



Comparison of Face-to-Face and Remote CPD Delivery

Continuing Professional Development (CPD) facilitators assessed differences in delivery, outcomes and impact of face-to-face (F2F) and remote CPD delivery methods. The findings show that remote delivery can be an effective method of delivering CPD, however it can be less effective than F2F delivery, especially for inexperienced teachers or those with limited subject knowledge (e.g. non-specialists).

Face-to-face delivery methods:

- Offer greater participation opportunities.
- Lead to greater community and individual development.
- Requires less follow up than remote delivery methods.
- Are impactful for all audiences.

Remote delivery methods:

- Offer greater access.
- Have greater efficiency.
- Are more flexible.
- Can be less impactful than face-to-face, but effective for experienced or specialist audiences.

The majority of facilitators will be including remote delivery options alongside the face-to-face in future programmes and activities, however while some would be happy to offer blended courses, some are only considering a blended programme, for example if a course is remote, then it is fully remote.

All interviewees felt that remote has a place in future CPD but is not suitable to replace all face-to-face activities.

Recommendations

1. **Remote CPD should continue to form part of the STEM Learning CPD offer**, but only where participant backgrounds make it a feasible option.
2. If fully F2F courses are not a possibility, blended delivery should ensure **F2F is used at the start and end of the course, and for any practical activities**.
3. A blended programme within the Science Learning Partnerships and across the network could provide **opportunities for greater engagement and wider spread of specialities**.
4. There is potential for courses to be delivered remotely on a national level, but participants should **attend local or national facilities for F2F aspects** as part of a blended course.
5. F2F courses could potentially benefit from an **online community group** as well as remote courses.

STEM Learning, July 2020.