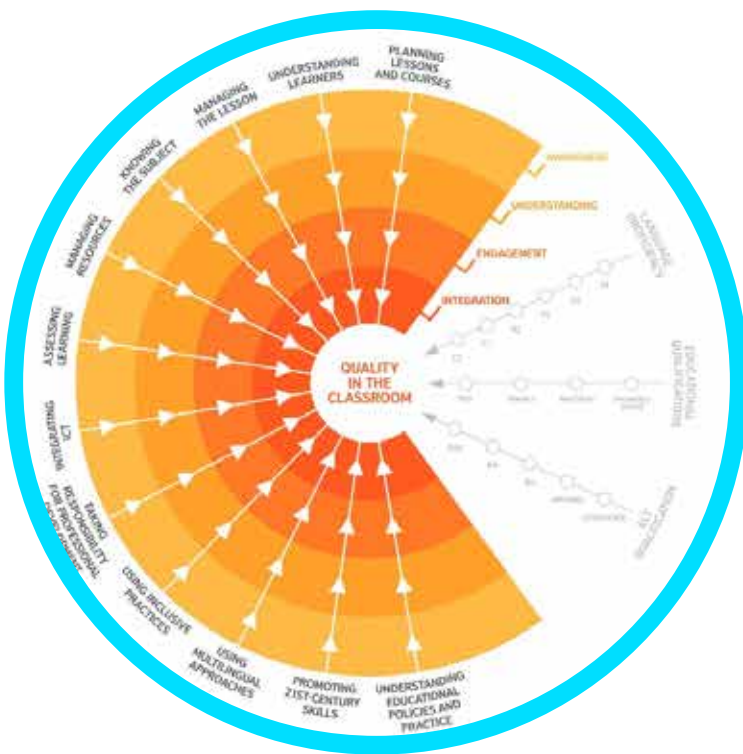


Análisis de necesidades

Introduction

En esta actividad de desarrollo docente, los participantes aprenden a analizar sus propias necesidades de desarrollo. Para ello, usan el marco del British Council para el desarrollo profesional continuo. Una vez identificadas sus necesidades, se plantean maneras de abordarlas y fortalecer sus puntos débiles en la enseñanza.



Esta actividad se basa en materiales e ideas expuestos por Kevin Westbrook en su presentación “Una estrategia integral para el desarrollo profesional continuo” (“A comprehensive strategy for continuous professional development”).

Referencia de duración del seminario web: 12:00 – 14:28

Duración: de 50 a 60 minutos

Objetivo: Ayudar a los profesores a usar el marco de desarrollo profesional continuo (DPC) del British Council para evaluar sus propias necesidades de desarrollo.

Preparation:

- Make copies of the three task sheets from the materials section.

Procedure

- Put the participants into groups and ask them to discuss what elements of their teaching they are trying to develop at present.

- Get some feedback from them and then ask them how they decide what they need to develop in their teaching.
- Tell them they are going to look at the British Council CPD Framework and how they can use it to analyse their own development needs.

Tell the participants that the framework identifies 12 key elements or areas of

- expertise the teacher needs to deliver high quality classroom teaching.

Put the participants into small groups of 3 – 5 and ask them to try to brainstorm what

- they think the 12 elements should be.

Once they have finished, give them ‘The 12 elements of professional practice’, from

- the materials section, and ask them to compare with the list. Ask them if they think there is anything missing from the 12 elements on the handout.

- Next, tell the participants that the British Council measures each of the 12 elements at four stages of development.

- Show the participants the four stages.

- Now give the participants the 12 stages infographic and show them that the further up the stages you move, the closer to the centre of the graphic you come.

- Ask the participants to think about what stage they are at with each of the elements on the diagram, and try to mark on the diagram with a cross where they are for each element.

- Once they have finished, ask the participants to stand up and mingle. Ask them to compare diagrams with other participants and find the person they have the most similar levels with.

- Once they have had a chance to compare, ask the participants to sit with someone who has similar strengths and areas of development. They can be in pairs or groups of up to 4.

- Now give the participants a copy or a link to a copy of ‘Teaching for Success - Continuing Professional Development (CPD) Framework for teachers’ booklet.

- Tell them that the booklet contains a description of each of the elements. Ask the participants to find their two weakest elements and look at the descriptions in the booklet and select areas from the description that they can work on developing.

- Ask them to work together and think of ways they could develop those areas, and write down three things they can do.

- Get some feedback on the things they will do next to develop their weaker areas.

Materials:

The 12 elements of professional practice

1. Planning lessons and courses
2. Understanding learners
3. Managing the lesson
4. Knowing the subject
5. Managing resources
6. Assessing learning
7. Integrating ICT
8. Taking responsibility for professional development
9. Using inclusive practices
10. Using multilingual approaches
11. Promoting 21st-century skills
12. Understanding educational policies and practice

Stages of development



The 12 elements infographic



Teaching for Success - Continuing Professional Development (CPD) Framework for teachers https://www.teachingenglish.org.uk/sites/teacheng/files/CPD%20framework%20for%20teachers_WEB.PDF

Additional resources

CPD Framework for teacher educators

- The British Council's Continuing Professional Development (CPD) Framework is a guide to all those involved in the education of teachers.

<https://www.teachingenglish.org.uk/article/cpd-framework-teacher-educators>

Continuing professional development: what's the starting point for change?

- Alison Barrett MBE explores the concept of continuing professional development frameworks and suggests practical ways for policymakers, head teachers, teacher trainers and teachers to improve professional development.

<https://www.teachingenglish.org.uk/article/continuing-professional-development-whats-starting-point-change>

Teacher educators

- Whichever role or setting you work in, the British Council can support you with your professional and career development. Our support is open to all and free of charge. Here you can find a range of resources to support your development as a teacher educator.

<https://www.teachingenglish.org.uk/professional-development/teacher-educators>