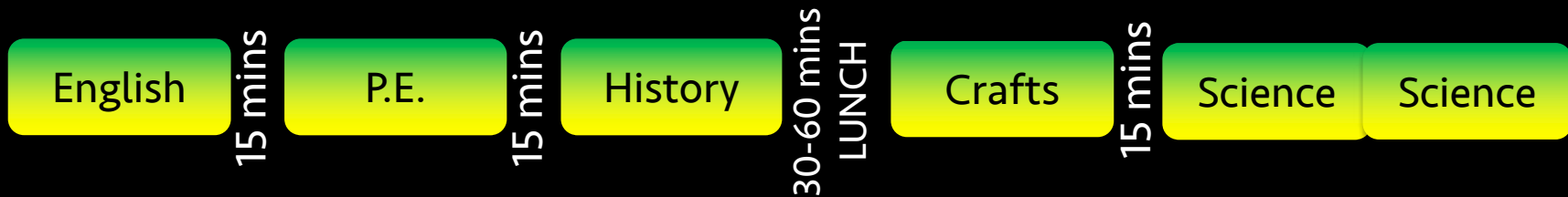


Daily schedule in Finnish schools

Typical 1st grade school day



Typical 9th grade school day



8.30

11.15

13.15

~15.00

Best-performing school systems allocate significant amount of teachers' working time to collaborative activities in school.

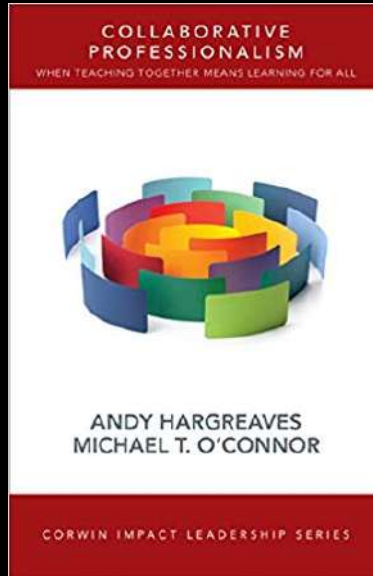
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Collaborative cultures

“Sustained and productive contexts of learning *cannot* exist for students if they do not simultaneously exist for teachers.”

–Seymour Sarason (2007)

Where to start building collaborative cultures? By Andy Hargreaves



Thank you!



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