

# CI ELT Exchange:

## A New Model for Continuing Professional Development

Aubain Adi (kam\_adi@hotmail.com) and Riah Werner (riah.werner@gmail.com)

*Institut Pédagogique National de l'Enseignement Technique et Professionnel, Cote d'Ivoire*

### **Effective Professional Development** (*Borg 2015; Timperley, Wilson, Barrar & Fung 2008*):

1. relevance to the needs of teachers and their students
2. teacher involvement in decisions about content and process
3. teacher collaboration
4. support from the school administration
5. critical reflection on beliefs and practices
6. mentoring
7. job-embeddedness
8. contextual alignment
9. critical engagement with received knowledge
10. a valuing of teachers' experience and knowledge

### **Teachers must be motivated to:**

1. Participate
2. Learn
3. Transfer the learning to their classrooms

### **Cote d'Ivoire English Language Teaching Exchange** (*CIELTexchange.org*)

**Goal:** Build a culture of ongoing improvement and collaboration with a supportive community of teachers

### **The 3 Components of the CI ELT Exchange Model:**

#### ***1. Workshops at Local Schools***

- Held twice per month at five local schools
- Topics chosen from teacher suggestions at initial needs analysis meetings
- Conducted in classrooms, using local materials and modeling interactive pedagogy

#### ***2. Online Course***

- Videos are taken from the in person workshops and edited into short clips, for slow internet
- Uploaded to YouTube and embedded in mobile-friendly website with accompanying materials and self-guided exercises
- Facebook page for teachers to share and interact (*facebook.com/CIELTexchange*)

#### ***3. Seminars and Conferences***

- Opportunities for teachers to meet, network and build a sense of community
- Events feel special and important
- Creates a sense of empowerment when teachers share their ideas with others as the experts

### **The Next Stage: Regional Training of Trainers**

- Identify 2 lead teachers from each region and conduct training of trainers workshops
- Trainers return to their regions to organize local teachers and lead workshops
- Trainers present at the conference and participate in follow up workshops

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### **How to Start Your Own CPD Project**

- Find a resource person who can teach new methods or form a group to introduce new ideas
- Identify the authorities that will need to approve your project and ask for funding
- Identify teachers/schools to target
- Meet with teachers to identify needs and challenges and build strong relationships
- Plan and schedule your workshops and events

### **Needs Analysis**

- Teachers suggested the topics for the workshops
- Teachers identified the challenges in their contexts
- Teachers shared their expectations of the training
- Teachers chose convenient days and times

### **Ideas for Planning Workshops**

- Define your objective. What should the teachers be able to do after the workshop?
- Choose interactive activities to target the objective
- Lead the workshops using the techniques you want teachers to learn and the materials they have available
- Focus on the teachers' stated needs and challenges
- Use resources like English Teaching Forum for ideas

### **Advice for Videotaping Your Workshops**

- Plan your workshops with the videos in mind
- Make sure you get permission to film the teachers
- Set up a tripod and/or get a colleague to film you
- Edit videos into short clips or find someone to help
- Use the social media that is popular in your country or create a website

### **Prepare for Potential Challenges**

- Scheduling workshops around conflicts
- Communication with all the teachers
- Timeliness and cultural protocols
- Equipment for videotaping/battery life
- Funding for transportation and materials
- Time to create the workshops and online course

### **CI ELT Exchange Successes**

- Teachers are very interested and want more trainings
- Teachers report that they've tried the techniques and students like the activities
- Teachers share documents with other teachers and are proud to be part of the project
- Stakeholders are collaborating on the conference and teachers have submitted proposals

**Be flexible and remember the goals of the project.**