The Challenging Learning Process
Professional development for your school

“If you want an inquisitive and enthusiastic learning environment then you should engage with the Challenging Learning Process.”

(SKOLVÄRLDEN (SWEDISH TEACHER MAGAZINE), 2014)
“The process has increased the enthusiasm of staff to look at their classroom practices. They are more open about asking for help, have become more reflective in their practice and have ‘demanded’ more.”

(HEAD OF QUALITY IMPROVEMENT, NORTHERN IRELAND)

“Put simply, the Challenging Learning Process was the best staff development I have ever had in 17 years of teaching. Very motivating and very useful”

(M WATSON, TEACHER, UK)
**Improved Learning**

The Challenging Learning Process leads to:

- Higher levels of student engagement
- Much better use of feedback and feed-forward
- Students setting their own learning goals & becoming more assessment capable
- Higher quality questioning, challenge, and encouragement techniques
- Students more often working in their “wobble zone” (Zone of Proximal Development)
- An emphasis on progress & the development of a Growth Mindset
- Improved learning resilience
- Enhanced classroom dialogue

**Research Evidence**

According to John Hattie’s analysis of 60,000 studies, the average gain of educational interventions is an effect size of 0.4. What CLP does is show which strategies are likely to go beyond this 0.4 “hinge point.” It also guides staff in how to maximize the gains. For example, a lot of classroom discussion takes place in schools and yet rarely achieves the promised effect size of 0.82 (equivalent to doubling the rate of student progress each year). So our CLP trainers start with the “why” and “what” then show exactly “how” to achieve these gains.

**Practical & Effective**

The Challenging Learning Process provides proven tools for enhancing pedagogy, including: The Teaching Target Model; the 6 Core Aspects of Teaching; the Learning Pit; the ASK Model; Learning Road; Learning Detectives; and 7 Steps to Feedback Heaven.

**Online Resources**

Members of CLP receive access to a suite of online learning tools and downloadable lesson plans. These include mysteries, living graphs, odd one out, concept cartoons, Learning Pit dialogues, and Fermi Questions – with examples to cover ALL ages and abilities.
The Challenging Learning Process

Once we have developed an understanding of your context, we work with your leadership team to design the process best suited to achieve your objectives. The following timeline is used for this process:

(a) Coaches
The CLP team works with key staff within your school to coach their colleagues through the CL process.

(b) CLP Baseline Evaluation
Our team takes a “snapshot” of the quality of learning in your school. We pay particular attention to key elements within the modules you have chosen from the selection shown on the opposite page.

(c) Goal Setting & Evaluation Focus
Your leaders and our CLP trainers review the baseline assessment together, agree the process goals & milestones, & choose the evaluation focus.

(d) CLP Launch Day (All Staff)
We lead a launch day for all your staff to introduce the process. Key elements include:
1. An overview of the Challenging Learning process
2. The theory underpinning the modules you have chosen (e.g. the theory of dialogue, questioning, and why we would want to teach students “how” to think, as well as what to think)
3. Practical tools that can be used the very next day with your students

(e) CLP Taught Modules With On-going Coaching
Your coaches lead the on-going professional development in your school, with support from our CLP team. Activities include:
• Learning walks
• Leading professional development sessions with colleagues
• Action-learning cycles
• Collecting evidence for the evaluation process

During this process, we run workshops to cover the modules you have selected from the choice opposite. Large schools (or groups of schools) tend to run 2 or 3 modules concurrently, with staff choosing their preferred focus. Smaller groups generally run one module at a time.

(f) Evaluation & Goal Setting
Your coaches collect evidence according to the evaluation focus agreed at stage (c). Our CLP evaluation team analyses this data, compares it to national and international research, and then provides a mid-term analysis.

(g) CLP Taught Modules With On-going Coaching
Your coaches & leaders focus their activities on the recommended actions from the mid-term analysis. Further modules are offered to all staff, again supported by coaching, learning walks and action-learning cycles.

(h) CLP Final Evaluation & Action Planning
The CLP Evaluation Team writes a report of progress for you. Your leaders and coaches, together with our CLP team, use this to create an action plan for the next steps.
Choice of Taught Modules

MODULE 1: ENGAGING THROUGH DIALOGUE
Dialogue engages learners by giving them well-timed, thoughtful feedback & guidance.
The module includes:
- Using dialogue to encourage & engage
- The role of reasoning in dialogue to improve understanding
- Developing vocabulary so students can better access the curriculum
- Dialogue tools such as Mysteries; Fermi questions; Living Graphs, and P4C

MODULE 2: CHALLENGING QUESTIONS
Challenging questions create the optimal conditions for learning and progress.
The module includes:
- How to ensure learners get into their Zone of Proximal Development
- Better ways for both teachers and students to ask questions so that more learning progress is made
- Challenge tools such as the Questions Funnel; Diamond 9; Learning Pit dialogues; and the 5W’s

MODULE 3: REFLECTIVE LEARNING
Reflective learning enhances the assessment capabilities of staff and students.
The module includes:
- Enhancing self, peer, & teacher feedback to improve assessment capabilities
- Developing Assessment for Learning (AfL) and metacognitive strategies
- Reflection tools such as Learning Roads; 3-5-7; Learning Detectives; and classroom observation tools for feedback

MODULE 4: MINDSET FOR PROGRESS
Mindset for progress creates the optimal conditions for learning & enhances a sense of intrinsic motivation.
The module includes:
- Proven strategies to promote Growth Mindsets
- Ways to nurture independent, intrinsically-motivated learning
- Progress tools such as Progress Points; Breakthrough activities; Praise Pointers; and Brainology

MODULE 5: LEADING LEARNING
Leading Learning shows how staff and students can motivate and organize towards agreed learning goals.
The module includes:
- Focusing efforts & attention on high leverage activities
- The difference between management & leadership, and how to get the balance right
- Leadership tools such as Levels of Perspective; the Tuckman Model; Ladders of Inference

“Challenging Learning is leading to the most significant and on-going positive change that I have witnessed in my 30 years in education.”
(George Telford, Principal, Australia)
What a Challenging Learning Process can do for you...

- This is not a one-size-fits-all programme.
- CLP is a PROCESS, designed to suit your context and your objectives.
- We will help you plan a professional development process that is research-driven, evidence-based, inspirational, practical and effective.

Planning your Challenging Learning Process

- What are your students’ learning needs?
  - What do your students already know?
  - What sources of evidence have you used?
  - What do your students need to learn?
  - How do you ensure your students make progress in attitudes, skills and knowledge?

- What has been the impact of the new CLP actions?
  - How effective have the new actions been on enhancing student learning & well-being?
  - What could be done next to further enhance the process?

- Which aspects of CLP will help you achieve your development goals?
  - What are your professional development needs?
  - What have we learned from what we’ve tried?
  - How could our CLP coaches support us even more?

- What are your own learning needs?
  - How well do you currently cater for all your students’ learning needs?
  - What do you already know you could do to enhance student learning?
  - What do you need to learn to do so as to further enhance student learning?
  - How will you know that you are making progress with these aims?

- What have we learned from what we’ve tried?
  - How could our CLP coaches support us even more?

- CLP taught modules, on-going coaching, and new pedagogical actions

- What could be done next to further enhance the process?
CLP motivates and inspires leaders, teachers, support staff & after-school carers.

CLP creates a sustainable, measurable impact across the whole school.

The CLP Team trains & supports your staff; challenges & inspires; and asks the critical questions.

“The most effective professional development is led by internal coaches and supported by external experts.”

(JOHN HATTIE, 2014)
"The presentations were really engaging, challenging and positive. We were shown the value of personalised learning, questioning and feedback - all backed up with pertinent, applicable activities & resources. I thoroughly enjoyed it and will use it to develop my teaching."

(HENRIK PEDERSEN, TEACHER, DENMARK)