

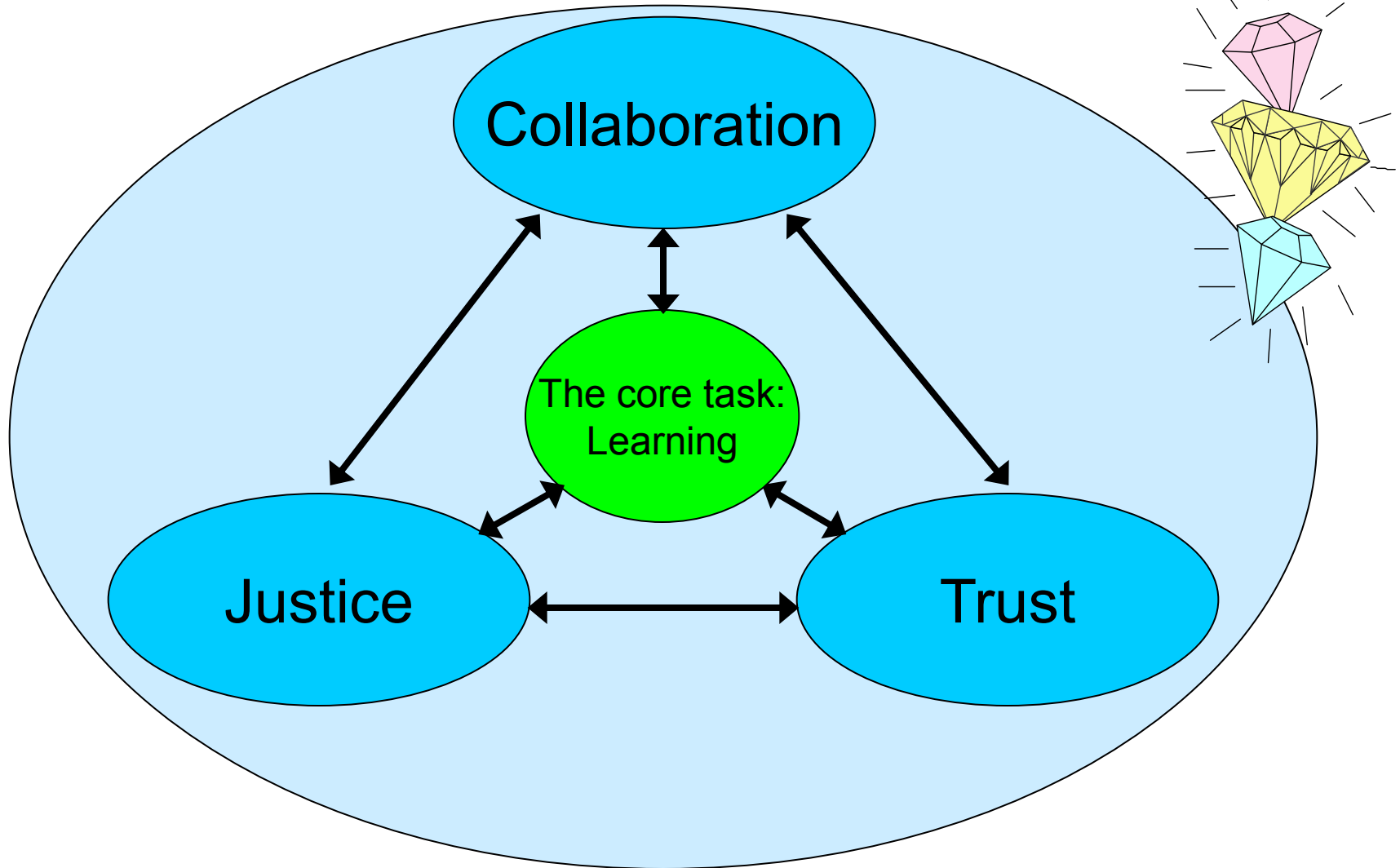
# Introduction to Andy Hargreaves: Professional Capital



# GL

GL's 125th Anniversary  
Øksnehallen, April 21st, 2015.

# Workplace Social Capital



# Professional Capital

**THE MOST REVOLUTIONARY  
FORMULA SINCE  $E=mc^2$**

$$PC = f(HC, SC, DC)$$

ANDY HARGREAVES  
MICHAEL FULLAN

## PROFESSIONAL CAPITAL

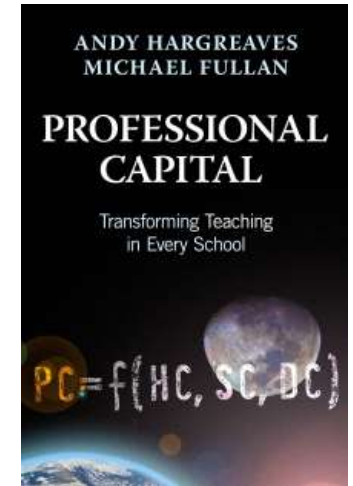
Transforming Teaching  
in Every School

$$PC = f(HC, SC, DC)$$

# The road to the outstanding school: Professional Capital



Human  
Capital



Social  
Capital

Decisional  
Capital

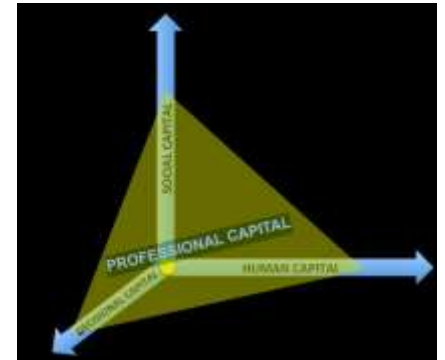


# Teaching like a pro means

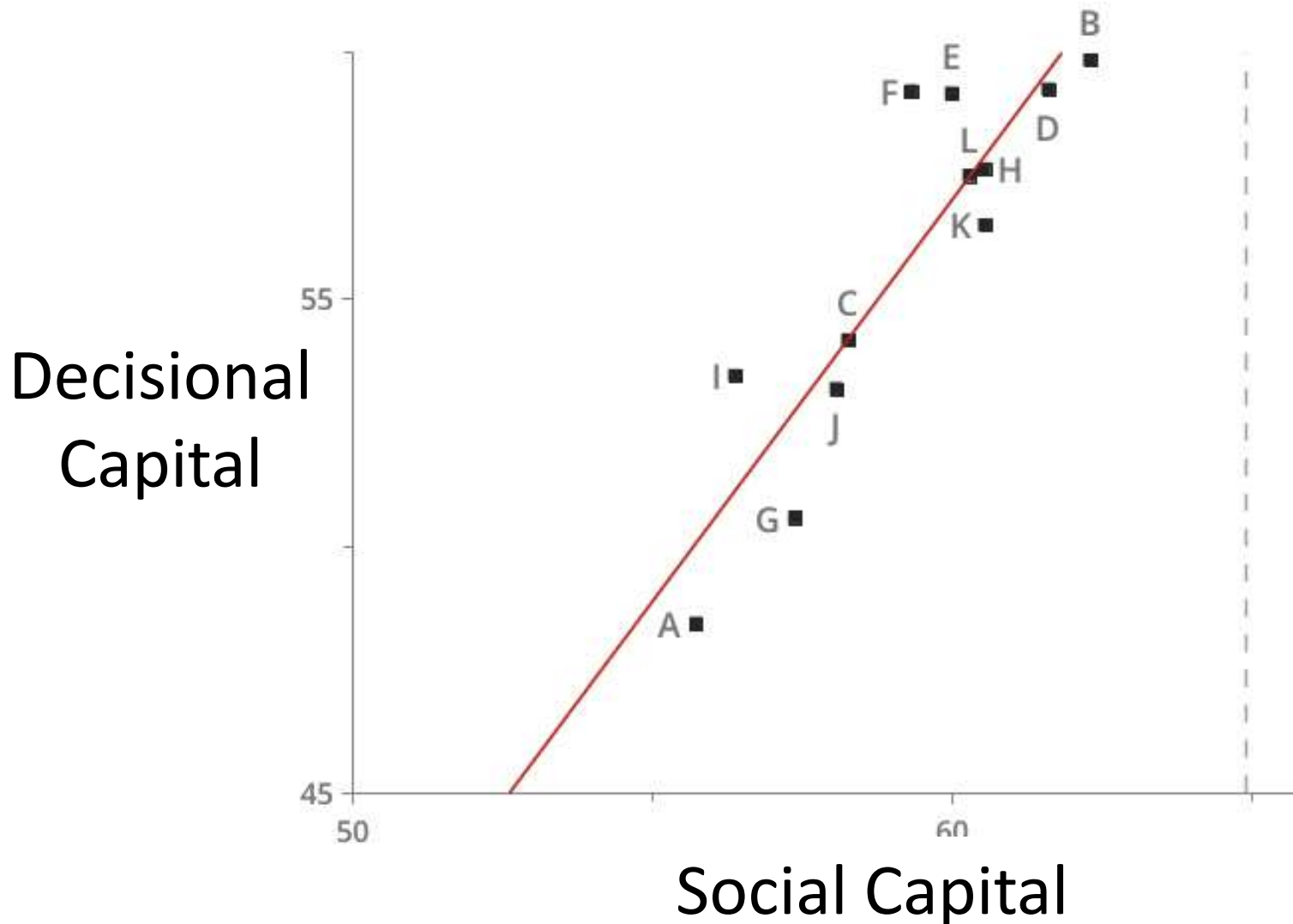
1. Continuously inquiring into and improving one's own teaching.
2. Planning teaching, improving teaching and often doing teaching not as an isolated individual but as part of a high performing team.
3. Being a part and parcel of the wider teaching profession and contributing to its development.

# Why Professional Capital is so important

- A strong *theoretical* basis
- A lot of *empirical* evidence
- Focus on the *quality* of schools
- A very strong focus on *teachers* and the *collaboration* between them
- And most important: The model is *relevant, realistic and understandable*



# Social Capital and Decisional Capital of Danish upper secondary schools



# Professional Capital: Investing in people

