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

ジョン・ビーランダー、1992年

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
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
Less authentic
• Fewer facets of practice highlighted
• Narrower participation of novice
• Greater opportunity for rehearsal

More authentic
• More complete representation of practice
• More full participation by novice
• Closer to real time

Analyzing a written case
Engaging in a live role play
Crafting a piece of practice
Enacting the practice with more support
Deliberate Practice
High Quality Practice (cont.)

Learning to Teach
A Framework for Crafting High-Quality, Practice-Based Preparation
You can retrieve at

✧ CEEDAR Center Reports
✧ GTL Center Resources
Questions?