



# Practice Makes Perfect: Improving Our Profession

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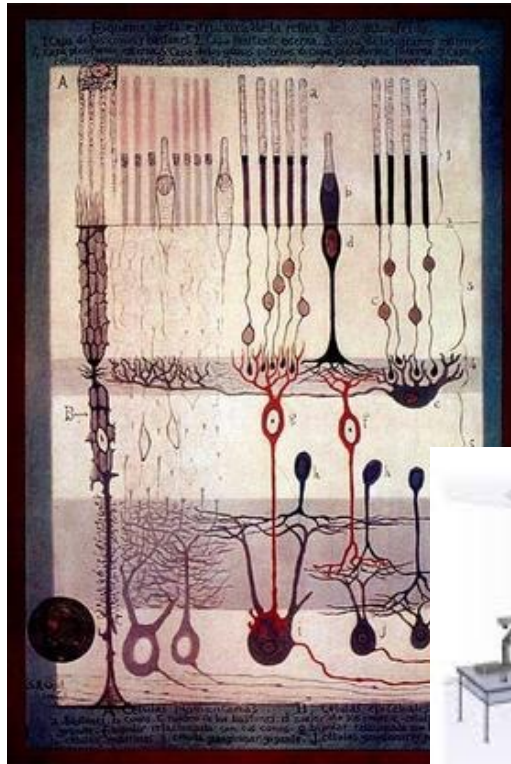
# Effective practice



Accounts for about 20-33 percent of the variance

# Effective practice (cont.)

Allows for the  
development  
of fluent  
performance and  
situated knowledge



*When hockey great Wayne Gretzky was asked for the secret to his success, he replied, “I don’t know; I just go to where the puck is going to be” (Berliner, 1994, p. 167). Although he cannot explain how or why he knows where to go, research suggests that it is not through some innate clairvoyant ability, but rather it is the result of thousands of hours of deliberate practice, years of experience, and the use of appropriate cognitive processes. One of these processes is intuition. Gretzky was subconsciously making very fast decisions based on his knowledge, stored memories, and a holistic view of his surroundings. --Pierre & Smith, 2014*

# Novices



✧ "they are prisoners of their own lack of experience and have no choice but to be relatively inflexible."

– Berliner, 1992



# Experts



✧ Make decisions that seem effortless, intuitive, and highly responsive to the situation at hand.

# In initial preparation

✧ we are not preparing experts





# Advanced Beginners

✧ Rely less on rule-driven behavior and begin to use context to determine when to apply rules.



# A Practice-Based Approach



# Three Key Ideas



# Practices are learnable



# They can be refined

✧ through on-going learning



# High Quality Practice

## Learning to Teach

A Framework for Crafting High-Quality, Practice-Based Preparation



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# Coursework



Field work

# Too much heterogeneity





# Moving Forward





- ✧ Reasonable set of practices that:
- are the essence of effective teaching, leading, etc.
  - can improve student outcomes
  - are fundamental to developing more complex practice



# This might involve

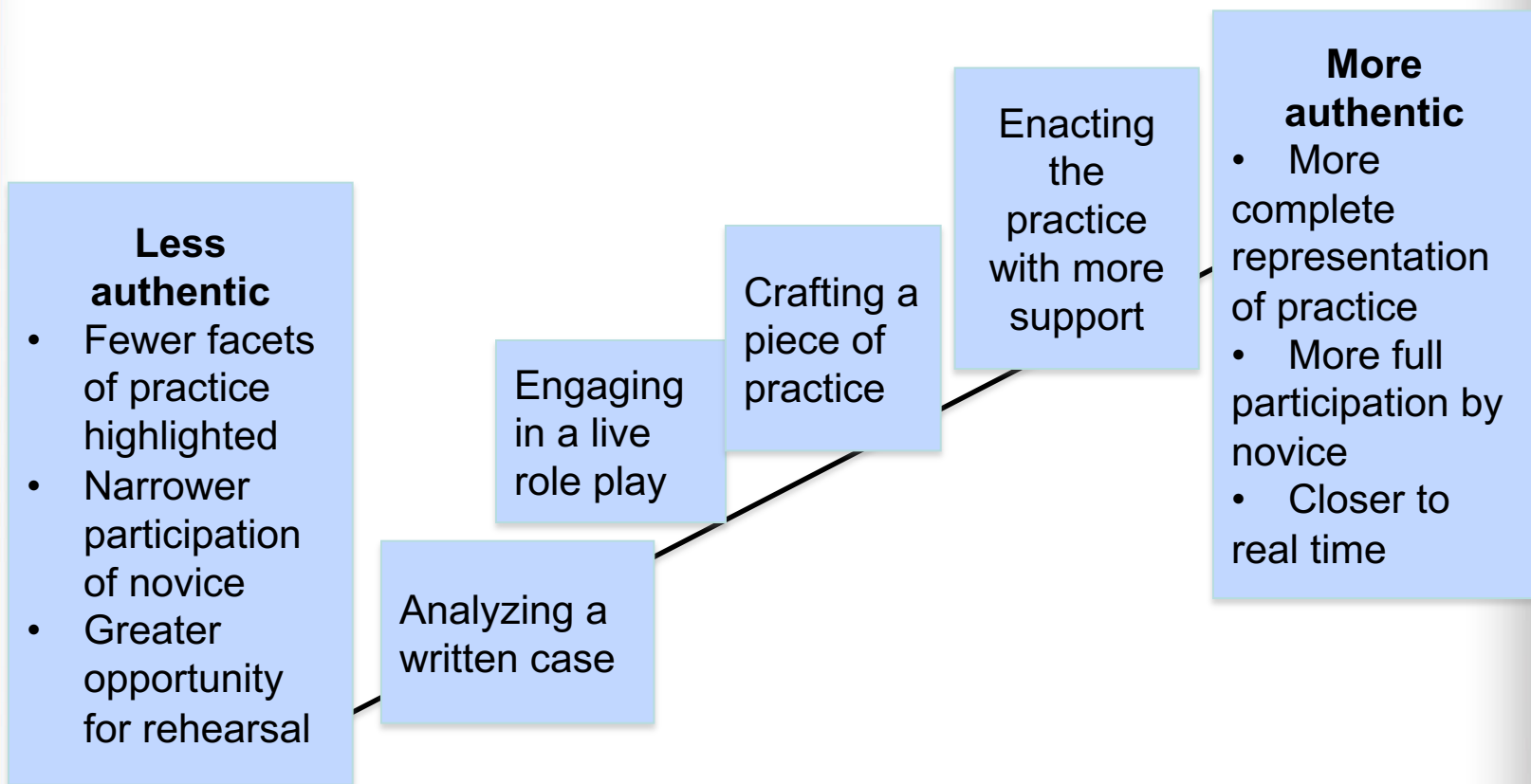
- ✧ Difficult conversations about what to emphasize and what to eliminate



Consistent

**Coherent**

Connected



# Deliberate Practice



# High Quality Practice (cont.)

## Learning to Teach

A Framework for Crafting High-Quality, Practice-Based Preparation



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# You can retrieve at

✧ CEEDAR Center Reports

✧ GTL Center Resources



# Questions?

