



PINPOINT



Organisations that operate in the most intense competitive settings have come to realise that practice time is the most valuable time they have.

Doug Lemov

Practice Perfect: The 42 Rules for Getting Better at Getting Better

Doug Lemov, author of Teach Like a Champion, has written another highly practical and powerful book. This time it is about teachers doing the learning. And how they do it best.

Much of it goes against traditional CPD practice and opens your eyes to the nitty gritty reality of learning on the job. Here are 8 of the 42 rules, chosen for how well they align with the HOW2s.

REFERENCES

Lemov, D. et al (2012)
Practice Perfect
Jossey-Bass,
San Francisco, USA

<p>01 ANALYSE THE GAME</p> <p>“ The skills needed to win the game are not always obvious. Without specific techniques to provide direction, we fall back on vague platitudes.</p> <p>HOW2s make techniques clear, specific and precise.</p>	<p>02 CALL YOUR SHOTS</p> <p>“ When modelling... alert observers to what you're trying to demonstrate. Help them watch strategically and with intention.</p> <p>HOW2s help observers see more deeply and accurately.</p>
<p>03 INSIST THEY WALK THIS WAY</p> <p>“ Many people resist imitating others, thinking it's cheating or uncreative. But it sometimes this is the best way to learn. Make 'copying' a good word.</p> <p>HOW2s are blueprints to success — follow the steps.</p>	<p>04 BE READY FOR CLOSE-UP</p> <p>“ Video has many advantages ... You can edit, analyse, review. You are codifying for your organisation, across all employees.</p> <p>HOW2s sharpen video analysis so more is learned.</p>
<p>05 SHORTEN THE FEEDBACK LOOP</p> <p>“ With feedback, it turns out, speed is critically important — maybe the single most important factor in determining its success.</p> <p>HOW2s are present at the observation and the feedback.</p>	<p>06 USE THE POWER OF POSITIVE</p> <p>“ Identify what people do right, help them repeat it, and guide them to apply it in other settings. Positive feedback, then, does more than motivate.</p> <p>HOW2s are frameworks to identify where success occurs.</p>
<p>07 DESCRIBE THE SOLUTION (NOT THE PROBLEM)</p> <p>“ Make sure guidance is specific, actionable, and tells people what to do. Abbreviate frequently-given solutions to make them easier to apply.</p> <p>HOW2s are concrete, concise and proven solutions.</p>	<p>08 LEVERAGE PEER-TO-PEER ACCOUNTABILITY</p> <p>“ When people on teams make mutual commitments to each other, investment and follow through are more likely to occur.</p> <p>HOW2s work within social learning and peer interaction.</p>