

Regional webinar programme for teachers in
MENA (AskHala)

Webinar#7 Pathways & Planning for CPD

Nov 2021

In today's webinar, we're going to look at:

- Self-assessment and why self assess?
- How to decide on where to go to next in the new era
- Tools and resources to help you plan for your career

My journey: from meeting the supervisor to meeting HRH



Professionalism: **independent** vs institutional

(Leung 2009) refers to teachers' own views of teaching and the processes by which teachers engage in reflection on their own values, beliefs, and practices. A key to long-term professional development is the ability to be able to reflect **consciously** and **systematically** on one's teaching experiences

1. What kind of teacher am I? what kind of teacher would I like to be? ministry/school?
2. What am I trying to achieve for myself and for my learners?
3. What are my strengths and limitations as a language teacher?
4. How do my students and colleagues view me?
5. How and why do I teach the way I do?
6. How have I developed as a teacher since I started teaching?

Have your say...

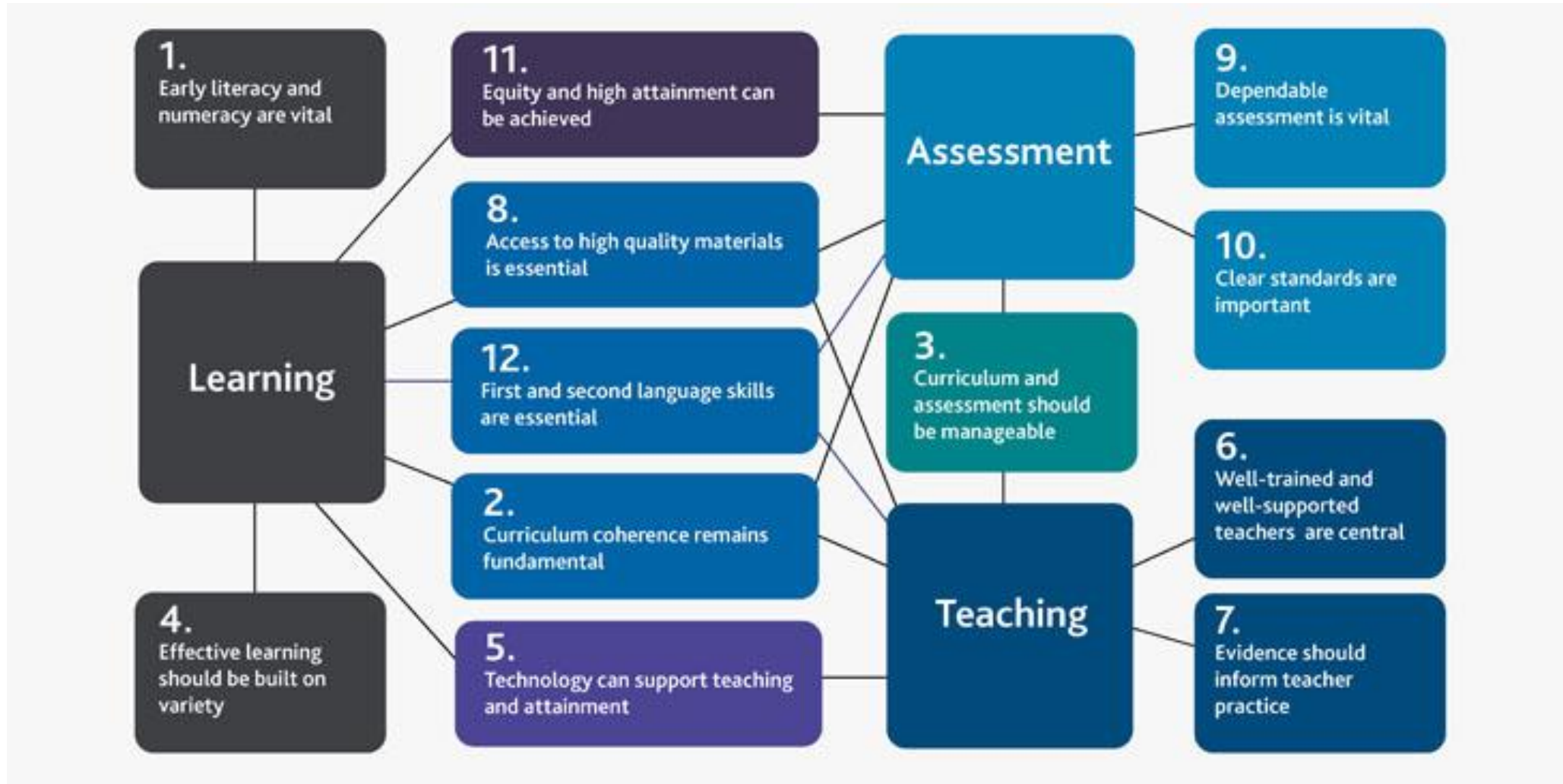
Pathways and Planning for Professional Development



- Putting 21st Century skills in action.
- Teaching, training, computing and mind mapping.
- Confidence trying new teaching approaches.
- Communication and adaptability.
- Empathy and patience.
- Teamwork and leadership.

- Developing own abilities, developing the skill of research writing, speaking and listening.
- Teaching students with SEND.
- Pedagogical Knowledge.
- Acquiring Techniques.

Principles for the future of education



Models of teachers' career pathways



Moving upwards

Gaining a position of increased decision-making & responsibility
e.g. teacher to school leader



Changing path

Making a choice to work in a different context
e.g. a new school type or age group



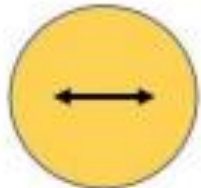
Moving up and along

Becoming a more competent teacher
e.g. teacher gains pedagogical expertise



Adding layers of system

Networking/contact with local, regional or national stakeholders, which requires broader expertise
e.g. head teacher advisor to Ministry



Moving sideways

Taking a different role within school, temporarily or permanently
e.g. special needs co-ordinator

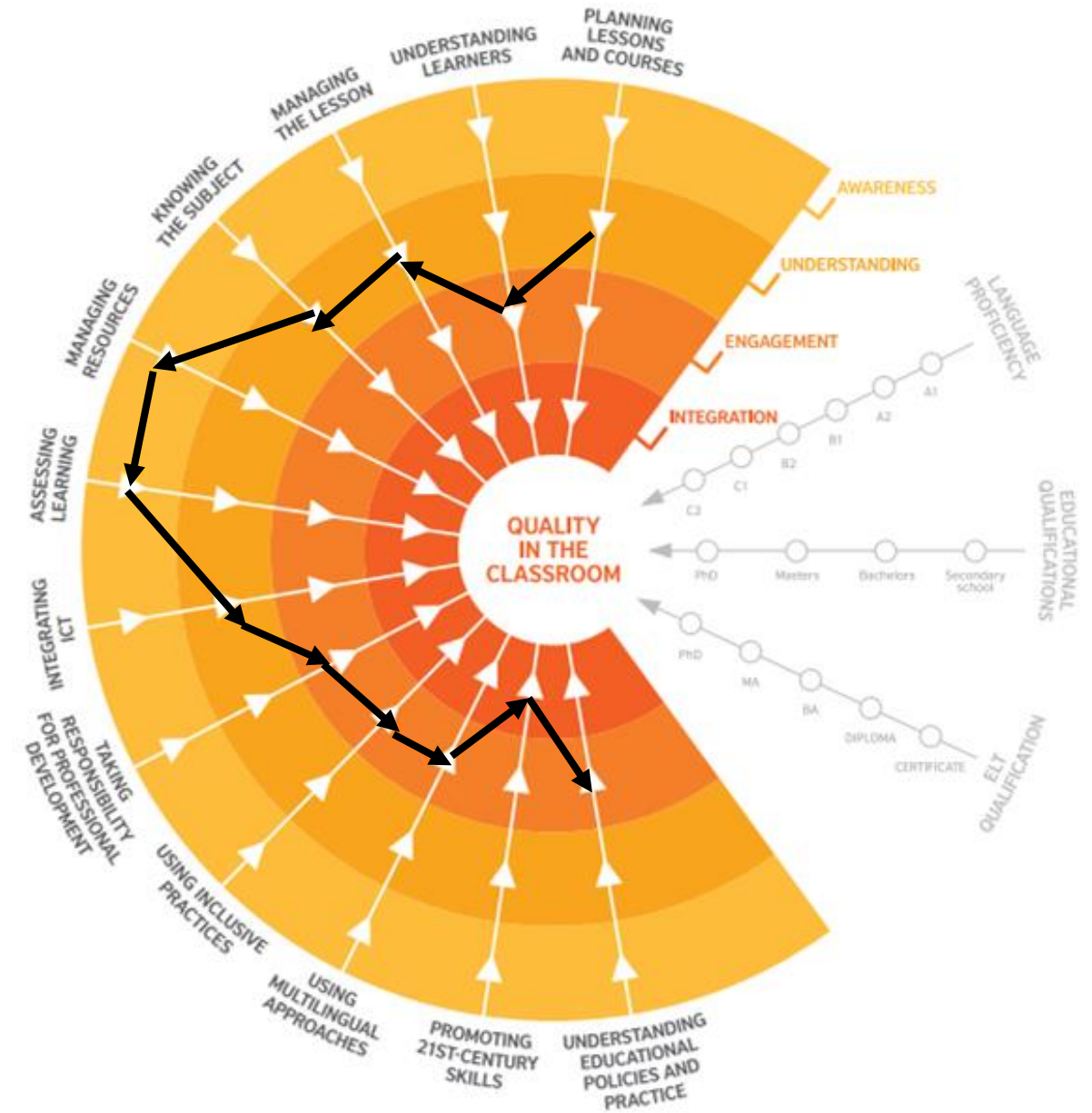


Moving in and out

Crossing border of school community and the profession
e.g. temporary post with NGO or leaving teaching altogether

Self-assess?

Stages of development



CPD Plan



www.britishcouncil.org



- Personal
- Skills analysis
- Formal vs informal learning
- Learning log/diary/journal
- Internalise/articulate/share

KASA

(Freeman, 1989) Knowledge, Awareness, Skills, attitude

- Unconscious incompetence
- Conscious incompetence
- Conscious competence
- Unconscious competence

Area for Development	CPD Activity/Action	Resources Required	Planned Completion Date	Progress Review Date	Success Criteria	Date Completed

Date of CPD Activity	CPD activity undertaken	What did you learn?	How will you use what you learnt?	Further CPD required on this area of development

CPD advice doesn't need to be complicated ... it should be hot!



Thirty Words in 30 Seconds is a crowd-sourced project via Twitter, designed to provide CPD advice for teachers working in UK schools

"Enjoy, enjoy and enjoy.

Every day you are making a positive difference to a child's life."

"Always be prepared for things not to go to plan. Sometimes the best ideas are those which happen by mistake or in response a disastrous lesson (or part of it)!"

"Be brave and film yourself. Analyse the video with a colleague you trust and respect. Do it at the start of the year, set an improvement target, then do it again later in the year."

"Get to know your kids.

Find creative ways to give each one some 1-1 time. Listen to their stories; the `stuff` in their lives. They`ll love you for it."

"CPD is information learning and sharing, NOT simply giving. Make sure your participants enjoy a MEAL by taking something away that they can Modify, Experience, Appreciate and Learn from."

"Ally yourself with 'radiators' (colleagues who project enthusiasm and an ongoing commitment to developing their teaching expertise) whilst avoiding the 'psychic vampires' (staff who moan about students and the school)."

Tips from Nik Peachey:

Blogs

Luckily **Feedpost** has put together a list of the top one hundred. This list is dynamic and updated every week, so the blogs in the list should all be relevant and regularly updated. Save the link to the list and check it regularly when you have a little time for your own development.

Social Bookmarking

Diigo is a social bookmaking service that allows you to build an online library of links to the articles and resources you find. You can add tags to them to make them easy to find and search later, but best of all the platform hosts a huge number of special interest groups.

Your eNewspaper

Paper.li is a great free service that autogenerates your own personal e-newspaper. You simply go to the site, and type in your main interests and it will suggest sources of content for you. Once you approve these you will get a daily e-newsletter delivered to your email inbox with summaries and links to any new articles from around the internet that match your interests.

Facebook Groups

If you have a Facebook profile you can easily join special interest Facebook groups of teachers that share links to resources from around the internet.

Tips for making the most of these tools

- 1) **Make a specific time each day** when you will read and look at the some of the information you are finding. It doesn't have to be very long. You can achieve a lot in ten minutes each day.
- 2) **Be selective.** Look at the titles of the articles and choose only the ones that interest you.
- 3) Scan read. You don't have to read all of everything or anything. Scan articles for the main points and then decide if you want to read in more depth.
- 4) When you read something that interests you, **do something with it.** Try ideas in the classroom, share it in your staffroom and talk about it. Share it through your Diigo groups. Write a blog about it. All of these things will help you to develop and embed what you are learning.
- 5) **Make procrastination learning time.** When there are tasks that you want to put off or avoid, spend the time looking through blogs and information feeds and then you can feel good about procrastinating!

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Useful resources

<https://www.teachingenglish.org.uk/article/british-council-cpd-framework>

https://www.britishcouncil.org/sites/default/files/continuing_professional_development_-_activities_for_teachers_guide_2.pdf

<https://www.tefl.net/elt/articles/career/the-big-list-of-cpd-for-elt/>

https://sandymillin.wordpress.com/2020/11/18/exploitingonlinecpd/amp/?__twitter_impression=true

Thank you!