Tip #866: Designing Knowledge Transfer Through Movement Learning

Overview

Knowledge transfer through movement-based learning occurs when teachers share expertise, program resources, and professional insights with colleagues which in turn builds a more capable and resilient teaching team. When experienced teachers mentor newer colleagues, share their planning resources, and model effective facilitation strategies, the quality of learning through movement across the school improves. Structured knowledge transfer also protects the school's investment in professional development by ensuring that learning is retained within the team and does not depend on any single teacher remaining at the school.

Key Teaching Ideas

Shared knowledge across the school can be done through formal mentoring arrangements, shared programming drives or structured peer observation protocols ensure that knowledge is captured and transmitted systematically. Teachers can document their most effective lesson designs, facilitation strategies, and assessment approaches in a shared format that colleagues can access and adapt. The goal is to be a team where every teacher benefits from the collective expertise of the group.

Practical Application

- **Formal Mentoring Arrangements**: Pair experienced teachers with newer colleagues for a structured mentoring program, with regular observation and feedback sessions focused on specific pedagogical skills.
- **Shared Lesson Design Libraries**: Create a shared digital library of lesson plans, unit outlines, and assessment tools that all teachers can access, adapt, and contribute to across the year.
- **Structured Peer Observation**: Use a structured peer observation protocol where teachers observe each other's lessons with a specific pedagogical focus, then debrief using a consistent reflection framework.
- **Succession Planning Conversations**: Regularly discuss succession planning within teams, identifying which teachers hold critical knowledge and designing strategies to transfer that knowledge before staff changes occur.

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- **Professional Learning Communities**: Establish a regular professional learning community where teachers share a recent learning experience, a challenge they are facing, and a strategy they have found effective.

Next Steps

Anywhere PD offers resources on knowledge transfer and professional learning design in HPE. Visit Active Education Australia for tools on mentoring, succession planning, and building shared pedagogical knowledge.

References and Research

1. Australian Curriculum, Assessment and Reporting Authority. Australian Curriculum: Health and Physical Education, Version 9.0. Establishes curriculum expectations for movement competence, health literacy, personal and social capability, and lifelong participation in physical activity.
2. Australian Government Department of Health, Disability and Ageing. 24-hour movement guidelines for all Australians. Recommends regular physical activity, reduced sedentary time and healthy movement habits to support wellbeing across the lifespan.
3. Australian Institute for Teaching and School Leadership. Australian Professional Standards for Teachers. Provides the national framework for effective teaching practice, safe learning environments, assessment, professional learning and professional engagement.
4. Australian Sports Commission. (2019). Australian Physical Literacy Framework. Defines physical literacy as the development of physical, psychological, social and cognitive capabilities that support lifelong participation in physical activity.

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