

Learning tips

Fostering a great learning culture



Provide your team with choice

1. Host regular monthly opt-in learning meetings (e.g. 'techie breakkie')
2. Create a 'choose your own adventure'-style sequence of learning where staff with similar goals learn together and collaborate
3. Host engaging sessions to discuss relevant articles and research
4. Allow staff to complete some learning at home in their own time in lieu of remaining at school for a full meeting

Portal tip: Awards are an easy way to support this in the portal! Want some support or advice for your school? [Contact us!](#)



Make sure it's relevant

1. Align learning to your school's strategic priorities and/or your staff's learning needs
2. Don't be scared to specify parts of longer courses to be completed as part of guided learning
3. Make time for your middle leaders to consult with their teams to understand their professional learning goals

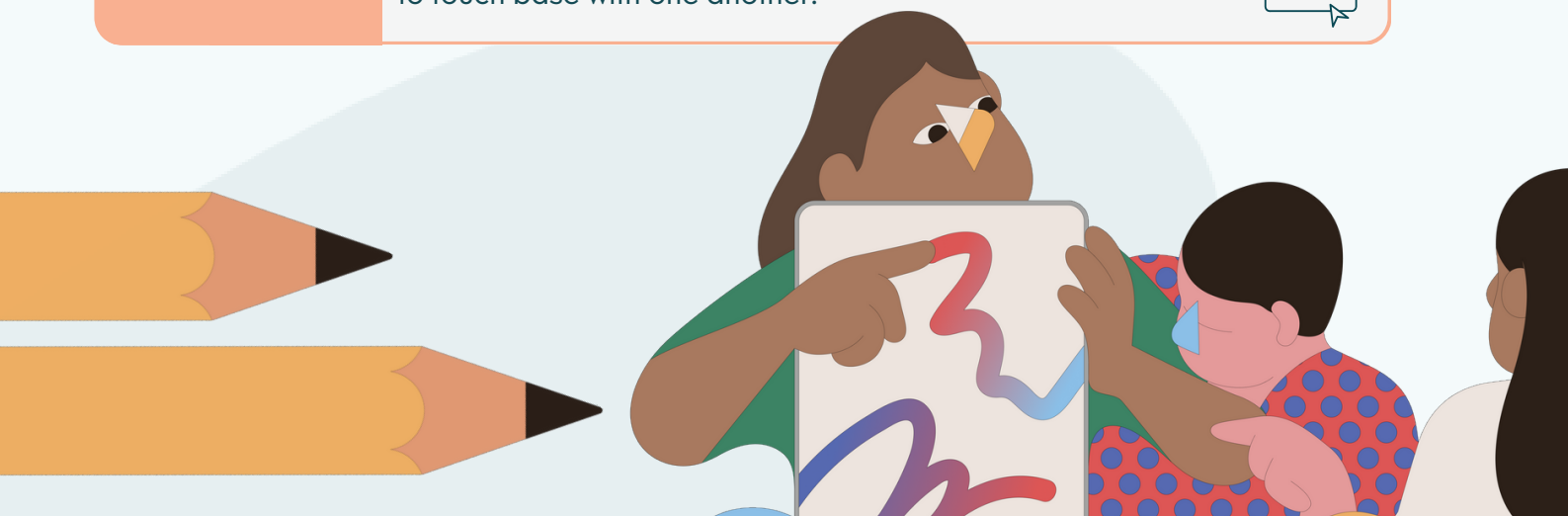
Resource tip: Our [content catalogue](#) is a great place to start.



Create follow-up opportunities

1. Provide opportunities for your team to immediately apply their new skills
2. Offer follow-ups throughout the year to reinforce learning and address challenges

Collaboration tip: If staff were given a choice in learning, provide space in meetings for staff who chose the same focus to touch base with one another.



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Set clear goals and expectations

1. Explain the difference between required (e.g. child safety), guided (e.g. structured professional learning) and inspired learning
2. Be clear about what success will look like (these are really your goals) e.g. when doing classroom visits throughout the year, we will be seeing each other taking more risks and trying new things; or, there will be 10 minutes in all meetings to share learning and/or professional wins from learning

Consider: What will your team think, say and do differently that indicates success?



Build it into your existing routines

1. Schedule regular, dedicated time for professional development, making learning a consistent and valued part of the work routine
2. Be consistent in your messaging, time allocation and expectations across different groups of staff

Quick tip: Offer structured guided learning opportunities as well as opt-in opportunities and make sure that both have a regular cadence.



Recognise and celebrate achievements

1. Publicly acknowledge and celebrate team members when they engage with learning or apply new skills
2. Foster a positive learning culture within the school community
3. Publicly refer back to your goals and expectations for professional learning and celebrate the successes that you have seen and/or heard

Quick tip: Collect evidence of successes (big or small) and keep it in one place so that you and your team can see the impact of learning over time.



Reach out to the EC team to work alongside you and level up your staff learning culture.

 [contact us](#)

