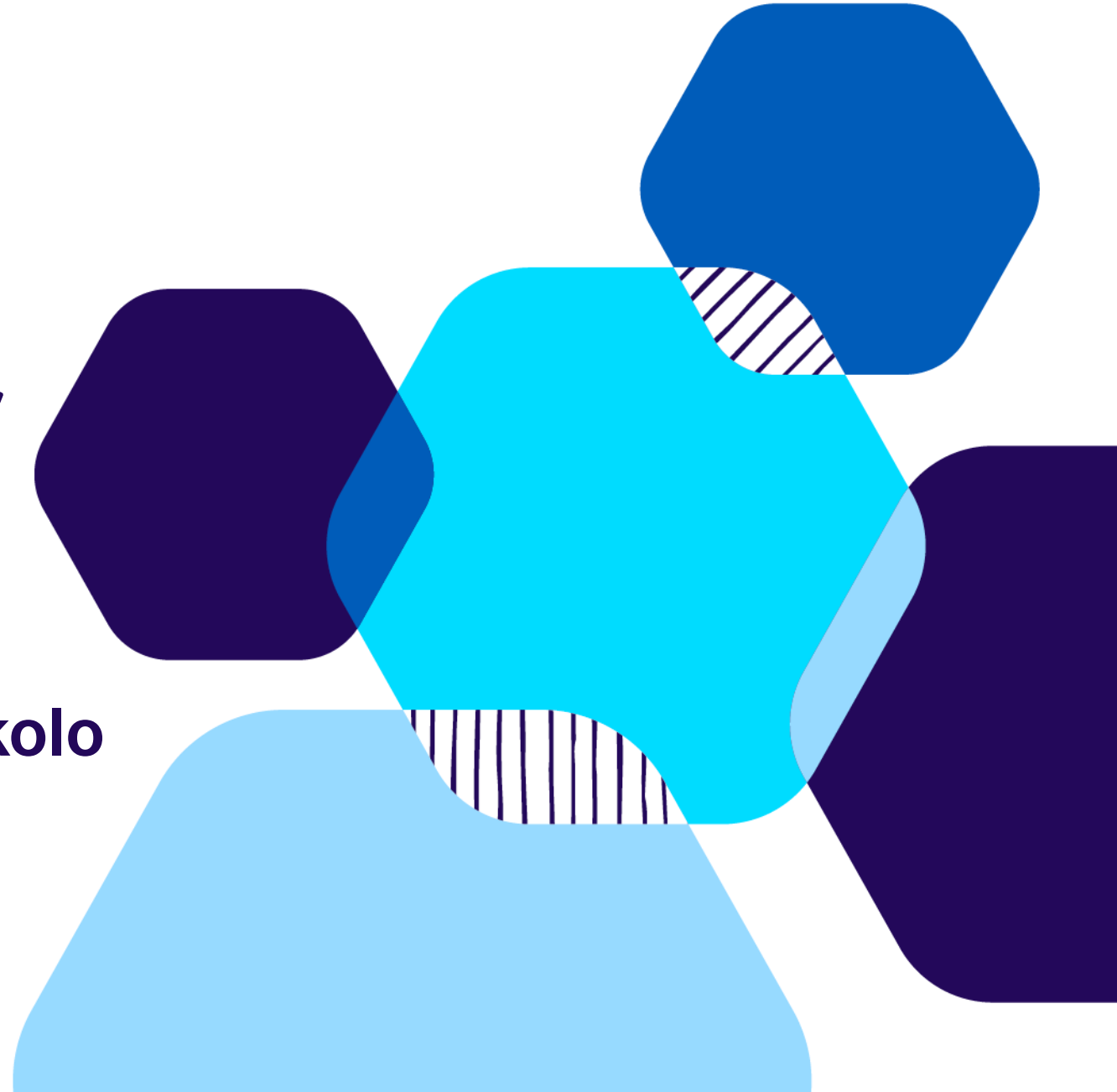BRITISH COUNCIL

TeachingEnglish

Taking Responsibility for Professional Development

Nyengiwari Mabel Ipalibo-Osokolo

Saturday 11 January 2025

About the speaker

Nyengiwari Mabel Ipalibo-Osokolo has been teaching English Language for over a decade. She graduated with first class honors in English Language and Education. In 2019, she was awarded the prestigious Hornby Scholarship to study for an MA in TESOL at the University of Warwick, UK. Her specialism was Teacher Education and Development (TED), focusing on continuous professional development of teachers in Nigeria. Since after her MA, Mabel has been supporting teachers' CPD especially through the Hornby alumni Projects. She has presented at national and international conferences like ELTAN and IATEFL. Her article "Strategies of English Language Professional Development for ELT Practitioners" is published in the Journal of English Language Teachers of Nigeria (JELTAN 12, 2022). Her materials on teaching grammar have also been published on the TeachingEnglish website.

Mabel is a writer, poet, teacher educator, and content developer. She could best be described as a versatile creative.

Objectives:

By the end of this webinar, participants will be able to:

a. Understand the importance of taking responsibility for their professional development.

b. Develop a personal plan for their professional development.

c. Identify strategies for overcoming barriers.

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Do you know what these abbreviations are for? Please write in the chat:

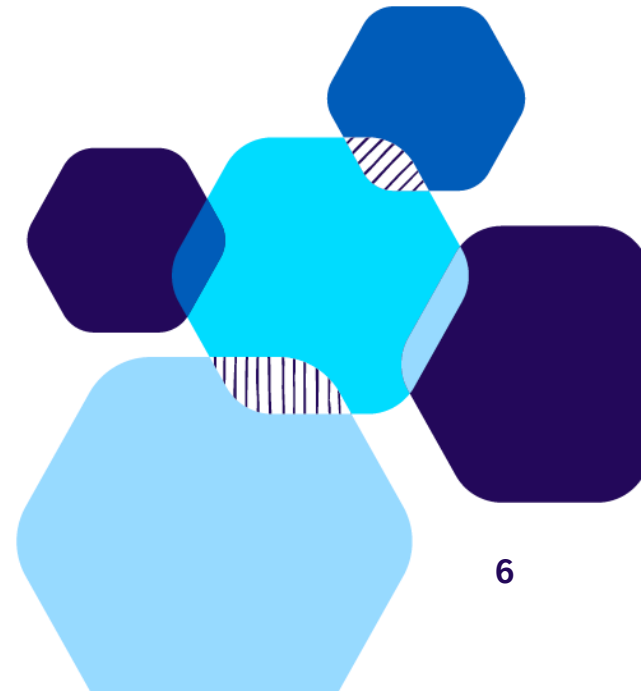a. **TR4PD**

b. **ELT**

c. **CPD**

d. **PLN**

e. **PLE**

TR4PD - Taking responsibility for professional development

ELT - English language teaching/teachers

CPD - Continuous Professional Development

PLN - Personal learning network

PLE - Personal learning environment

Taking Responsibility for Professional Development

What does it mean?

And why and how can we take responsibility for it?

Write your answers in the chat.

It means being proactive and accountable for your own growth, learning and career advancements.

Everything and anything intentionally done for the purpose of upgrading and improving oneself and one's teaching.

Find other words to replace the underlined.

Why Take Responsibility for CPD?

The changing educational landscape

Career Advancement

Increased Confidence

Enhanced Adaptability and Resilience

How?

a. staying up to date with industry trends.
b. identifying knowledge gaps.
c. being proactive and self-directed
d. using networks, mentors and online resources.
e. taking the initiative.
f. setting personal goals.
g. reflecting.
h. regularly assessing progress

Which is most important to you?

Key Principles of TR4PD

Setting clear goals

Creating a personal development plan
Embracing a growth mindset

Leveraging resources for support

Tracking process and evaluating outcomes
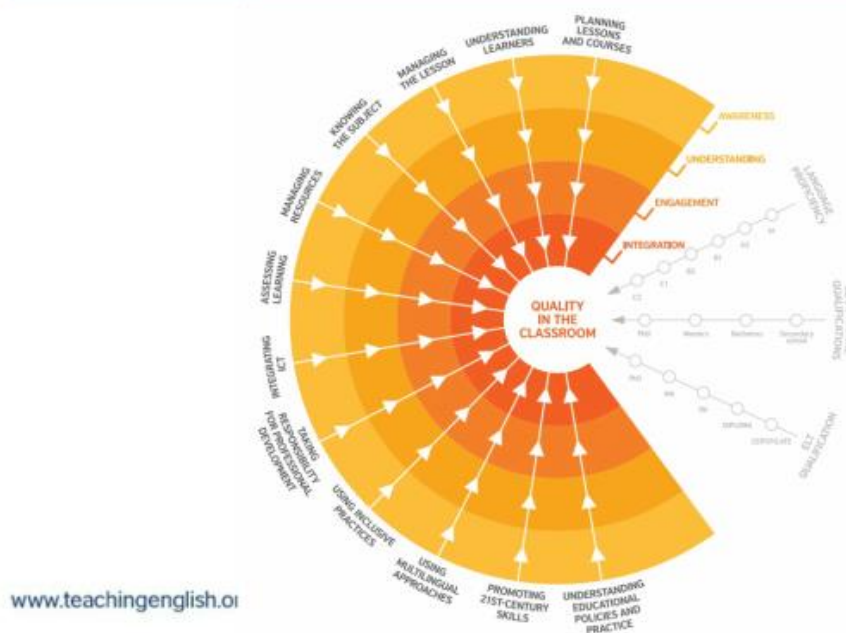
Anything else? Let's share

British Council CPD Framework

The British council CPD framework for teachers identified professional practices to include:

- Planning lessons and courses

- Understanding learners

- Managing the lesson

- Knowing the subject

- Managing resources

- Integrating ICT

- Taking responsibility for PD

- Using inclusive practices

- Using multilingual approaches

- Promoting 21st century skills

- Understanding education policies and practices

British Council CPD Framework

www.teachingenglish.or

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(British Council, 2015)

Common Barriers

Time

Resources

Fear of change

Lack of support

Lack of Motivation

What else? Let's share

What do you know about these strategies?:

1. Workshops / seminars
2. MOOCs
3. Using Technology
4. Professional networks and communities
5. Peer observation
6. Video enhanced observation
7. Reflective practice
8. Information conversations
9. Online support groups

Strategies for TR4PD

Workshops/Seminars

An "intensive short-term learning activity that is designed to provide an opportunity to acquire specific knowledge and skills".
(Richards & Farrell, 2005, p.23)

MOOCs

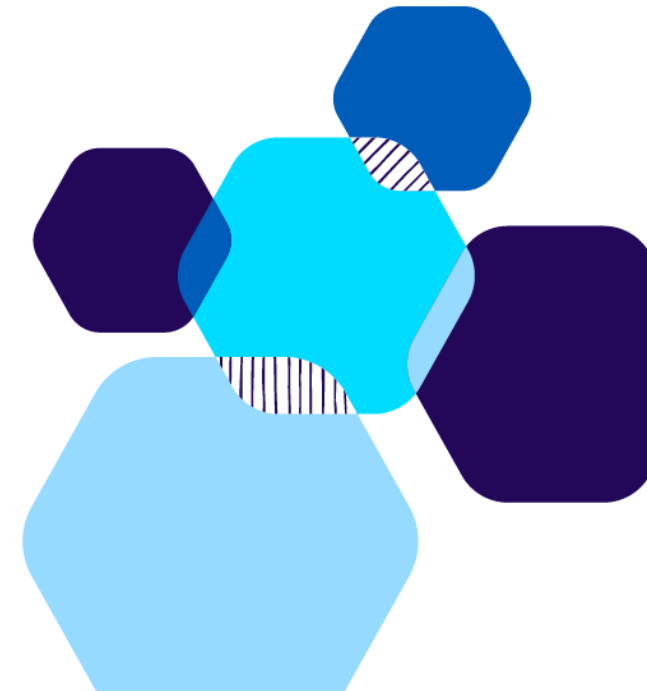Massive: Accommodates a large number of students.

Open: Open to anyone with an internet connection.

Online: delivered mostly online through LMS

Courses: Are structured like traditional university courses, with a syllabus, lectures, assignment and assessment.

Eg. TeachingEnglish / Coursera / Udemy / FutureLearn

Strategies for TR4PD (cont.)

Using Technology

Social media, mobile, television, WhatsApp and internet "internet bandwidth and mobile technology are gradually becoming prevalent and less expensive" (Lightfoot, 2019, p.56)

Professional Networks and Communities:

"explore their own contexts, construct knowledge and understanding of what takes place in their classroom" (Richards & Farrell, 2005, p.13)

Strategies for TR4PD (cont.)

Video Enhanced Observations

- Teachers record their lessons with a camera

- Teachers review video recording and reflecting on their

strengths and areas of improvement

- Colleagues/mentors review recording and provide feedback

- Collaborative discussions for improvement.

Peer Observation

A professional development process where

teachers observe and provide feedback on each other's teaching

practices.

Strategies for TR4PD (cont.)

Reflective Practice

A process of thoughtfully considering one's teaching experiences, actions, and decisions to learn from them and improve future performances.

Leads to self awareness, more thoughtful and intentional approach to teaching, critical thinking, feedback and action planning.

Resource book:

https://www.teachingenglish.org.uk/publications/resource-books/reflective-practice-language-teachers

Strategies for TR4PD (cont.)

Informal Conversations about Practice

- Spontaneous talk

- Non-structured

- Unplanned

- Casual

- Non-judgemental

Online Support Groups

- British Council English Connects CoP on Telegram

- FaceBook

- WhatsApp Communities of Learning

What Else Can We Do?

- Watch/join a live webinar
- Subscribe to Teacher educational channels
- British Council TeachingEnglish website
- ELT training.com by Jo Gakonga
- Get Newsletters
- Listening to a podcast
- Download articles and resources on BC

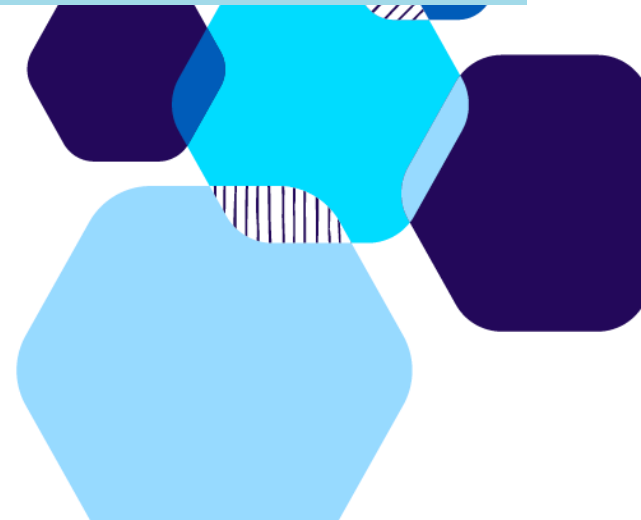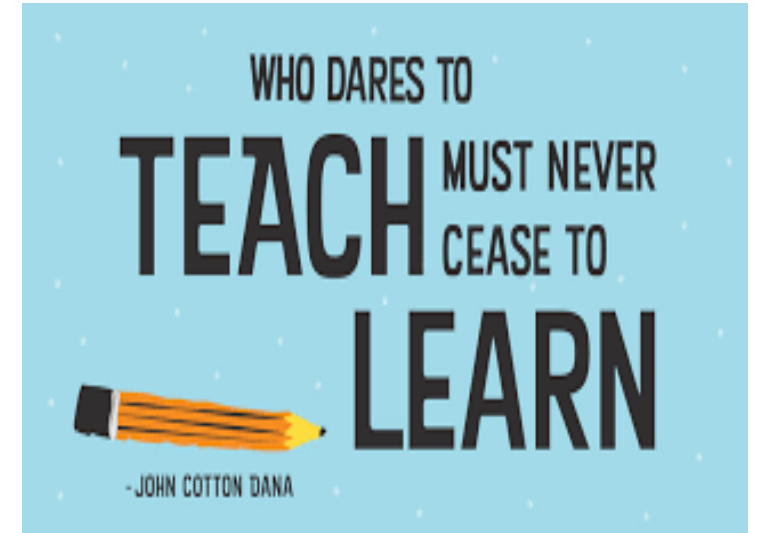Which of them are you doing/planning to do?

Action Plan

Objective	Action/ Steps	Timeline	Resources
Improve technology integration	Attend workshops and trainings/collaborate with colleagues	6 months	Workshops, watch Videos, collaborate with colleagues.
Effective classroom management	Read books, Observe a colleague, develop a personalised classroom management plan	3 months	**Watch teaching videos, observe a colleague, read articles**

Final Thoughts

As a teacher, always upgrade. You see those proud teachers that are expensive? They're always upgrading o. I've met them and I was speechless. They are intelligent because they are upgrading. Watch YouTube or FaceBook videos on how to improve your teaching strategy. Take courses, collaborate with intelligent teachers. Don't be comfortable with collecting peanuts because you did not upgrade. Times are changing. Change with the times…

(+2348061222241-ELTAN, PortHarcourt member)

WHO DARES TO **TEACH** MUST NEVER CEASE TO **LEARN**

- JOHN COTTON DANA

Take-Aways tips

- Be intentional
- Create an action plan
- Seek help if needed.
- Taking responsibility for your professional development is a bold step in the right direction. Do not feel embarrassed.
- It's about you improving on the things you love.
- Go for it.

Useful Links

https://africa.teachingenglish.org.uk/classroom/activities/girls-stem

https://africa.teachingenglish.org.uk/skills/tips/promoting-inclusive-gender-participation-in-class

https://africa.teachingenglish.org.uk/classroom/grammar/future-possibilities

https://africa.teachingenglish.org.uk/classroom/grammar/identifying-parts-of-speech

https://africa.teachingenglish.org.uk/classroom/activities/exploring-poetic-elements

Thank you!

Any questions?