



Cambridge English

Teacher Development

Creating a professional development plan

Planning your development

After you have identified where you are now, and where you want to be, you can start thinking about how to get there. Look at this example for a Foundation level teacher who would like to feel more confident in her knowledge of teaching approaches and theories.

Category and stage	Goals
Professional development and values Foundation stage	To learn about teaching journals and to start my own.
	To attend conferences to learn more about new ideas.
	To feel more confident in my techniques and skills in the classroom.

The next step is to decide how to reach these goals. This could be through a variety of ways, and activities, such as reading a short article, or signing up for another challenge. Look at this list of activities, and decide which would be useful for the teacher above and why.

Observation-type tasks

- Peer observation
- Watch recorded lessons
- Ask others to watch you
- Write a lesson plan, and watch a more experienced teacher deliver it
- Follow a more experienced teacher's lesson plan

Learn more about a topic

- Read an article
- Take part in a course
- Attend a workshop/seminar
- Attend (a virtual) conference
- Subscribe to a journal
- Find a teaching blog and read about the topic



Join or take part in a community

- Join a MOOC (Massive Open Online Course)
- Join a teachers' group
- Join a teachers' Facebook page, for example [Cambridge English Teacher Facebook page](#)

Share your knowledge

- Deliver a workshop
- Mentor a new teacher
- Write an article
- Submit a proposal for a conference

Take a qualification or course

- In house qualifications e.g. Developing management skills
- External qualifications e.g. YL extension to *CELTA*, *Delta*
- Short courses e.g. Current methods and approaches, language improvement for teachers, teaching business English, online tutoring skills

Here are some suggested activities for this teacher. They are all related to her goals, and may be useful to help her develop. Are they the same as or different from your suggestions?

Category and stage	Goals
Professional development Foundation level	To learn about teaching journals and to start my own.
	To attend conferences to learn more about new ideas.
	To feel more confident in my techniques and skills in the classroom.
What can I do to reach my goal?	When by?
Read an online article about teaching journals and to start my own.	[date]
Sign up for IATEFL online (an online conference) and watch live streaming of presentations about new approaches to teaching language.	[date]
Teach a more experienced teacher's lesson plan.	[date]

Task

Using the goals you identified earlier in the challenge, complete this table for one or more of the categories. Then choose activities to help you reach these goals. When you are choosing your activities, think about the time you can spend on them, and whether they are practical for you. If you can, set a date for when you will try to complete the activities by.



Category and stage	Goals
Learning and the learner	
What can I do to reach my goal?	When by?

Category and stage	Goals
Teaching, learning and Assessment	
What can I do to reach my goal?	When by?

Category and stage	Goals
Language ability	
What can I do to reach my goal?	When by?

Category and stage	Goals
Language, knowledge and awareness	
What can I do to reach my goal?	When by?



Category and stage	Goals	
Professional development and values		
What can I do to reach my goal?		When by?