



PART OF THE **INTO** GROUP

Rethinking Teacher Training and Development

Maria Heron

Rod Bolitho

Alan Maley

www.nile-elt.com

Are CELTA & Delta the end of the road?

Maria Heron

**CELTA Centre Manager and
Senior Trainer at NILE**



PART OF THE INTO GROUP

How AI can save our humanity

Optimization

Creativity or Strategy



Share



Add to list



Like



Rate

Repetitive

Tele-sales

Dishwasher

Customer Support

Routine

Truck driver

Hematologist

Security Guards

Optimizing

Radiologist

Reporter

Research Analyst

Complex

CEO

M&A Expert

Economist

Creative

Columnist

Scientist

Artist

Kai-Fu Lee | TED2018

How AI can save our humanity

Optimization

Creativity or Strategy



Share



Add to list



Like



Rate

Repetitive

Routine

Optimizing

Complex

Creative

AI

AI

AI

CEO
M&A Expert
Economist

Columnist
Scientist
Artist

5

years

10

years

15

years

SAFE

SAFE

-
- Build more time for non-assessed reflection & inputs on reflection
 - Encourage practising teachers to work towards Delta > Certificate for Practising Teachers
 - CELTA & Delta assessment criteria > rewards/encourages the development of HOTS & creativity
 - Providers >invest in our teachers

References:

- Anderson, J. (2018). 'The future of training' or 'The elephant that swallowed the room'. IH Teacher Training Blog.
- Dewey, J.(1933). 'How We Think: A Restatement of the Relation of Reflective Thinking to the Educative Process'. F. Boston, MA: DC Heath
- Kiddle, T. (2018). 'A work in progress'. El Gazette, April, p/13, London
- Mackenzie, L. (2019). 'Investigating reflection in written assignments on CELTA courses'. *ELT Journal*, 73/1, Oxford: Oxford University Press 11-20.

Transitions and Options in a Teacher's Career

Rod Bolitho
Teacher Trainer
Chair, NILE Advisory Board

Five Stages in a Teacher's Career (and a few questions)

Entry

What support is available to help a would-be teacher to decide to enter the profession?

Initial Training

How effective is initial training in preparing teachers for the realities they will face in schools?

Novice

What kind of support does your school offer to novice teachers in their first year of work?

Mid-Career

What assumptions do you make about mid-career teachers?

Late Career and Exit

Are late career teachers in your school valued and respected?

Development through Experience

Alan Maley

The C group

www.thecreativitygroup.weebly.com

N.S. Prabhu

The teacher's sense of plausibility

Two training/development paradigms

- *Algorithmic paradigm: Do X, Y, Z, the result will be N.*
- *Plausibility paradigm: make personal sense of input.*

*Forthcoming 'Developing Expertise Through Experience'
(British Council 2019)*

- *20 experienced professionals reflecting on their own paths of development.*
- *Drawing on places, Personalities, Ideas, Publications and Critical moments and the way these have contributed to their beliefs, values and practices.*

Some Emerging Common Themes

- *There is no best method*
- *Importance of learning from peers*
- *Space for reflection*
- *Small changes – big results*
- *Importance of learning ‘non-teaching’*
- *Teach the learner not the subject*
- *Importance of wider educational framework*
- *Aesthetic dimension*
- *We make our own luck*

Algorithmic training programmes are not alone sufficient.

- *There is a case for including a ‘plausibility-driven’ component in such programmes*

How might this be done?

- *Discussion of published accounts*
- *Create space for trainees' histories of learning and teaching*
- *Focus on preparedness (not just preparation)*
- *See specific CPDs in the book*

The C Group

Creativity for change in Language Education



The C Group is an independent and informal grouping of EFL professionals. It aims collaboratively to share information, promote reflection and inquiry, and encourage action through more creative and open teaching practices.

More information and membership:

<http://thecreativitygroup.weebly.com>

creativity_group@yahoo.co.uk

Thank you!

For more information please contact:

maria@nile-elt.com

rodbol44@yahoo.co.uk

yelamoo@yahoo.co.uk



PART OF THE **INTO** GROUP

78-80 Upper St Giles Street

Norwich, NR2 1LT, UK

+44 (0)1603 664473

[**www.nile-elt.com**](http://www.nile-elt.com)