

## Resource 12: Continuing professional development and effective learning

*This Resource is taken from the Performance Management Manual by John West-Burnham & Ingrid Bradbury (2003, p123).*

Classify each of the activities listed below according to the Joyce and Showers model:

- 1 = Theory
- 2 = Theory and demonstration
- 3 = Theory, demonstration and practice
- 4 = Theory, demonstration, practice and feedback
- 5 = Theory, demonstration, practice, feedback and coaching

Type of activity	1	2	3	4	5
lectures, keynotes and presentations					
conferences (for example, LEA events, national conferences)					
workshops and seminars					
school-based action research					
school-based improvement projects					
award-bearing programmes					
long-term development programmes (for example, NPQH)					
reading					
keeping a reflective journal					
distance learning including e-learning					
experiential learning, learning in practice, apprenticeship					
observation and shadowing					
coaching and mentoring					
critical friendship, a community of practice					