

# online CPD

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## Online Continuing Professional Development

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One of the hallmarks of being identified as a professional teacher is the commitment shown towards self-improvement<sup>7</sup> or development; and one common recommendation to improve teacher's professionalism is to involve teachers in various Continuing Professional Development (CPD) activities.

The broad perception of CPD considers teacher development<sup>11</sup> as “a planned, continuous and lifelong process whereby teachers try to develop their personal and professional qualities, and to improve their knowledge, skills and practice, leading to their empowerment, the improvement of their agency and the development of their organizations and their pupils” (Padwad & Dixit, 2011, p. 7). It may be either initiated by school administrators, educational authorities or by the individual teacher. It is believed that CPD is crucial to promote student achievement and improve learning outcomes (Powell & Bodur, 2016). Furthermore, Borg (2013) states that CPD can achieve positive and sustained impact on teachers, learners and organizations when it is seen by teachers to be relevant to their needs and those of their students.

One of the most significant changes in CPD over the past years has been the shift from face-to-face CPD to online CPD<sup>9</sup>. Today teachers are fortunate to have a wide range of opportunities for online professional development at their fingertips. Below is a list of nine common types of online professional development programs available to teachers today.

1. Professional Learning Network (PLN) or Professional Learning Community (PLC)
2. Massive Open Online Courses (MOOC)
3. Traditional online courses
4. Online graduate programs
5. Corporate-sponsored training programs
6. Webinars
7. Video Tutorials
8. Online Conference/Seminars
9. Learning via social media (Facebook, Twitter, etc)

Online CPD offers many potential benefits. Here are a few to consider:

1. *Affordable Cost*: Technology reduces the cost of attending off-site professional development activities.
2. *Flexibility*: Teachers can work at their own pace, access CPD materials any time of the day from the comfort of their home, office or when working remotely.
3. *Experience in using online technology*: Teachers taking online CPD will enhance their technology skills.
4. *Potential Network*: Through online CPD, teachers have a chance to learn, connect and work with reputable scholars and other teachers outside of their school district in real time or asynchronously.
5. *Increased Accountability*: In some online CPD programs, the accountability is high because all assignments, activities, and participant progress can be monitored online easily.
6. *Tailored to specific needs or interests*: Countless amounts of online CPD programs or activities in various formats and styles ranging from broad subjects to specific topics of

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