

# **Partnership and Professionalism**

**Ian Craig**

**ATPE conference - Oxford  
11 July 2014**

- **Introduction**
- **Professionalism**
- **Partnership**
- **High Performing Systems**
- **Current direction**
- **Quality**
- **Complexity**
- **Competition**
- **Teacher Supply**
- **Discussion**

**A professional is:**

**An individual whose philosophy  
and habits have been conditioned  
by a professor.**

**Professionals tend to be autonomous, which means that they have a high degree of control over their own affairs.**

**Bayles, (1981)**

**They have freedom to exercise  
their professional judgement**

**World Medical Association,  
Declaration of Madrid (2009)**

**In the rush to move forward leaders, especially from countries that have not been progressing, tend to use the wrong drivers. Wrong drivers include accountability (vs professionalism), individual teacher quality (vs collegiality), technology (vs pedagogy) and fragmented strategies (vs systems thinking).**

**Fullan (2011)**

**‘Whenever you use an indicator to achieve a result it ceases to be reliable as an indicator’**

**Goodhart’s Law  
(Charles Goodhart, 1975)**

**‘England is already at the extreme end of school autonomy and it is unlikely that a further increase in autonomy would drive further school improvement’**

**Andreas Schleicher  
(OECD/PISA 2011)**



‘

**A partnership is an arrangement in which parties agree to co-operate to advance their mutual interests’**

**The true Finnish difference is that teachers in Finland may exercise their professional knowledge and judgement both widely and freely in schools. They control curriculum, student assessment, school improvement and community involvement. Much as teachers around the world enter the profession with a mission to build community and transmit culture, Finnish teachers, in contrast to their peers in many countries, have the latitude and power to follow through.**

**Sahlberg (2011)**

**‘Teachers shall enjoy the following rights: to conduct education and training activities and carry out reform and experiment in education and teaching; to engage in scientific research and academic exchanges, join academic societies and fully express their views in academic activities’**

**Article 7 of the Teachers Law, China**

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**Do not go gentle into that good  
night,  
Rage, rage against the dying of  
the light.**

**Dylan Thomas  
1914-1953**



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[bushylees@tiscali.co.uk](mailto:bushylees@tiscali.co.uk)

## Four key points:

- **Stick to the knitting;**
- **Collaboration is essential – but not necessarily full partnership;**
- **Chase professionalism;**
- **Rage, rage.**