

CLARUSED[®]

Presents

INSITU^{t&i}[®]

SITUATED LEARNING
PROFESSIONAL DEVELOPMENT FRAMEWORK

*“Increasing the
Capacity of
Teachers and Trainers in
Industry.”*



© Clarus Consultancy Pty Ltd., 2023, All Rights Reserved



CLARUS
CONSULTANCY
Pty Ltd



Introduction and Summary – INSITUt&I® Framework

INSITUt&I® is a comprehensive framework created for *professionals who mentor, train and teach others*, to develop capacity and confidence in teachers, trainers and assessors, enabling them to be increasingly effective as they lead the learning and growth journeys of their trainees, interns and apprentices.

Purpose

The primary purpose of the framework is to increase the capacity of V.E.T. Workforce trainers and educators, enabling them to be highly effective in their roles, and better equip them to meet the emerging teaching and learning needs of the individuals in their working and training communities.

The content and approach of the framework is designed to provide a practical *how-to-teach-and-lead*, professional development 'season', for any professional who is training or mentoring within the workplace, or who has transitioned from industry into a training or teaching role with an RTO and has or is completing their Certificate IV in Training and Assessment (TAE40122).

Overview of content and approach

The professional learning cycles within each of the framework's six modules provide participants the opportunity to explore how to practically integrate the Situated Learning skills of *Modelling, Coaching, Scaffolding, Articulation, Exploration, and Reflection* into every interaction with their learners.

The framework guides participants through maximizing each learning opportunity by planning and delivering meaningful learning experiences that are informed by

- Greater understanding of *Universal Needs* models,
- Knowledge of *Cognitive (mental) Development* processes,
- *Transformational Leadership* skills
- *Whole-to-Parts, Relational Learning* Approaches,

Aligned with a *holistic* approach which is founded on the belief that we can only *do our best*, if we can *BE our best* in what we do, the framework provides each participant the opportunity to engage in a season of personal growth through *reflective practice*, as they explore and discover how to become increasingly effective teachers.

Overview of Structure and Delivery of the INSITUt&I® Framework.

The Framework is delivered in fortnightly, 1 hr sessions over six months (or more), in whole-team or small-group settings, either onsite or at Clarus Institute, located at Parliament Place, West Perth.

The fortnightly timeframe ensures that the learning from each session stays fresh and meaningful, in a sustainable cycle of reflective practice.

Each of the six modules provides the opportunity for participants to collaboratively explore and apply the practical elements of Situated Learning and associated theories to their individual roles and teaching responsibilities.

The six module titles are;

Module 1 – Introducing Reflective Practice and Framing Questions for Every-Day Learning

Module 2 – ‘Whole to Parts’, Situated Learning (*Preparing to Plan, Deliver and Respond*)

Module 3 – Coaching and Transformational Leadership skills

Module 4 – “Scaffolding” our learner’s development

Module 5 – “Tell me what you found out” (Integrating Exploration and Articulation)

Module 6 – Reflection: “your best step”, Framework Conclusion

By the conclusion of the framework, participants will have explored and used the theories and practical approaches of Situated Learning, to deliver real learning experiences for their learners, and reflected on the impact of their approach in achieving the broader goals of their business, organisation or industry.

Within each module, there is an in-built, “cyclic” improvement sequence of

- Reflecting on current observations and desired situations or results for their learners
- Learning new skills and understandings
- Collaborative goal setting and planning
- Acting to achieve those goals

To get the most out of the framework, each participant is encouraged to keep a reflective journal or record of their experiences and their learnings each fortnight.



Recognition of learning

Certificates will be presented to each participant, acknowledging completion of the framework, **12 hours of professional development** and, where applicable, we can link learning outcomes to specific professional development requirements of the organisation or industry.

Pricing

The regular pricing for the 6-month framework for each participant is \$250 ex GST per session, or a weekly commitment of \$125 ex GST totalling \$3300.00 inc GST. The pricing for groups from a business or registered organisation may vary, depending on the number of participants.

To Begin

The first step is always a face-to-face conversation, where we can openly discuss expectations and hopes for what each participant, team or business is wanting to achieve, to ensure that this is a ‘best-fit’ for their needs. To commence the learning season there are Individual Participant Agreement documents for each participant to sign.

Once these are completed, we schedule which available day, time and location will best suit the fortnightly sessions and start the journey!

Concluding remarks

Thank you for the opportunity to present the overview of our *INSITUt&I® Framework* for your consideration.

Please do not hesitate to get in contact with us should you have any further questions about the topics that we are able to cover or the additional *coaching, mentoring and leadership* support services that we provide.

I look forward to the opportunity to speak further and to partnering with you in our ongoing support of quality teaching, training and leadership within our businesses, organisations and communities.

Sincerely,

Joel Shinkfield



TRBWA
Teacher Registration Board
of Western Australia
Registered Teacher



DISC
ADVANCED
Accredited Consultant



Director, Clarus Institute / Clarus Consultancy

CLARUS INSTITUTE

DISCOVER HOW.
LEARN . SERVE . TEACH . LEAD.

ACN 677 233 804

Joel Shinkfield
Educator / Growth Coach / Director
(+61) 0412 235 840
enquiry@clarusconsultancy.com.au
www.clarusED.com