

Pedagogies of Formation
Professional Education and Change
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Pedagogies of Formation

- More than knowing certain things or being able to do certain things
- Students are expected to incorporate values and develop identities as a result of the instructional activities
- They are inducted into membership in the profession
- They “become a _____”.

Dr. Lee Shulman

- 8th President of The Carnegie Foundation for the Advancement of Teaching.
- Created by Andrew Carnegie in 1905
- Mission is “to do and perform all things necessary to encourage, uphold and dignify the profession of teaching”
- Pioneered this work in signature pedagogies
- For more information about Dr. Shulman visit www.carnegiefoundation.org/president/biography.htm for links to reference works

Formation professions

- Medicine
- Law
- Clergy
- Teaching
- Counseling
- Music
- Technical/ trades

Tools of Formation

- Body of knowledge
- Direct instruction
- Patterns of interaction
- Modeling
- Assessment.

Pedagogies of Uncertainty

- Goal is for students to be able to act effectively, professionally in situations with new or limited information
- Comfort of the ritual frees resources to deal with the new.

Signature Pedagogies’ Elements

- Common features look the same within profession
- Look different across professions
Professions seeking different outcomes
- Absence suggests problems in effective education
- Changes within these elements can improve outcomes.

1. Ritualized

- Pervasive routine
- Predictable pattern each session
- Meets basic psychological need to know what to expect
- Routine but not the same
- Novelty in content, not context
- Familiar process, new material.
“If you learn to do something complex in routine ways, it liberates the mind to concentrate on other (new) things”
Shulman

2. Engagement

- Student’s are active participants
- Pervasive immediacy
- Always interactive
- No passive students
- No disengaged students
- Engaged now, or could be at any time.
- Signature patterns of engagement
- Particular failure of most undergraduate (lecture) education

3. Accountability

"You are a responsible member of this enterprise, so you are accountable for certain things." (band)

Accountability

To instructor and to fellow students

- Accountable preparation
- Accountable performance
- Accountable interaction
- Requires creating interdependent situations.

Accountable talk

When it is your turn to talk, you will talk, but there are rules

1. Can't change subject
2. Must know what went before
3. Must have knowledge foundation
4. Must be willing to present ideas
5. Must be willing to defend
6. Must carry share of the load

3. Visibility/ Transparency

- Engagement and accountability create exposure
- Transparency is full visibility
- Signature interaction makes
 - knowledge visible
 - thinking processes visible
 - skills visible
 - values visible.

4. Anxiety

Learning only happens if you have something at stake; if there is a risk.

- Accountability is stressful
- Exposure is risky
- New contents create anxiety
- Membership/ success not guaranteed
- Instructors responsibility to keep this from becoming terror.

5. Flawed

All studied signature pedagogies have "signature flaw"

- Law- good "thinking like a lawyer, poor values"
- Medicine- too random, takes too long

- Teaching- outcomes
- Clergy- mismatch between academics and application
- Counseling- too random, competence issues
- Music- too critical, too "fear of failure" oriented.

Can this apply to your subject at your school?

- Ritualized What should the ritual look like in your subject at your school? What will be the familiar context to introduce new and novel content?
- Engagement How can students be continually engaged in both processes and toward outcomes?
- Accountability How are students made accountable to you and to other students?
- Visibility How are students continually "seen"?
- Transparency What processes expose their ideas, values, and thought processes?
- Anxiety How is appropriate anxiety maintained and managed?
- Flaws How are systemic flaws addressed?

Questions/ Comments?

Resources?

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January 7, 2009