

## DEVELOPING ADVANCED PRACTITIONERS

### THE PROFESSIONAL DEVELOPMENT CARDS

This (updated) resource has been produced to support the work of Advanced Practitioners (APs). The first edition (2018) builds on an original set of cards used to develop the skills of teaching and learning coaches who, using a peer-to-peer coaching model, work with staff to improve specific aspects of their delivery. In 2022 the cards were updated to reflect new insights and evidence generated with, and by APs, as they developed a richer and deeper understanding of the AP-type role from pan organisational perspectives: see the new yellow cards.

APs can use these cards in a variety of ways, for example, to stimulate their own understanding and development, support their practice when working with others and to drive quality improvements in teaching, learning and assessment across the organisation and to support collaboration between organisations.

The cards are colour coded to provide an initial focus for their use and application. Although, cards can be used in different contexts. For example, a card that helps support self-development could also be used to help support the coaching and development of others.

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#### BLUE CARDS

PRIMARY FOCUS:  
DEVELOPING SELF



#### GREEN CARDS

PRIMARY FOCUS:  
DEVELOPING OTHERS



#### MAGENTA CARDS

PRIMARY FOCUS:  
DEVELOPING ORGANISATIONS



#### YELLOW CARDS

PRIMARY FOCUS:  
DEVELOPING PAN-ORGANISATIONAL  
ARCHITECTURES

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### **THE PROFESSIONAL DEVELOPMENT CARDS**

#### IDEAS FOR USING THE CARDS

The aim of these cards and the other resources that comprise the Advanced Practitioner toolkit is to enhance and embed continuous quality improvement across all aspects of provision. The toolkit can support Advanced Practitioners working one-to-one with colleagues as well as when working with small groups, departmental teams, delivering whole organisation interventions and working across the pan-organisational FE landscape. Many of the cards are also likely to be highly relevant to those working with colleagues in AP-type roles.

#### YOU COULD USE THESE CARDS TO:

- develop self-awareness, analyse personal strengths and development needs
- facilitate self assessment and improvement discussions with colleagues and others
- support the development of colleagues and teams that you have been asked to work with
- provide thought pieces to help colleagues reflect on and share their practise
- signpost to wider resources and evidence base to support the work of those in AP-type roles
- add value to other professional development initiatives, e.g. coaching and mentoring programmes
- give structure to development interventions
- support the influencing of senior colleagues and leadership teams
- support the implementation and teaching and learning approaches for new new curricula, e.g. T levels

# DEVELOPING ADVANCED PRACTITIONERS

## ADVANCED PRACTITIONER TOOLKIT

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These cards belong to a wider AP toolkit developed as part of the Education and Training Foundation's Professional Development Programme for Advanced Practitioners (#APConnect) 2018-2022 by delivery partner touchconsulting Limited. The toolkit comprises these cards, Guides, AP practice-evidence and research reports i.e.

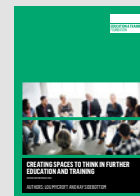
### THE PROFESSIONAL DEVELOPMENT CARDS

(Updated March 2022)



### CREATING SPACES TO THINK IN FURTHER EDUCATION AND TRAINING

(Updated March 2022) by Lou Mycroft and Kay Sidebottom



### USING COACHING AND MENTORING TO SUPPORT COLLEAGUES (2018)

by Jon Thedham



### COACHING AND MENTORING IN ACTION (2018)

Additional Approaches, Tools and Techniques  
by Jon Thedham



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## ADVANCED PRACTITIONER TOOLKIT

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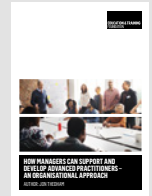
### FACILITATING PROFESSIONAL DEVELOPMENT AND HIGH-PERFORMANCE TEAMS THROUGH SITUATED LEARNING (2018)

by Ian Grayling



### HOW MANAGERS CAN SUPPORT AND DEVELOP ADVANCED PRACTITIONERS - AN ORGANISATIONAL APPROACH (2019)

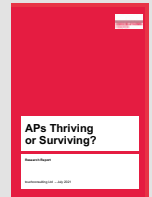
by Jon Thedham



### ADVANCED PRACTITIONERS REFLECTIONS (2021)



### ADVANCED PRACTITIONERS DURING COVID, THRIVING OR SURVIVING? RESEARCH REPORT (2022)



### RE-THINKING THE ROLE OF THE ADVANCED PRACTITIONER: AP CONNECT YEAR 3 EVALUATION STRAND FINAL REPORT RESEARCH REPORT (2021)

