

Stage 3	Developing – <i>Building confidence and skills</i>
At this stage you have some of these characteristics	<ul style="list-style-type: none"> • You have a TEFLI certificate in ELT/TESOL with more than 2 years' experience • You have a variety of learners, levels and materials • You have general experience of the EFL environment • You may have taught overseas as well as in the UK
You may have some of these needs and goals	<ul style="list-style-type: none"> • Starting a TEFL-Q course • Developing teaching skills further • Continuing to do a job you find satisfying and enjoyable • Expanding teaching experience into different areas • Increasing specialisation in ELT – young learners, business or another area
Where you start at this stage	<p>You have successfully achieved a recognised initial teaching qualification and have completed your first two years at this stage. You may, however, have taught many more years than this, but recognise that you have a number of professional development needs:</p> <ul style="list-style-type: none"> • You may need extra training in specific areas. • You may want to develop your knowledge and skills of English. • You may want to start participating in more events and networks with other teachers. • You may want to get to know more resources for teaching English. • You may need to respond to changed circumstances in your English teaching context – new syllabus, new requirements, new types of learners, new materials. <p>At this stage you are beginning the process of dealing with the issues that arise in mid- and later career: of sustaining your own development and responding to changes in your context and profession.</p>
How you progress at this stage	<p>Your main way of developing at this stage is to start a TEFL-Q course.</p> <p>You may also need to develop in some of these areas:</p> <ul style="list-style-type: none"> • Plan regular involvement in CPD • Ability to reflect and self-analyse • Organisation skills • Resource development • Time management • Relationship/people management <p>It is also possible that some TEFL Masters courses are relevant at this stage.</p>

Priority focus for your CPD activity at this stage	<ul style="list-style-type: none"> • Experiment with new teaching ideas, methods and resources • Observe TEFL-Q qualified teachers • Learn about and develop your own strengths and interests • Develop specialisation in ELT
Moving on to the next stage	You move onto the next stage when you have completed your TEFL-Q qualification.

Checking your progress

Do you show these positive signs of development at this stage?
<ul style="list-style-type: none"> • You are positive about ELT as a career. • You want to become TEFL-Q. • You are interested in the reasons behind techniques (theory) as well the techniques themselves. • You are keen to try new approaches. • You share materials and lessons with colleagues. • You are keen to attend INSETT. • You are keen to be observed by peers or management. • You always prepare for the lesson (may not involve formal planning). • You fully understand your role in the learning centre. • You want to mentor new staff. • You actively seek to improve the learning centre • You receive positive feedback from students. • You adapt teaching techniques to better suit your own teaching style.
Are there areas where you could improve?
<ul style="list-style-type: none"> • You view yourself as having a main profession other than teaching (writer, musician actor etc.). • You have an “it’s just a job” mentality- and tend to look for the easiest options. • You don’t usually prepare – you rely on the book. • You’ve reached a plateau and feel you’ve “seen it all before”. • You dislike feedback and avoid situations that generate criticism. • You act independently of others in the learning centre.

- You get negative feedback from students.