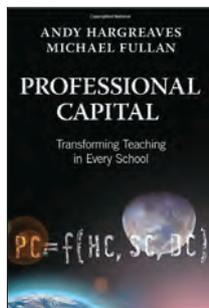


Professional Capital: Transforming Teaching in Every School. Andy Hargreaves & Michael Fullan. Teachers College Press, 2012, 219 pages.

By bringing quality teaching to the forefront, Andy Hargreaves and Michael Fullan clearly illustrate what is worth fighting for in public education. Their latest collaboration, *Professional Capital: Transforming Teaching in Every School*, debunks some of the myths about teaching, and provides solutions to educational dilemmas, with recommendations for classroom teachers, administrators, schools, districts, and policymakers.

The authors introduce readers to the concept of professional capital, the combination of individual human capital, collaborative social capital, and decisional capital. Performing in professional sports, they remind us, requires training, feedback, and practice, just as it should in educa-



tion. Teaching “like a pro,” they write, involves “improving as an individual, raising the performance of the team, and increasing quality across the whole profession.”

The authors explore the “Five C’s” that teachers need to become highly effective within a school system: capability, commitment, career, culture, and conditions of teaching. They share examples of how to stay energized in education and maintain focus on best practices, which they define as “a continuous amalgamation of precision and innovation as well as inquiry, improvisation, and experimentation.”

For school leaders, Hargreaves and Fullan emphasize the need for professional capacity building, collective

responsibility, moral commitment, and coherent and cohesive policies. And even though they speak realistically about accountability pressures, unions, and other barriers to success, their call to improve the educational system is ultimately inspiring and thought-provoking. The authors conclude with ten recommended action steps for teaching “like a pro,” each discussed in detail.

This book gives educators viable solutions and varied examples from around the world. Hargreaves and Fullan suggest that professional capital can be the key to positive change in education, and that a cumulative effect is needed in order to transform the profession.

Reviewed by Jacie Maslyk, principal, Crafton Elementary School in Pittsburgh, Pennsylvania.

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