Maria-José Galleno
Uruguay

My Continuing Professional Development (CPD) has included two MAs, but a lot of my CPD is online: joining relevant Facebook groups, because I live in a small country where access to local training events is limited. My work for the British Council has also helped my development.

Gary Motteram
United Kingdom

My CPD does include following a number of courses over time, but my main influence has been being a member of a teacher organisation. I joined early in my career and quickly got involved in organising events and being on committees to support the running of the organisation.
Fatima Taha
Egypt

“I did have plans for following some further teacher development during the year, but had to take a detour because of the pandemic and started following some MOOCs. I also focused on working with the teachers in my school, trying to support them in various ways.”

“Because I have a background in distance/online learning, I was already involved in quite a lot of CPD, but focusing on working mostly with small communities of practice in groups using tools like WhatsApp. I also attended and gave some webinars and then re-viewed my own teaching materials, based on what I had learned. I tried to improve them with the new tools I had been introduced to. At the same time, I got involved with some new projects, working with local teachers in Manchester who work with refugees. With these teachers I was looking at how teaching could be more efficient and effective, only using mobile phones (the refugees were mostly limited to their phones). Working with the teachers, we created a toolkit of ideas: https://refugeeducationtoolkit.org/”
“Before the pandemic I was already interested in Teaching and Learning Online, and was already undertaking some teacher development sessions, so did some more. Teachers are interested in people, which is why they do the job, so I was interested in cascading what I had learned in various ways particularly via blogging and vlogging. I was also a part of a Telegram group where ideas were exchanged.”

https://fatimatahablog.wordpress.com/
https://www.teachingenglish.org.uk/blogs/702377

Tips for novice and experienced teachers

Maria-José Galleno

As a young and inexperienced teacher, there are many new ideas to follow up, but Maria recommends picking on one topic at a time in the early stages. Look at your classroom and the issues that interest you there and begin to explore them, join groups and work with others to try to solve the issues you have.

- **Focus on what you are interested in**, although this changes over time.
- **When you are more experienced, share the knowledge** you have gained with others, this can initially be in the staff room, but can then extend to sharing ideas online, or giving sessions at conferences. Your ideas can end up reaching lots of people.
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Gary Motteram

Linking is an important part of teacher development, but this can be at various levels. There were and are lots more opportunities to join online communities of practice and many more people did, however, linking with other teachers in schools, or a region can also be very fulfilling. In a recent project in Côte d’Ivoire (https://tateproject.wordpress.com/) teachers from a number of schools in a small town worked with each other to explore their own classrooms, focusing on issues that they had never had a chance to explore together, like group work, students’ motivation, use of mother-tongue.

University of Manchester colleagues worked with local teacher educators and the more senior teachers in the schools, who also worked with trainee teachers. This interplay between teachers with different levels of experience acted as a motivation of the old teachers and younger teachers were supported in getting their CPD started.

Working in a teacher organisation is also a good way of starting out on CPD and then as you become more experienced, you can progress through the organisation and become a member of committees, or raising funds by running events, producing newsletters, or websites. If there isn’t a teacher organisation locally, you could set one up.

Another more independent way is to create your own personalised learning network (PLN). You reach out to others on the internet, via tools like Twitter and Facebook, or LinkedIn. You can find like-minded people who are talking about the same things you are interested in and follow them, or post ideas so people can follow you. You can form smaller groups with tools like WhatsApp, Telegram.
3 Fatima Taha

Has “never lost touch with her novice teacher” and makes use of the British Council CPD wheel to help her focus in on areas that she is interested in and then thinks about the different levels whether she is at the awareness stage, or whether she has fully integrated the topic into her teaching. She then explores the internet to find out more information about the different topics, but often returns to the British Council CPD website for ideas:


You can find the CPD framework there along with lots of useful articles, videos, webinars and courses.

When she comes across a topic that needs more work she may undertake some action research following this Experimental Cycle to try out her ideas.
Gather feedback from your own learners and then reflect on what they have said, you can then continue to adjust your own practice until you feel comfortable with the new way of working. Be reflective and start keeping a blog for yourself, or for a wider audience, later, you can start vlogging, as well.

**Tops tips from the presenters and the audience**

- Talk to others and work with them
- Engage in staff room talk
- Share what you know
- Join a teachers' association
- Engage with other teachers in different parts of the world
- Establish an online presence using tools like blogs, YouTube and Facebook
- Pair experienced teachers with a new teacher
- Do project work together with other teachers
- Becoming a mentor, or ask to be mentored by someone

For further information on all aspects of NWOT see:

https://americas.britishcouncil.org/new-ways-of-teaching

Or, click on the QR code