



# 國教院 SITEP 赴港共學計劃 國小組

### 校內專業成長的活動及策略

湯才偉

優質學校改進計劃 總監

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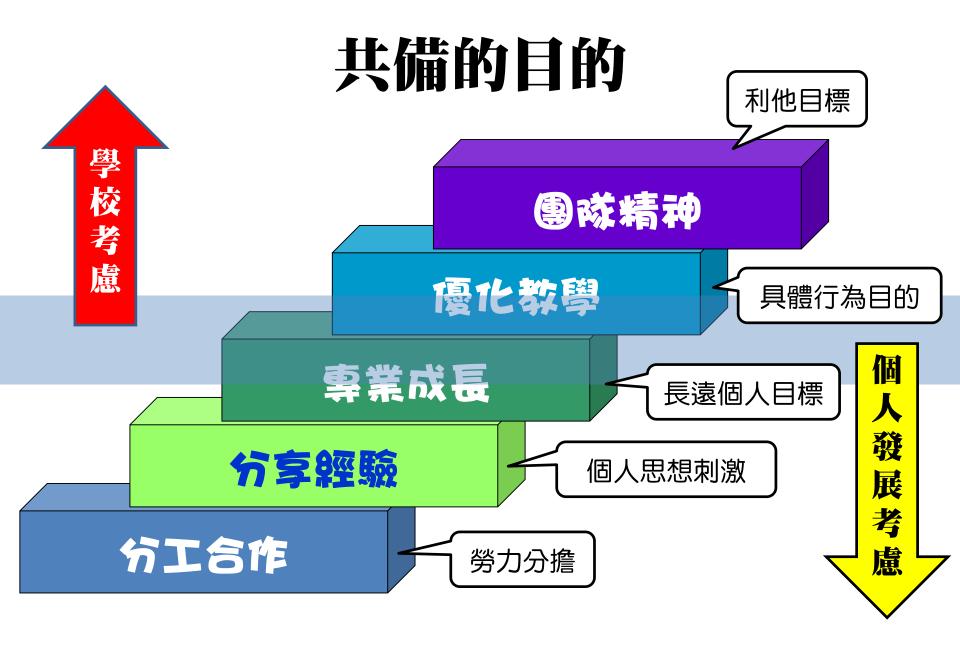


System Innovation and Talent Education Program

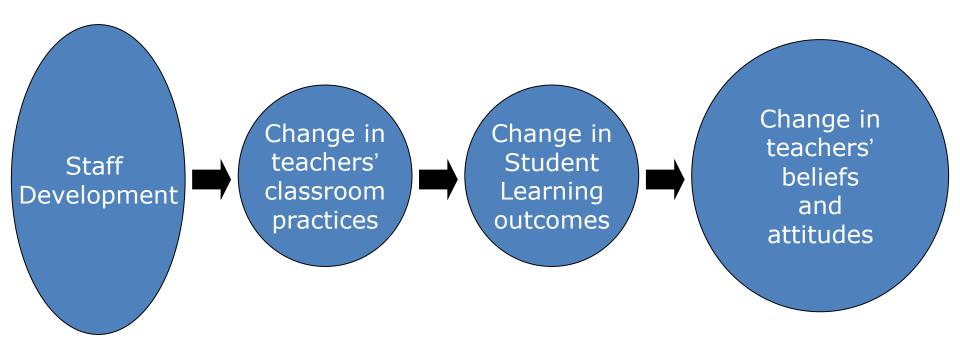
## 促進專業成長的活動

#### What Teachers Want





## A Model of Teacher Change Process



#### 香港學校的觀測 情的考慮

- 選任何一位同事互觀•
- 選任何一位同科同事互觀
- 同科組同事全部互觀
- 科組領導觀同組其他同事
- 同科組新同事觀舊同事
- 同科組同事觀領導・●
- 同科組同事觀資深同事
- 同科組同事觀優秀教師
- 其他同事觀優秀教師

量的考慮

權的考慮

平等的考慮

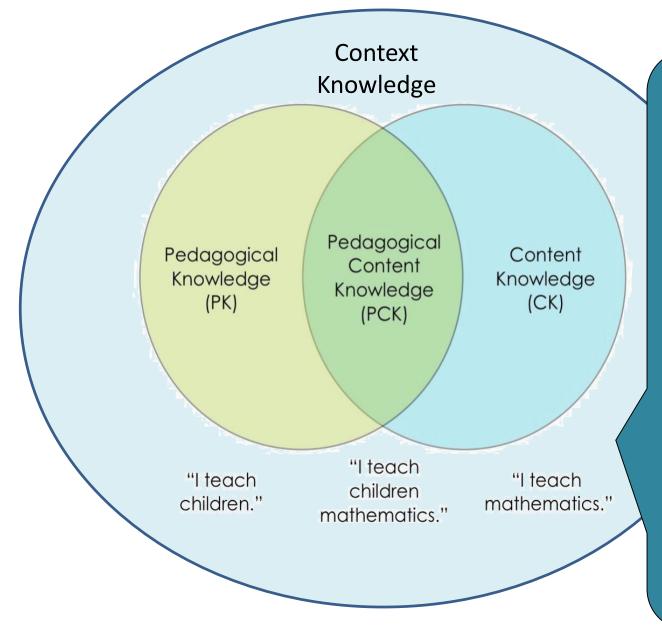
質的考慮

# 觀=記錄;課=平台;議=討論

- 問題發見
  - 輕重顯隱
  - 內在、外在
- 成因推測
  - 內在、外在
  - 憑證、學理
- 經驗總結
  - 有效措施
  - 得失歸因
  - 理論規律



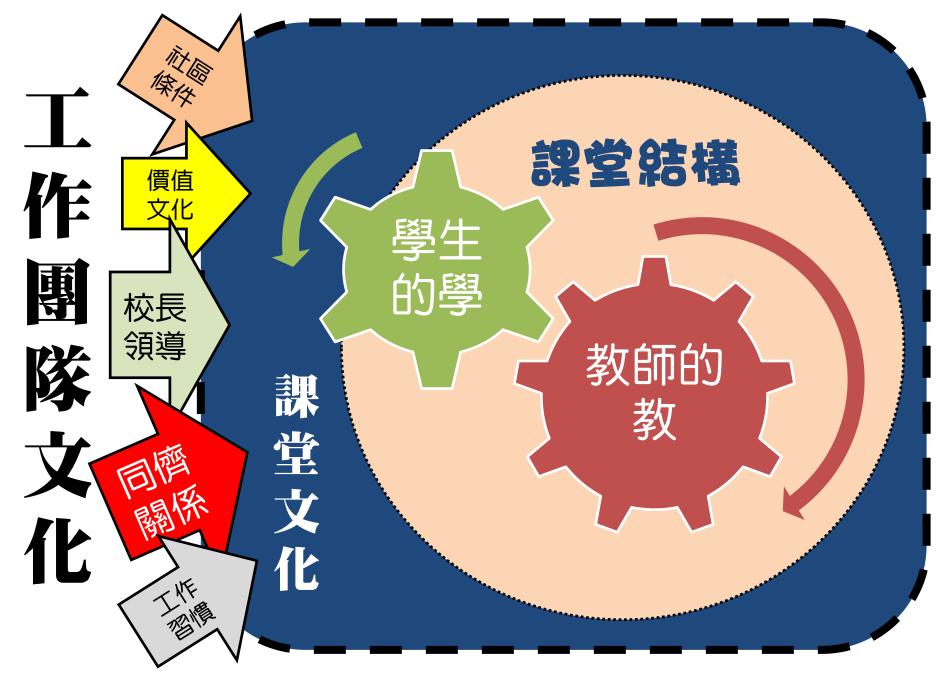
## 一堂「好」課?



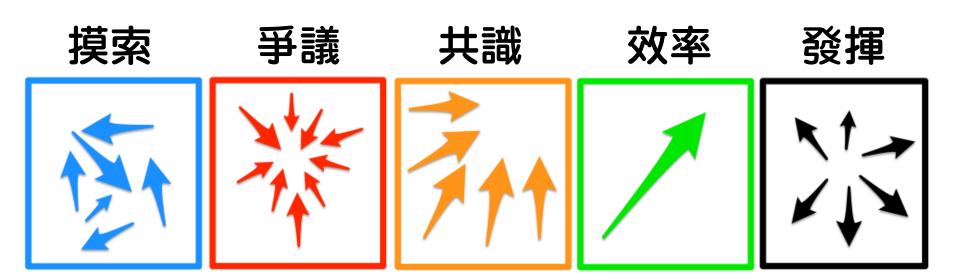
#### PCKg

- 真實課室環境 Actual classroom situation
- · 參與 Participation
- · 鷹架式指導 Scaffold as take on challenge
- ·協作 Collaboration
- 反思 Reflection
- ・展現 Enactment

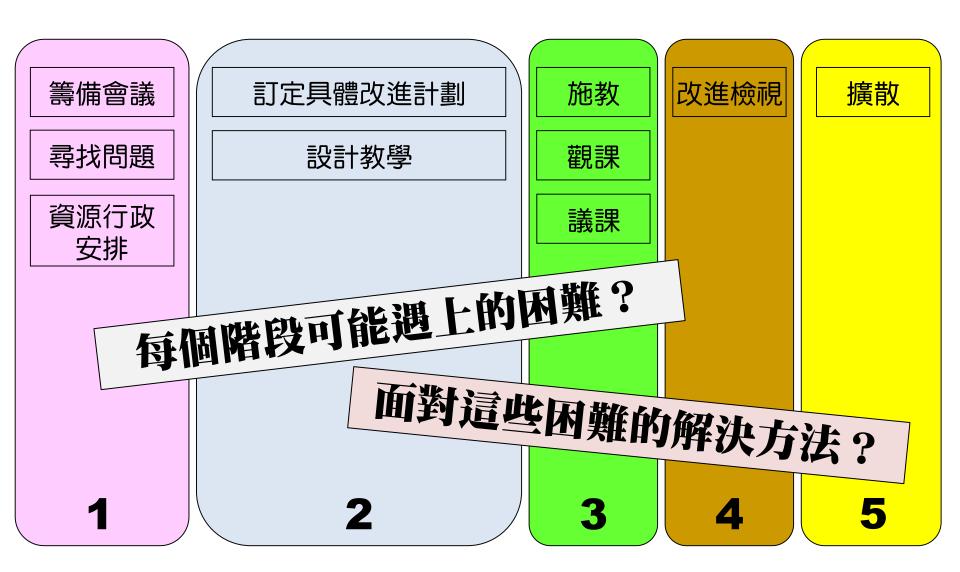
Magnusson, Krajcik & Borko, 1999



## 校內專業協作的不同狀況



# 專業發展流程





# 優質支援服務

#### **Two dimensions of Service**



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# Procedural 行為

#### The Factory

Good in procedural service, bad in personal service. Motto: `` You are number. We are here to process you" Quality Customer Service

Excellent in both the procedural dimensions. Motto: ``We care and we deliver''

#### The Freezer

Low in both personal and procedural service. Motto: "We don't care"

#### The Friendly Zoo

Bad in procedural service, good in personal service. Motto: `` We are trying hard, but don't really know we are doing"

#### Personal 關懷





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