

Experimental Learning Labs

Professional Teacher Teams

HRM Research Group



Would you like to improve teachers' agency and cooperation in teacher teams while working on the quality of the education? In the Experimental Learning Labs we support teacher teams to improve student achievement by strengthening teachers teams agency. Below we highlight the aims, approach and benefits of the Experimental Learning Labs of Professional Teacher Teams.



Central question

What conditions impact teacher team agency in middle and higher vocational education?

01 TEACHER TEAMS

Teachers have a high impact on student achievement and the quality of the educational experience. Teacher team agency -the ability of a team to act- is a key condition to provide quality education and subsequently increase student achievement. At the moment there is a lack of knowledge about the functioning of teacher teams and conditions in which a teacher team can function well. The research groups of Edinburgh Napier University, Queen Margaret University Edinburgh and the Amsterdam University of Applied Sciences support teacher teams to reach a higher level of teamwork and to improve the quality of education by means of Experimental Learning Labs. In the labs, the teacher teams work on the improvement of their educational program by formulating and executing interventions in a guided process. Through this type of action-research we gain and share insights about conditions under which teams function.

Focus on the team



Teacher teams have a high impact on the quality of education.

In the Experimental Learning Labs, teacher teams work on improving the quality of their own teaching and increasing student achievement

The teacher teams are strengthened through their joint effort on the development and implementation of interventions aimed at improving the educational program.

Time and support



Teacher teams are provided with time and support to work on team development and the improvement of the quality of education.

Teachers get time in their task assignments for participation in the Experimental Learning Labs.

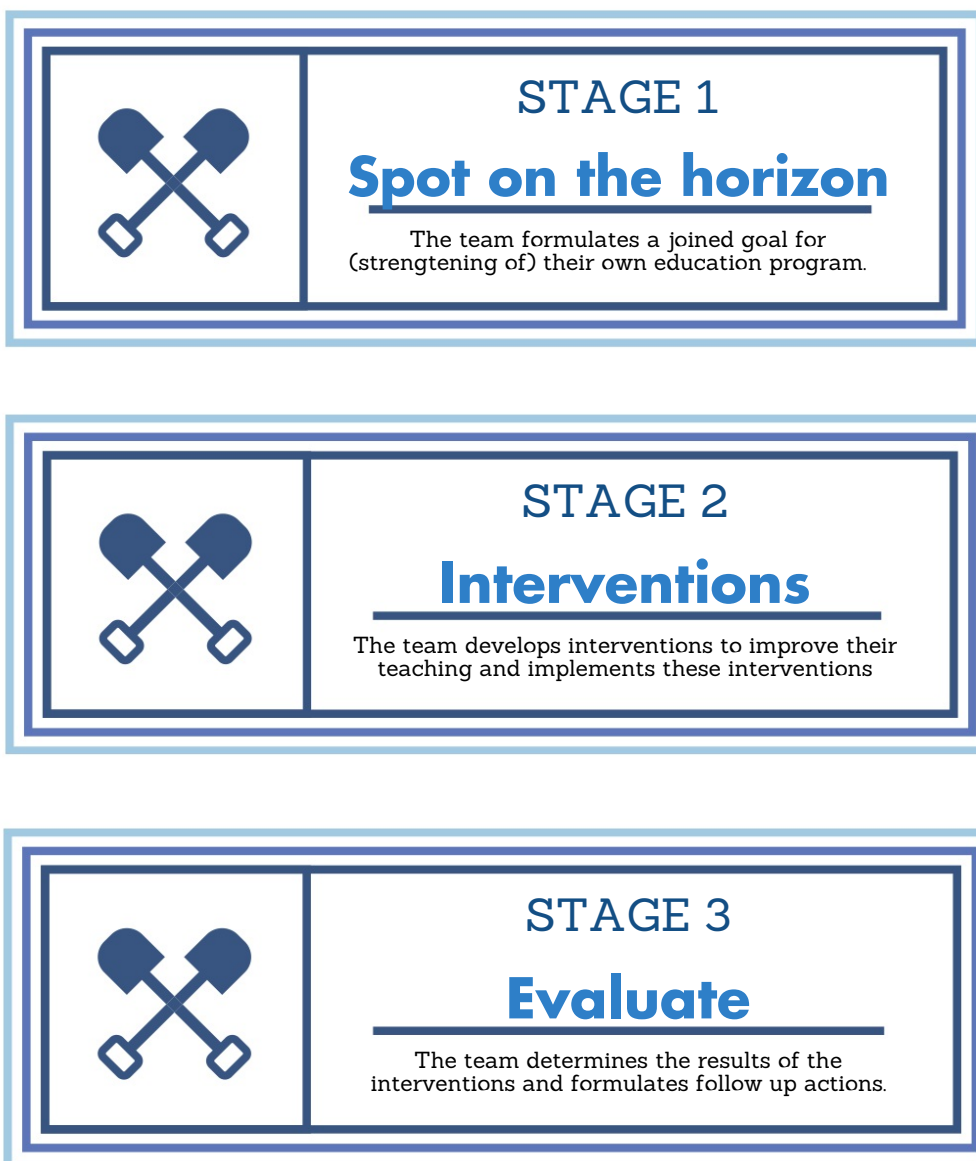
The teams are coached and supported by experts in the areas of education and team development.

03 APPROACH

The key thought behind the Experimental Learning Labs is that teacher teams are in charge of designing and implementing education. In the labs, the teams therefore decide on the focus and direction of the education development. By working together on the improvement of the educational experience, team functioning is also strengthened.

During one study year a team will go through three stages in the Experimental Learning Lab. The teacher team is guided and coached by trainers and researchers of the research group HRM. Where necessary, expertise of other experts in the field of team and educational development is used.

The approach was developed in 2015 and was improved on the basis of different successful experimental learning labs in middle and higher education institutes in the Netherlands.



04 REVENUES



In the experimental learning labs we had a team conversation about: "Ok, What are you doing here? What are you good at?" Simple things (...) which resulted in the fact that teachers are now working together in stead of seperately. Without the experimental learning labs this would never have happened

- Team coordinator of one of the participating teams

One often heard students complain: "what a boring subject". And now [after the intervention] I felt they were more positive about the subject. And they were very satisfied about the teachers

- Teacher from one of the participating teams

05 THE TEAM BEHIND THE EXPERIMENTAL LEARNING LABS



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