

CPD framework for teachers of English

Professional behaviours – Stage 2 Newly-qualified – Putting principles into practice

By the end of this stage, teachers of English should be able to demonstrate the following skills and competences in these areas:

Planning lessons and courses	Plan lessons to meet the needs of learners and to achieve course objectives according to the syllabus.	Analyse aspects of the target language, knowledge and skills to be presented in the lesson, and anticipate the problems that learners may face.	Uses a variety of materials, activities, resources and equipment, as appropriate to the objectives of the lesson.	Order lesson stages logically and allocate appropriate time for activities including monitoring and feedback.	Incorporate learning from reflection on previous lessons to improve plans.
Understanding learners	Find out what learners perceive as their needs and seek to meet their needs within the given syllabus.	Advise students on developing their learning strategies.	Ensure learners use resources that assist individual learning, such as dictionaries, vocabulary note books, web sites and self-access facilities.	Actively seek the advice of more experienced colleagues in understanding learners.	
Managing the lesson	Efficiently manage the organisation of the learners so that they can carry out the lesson tasks, with clear instructions and timings.	Ensure the learners clearly understand the objectives and how the lesson steps will achieve these.	Be sensitive to the responses of the learners, adapt the lesson in response to these, and give useful feedback on achievement.	Identify any problems in learner behaviour and be able to deal with them appropriately.	Improve classroom management skills through reflection, discussion, and the observation of other teachers.
Evaluating and assessing learning	Analyse individual learner's progress and give developmental feedback to learners.	Monitor learners' errors and problems and respond with appropriate tasks and advice to encourage progress.	Administer, mark and give feedback on tests and assessment in a timely and appropriate fashion and maintain accurate assessment records.	Reflect on the success of lessons and ways to improve them and seek feedback and support from more experienced staff.	
Knowing the subject of English	Demonstrate a basic understanding of the main language areas that you teach.	Use reference materials and help from colleagues to develop understanding.	Demonstrate a commitment to developing accuracy and appropriacy of concepts / skills / language.	Select language and terminology appropriate to the level of the learners and the type of course or lesson.	Relate content area to real-life situations and applications.
Managing your own professional development	Identify goals and plan development to achieve those goals.	Be able to reflect on your own development and act on this reflection.	Get support from others, especially those more experienced, and undertake further training	Keep up to date with the latest methodologies.	Improve teaching skills through discussion, observation of other teachers and developmental observation and feedback on own lessons.