

<b>Stage 5</b>	<b>Advanced – Exemplifying good practice</b>
<b>At this stage you will have some of these characteristics</b>	<ul style="list-style-type: none"> <li>• You are a highly experienced qualified teacher</li> <li>• You may work in a senior role</li> <li>• You have a TEFL-Q diploma qualification in ELT/TEFL</li> <li>• You are competent, confident and creative as a teacher</li> <li>• You demonstrate advanced knowledge and skills in particular areas of interest</li> <li>• You are keen to take on new challenges, roles and responsibilities</li> <li>• You are able to support other teachers</li> <li>• You actively maintain your professional development through a range of activities, and keeping up-to-date with new developments, through publications, websites, and teacher networks</li> </ul>
<b>You may have some of these needs and goals</b>	<ul style="list-style-type: none"> <li>• Better rewards and progress – financial and responsibilities</li> <li>• Job security</li> <li>• More respect in the profession</li> <li>• Getting a higher level qualification</li> <li>• Becoming a better manager</li> <li>• Improving your range of skills</li> <li>• Personal development (assertiveness, flexibility)</li> <li>• Becoming a senior teacher</li> <li>• Specialising – in YLs, business, IT etc.</li> </ul>
<b>How you progress at this stage</b>	<p>You may need to develop your ELT skills in these areas:</p> <ul style="list-style-type: none"> <li>• Teacher training skills</li> <li>• Delivering workshops</li> <li>• Mentoring skills</li> <li>• Syllabus writing skills</li> <li>• Research skills</li> </ul> <p>You may also need to develop other skills:</p> <ul style="list-style-type: none"> <li>• Computer skills</li> <li>• Managerial skills</li> <li>• Public speaking</li> </ul>

	<ul style="list-style-type: none"> <li>• Pastoral care</li> <li>• Time management</li> <li>• Customer service skills</li> <li>• People and team management skills</li> <li>• Financial skills</li> <li>• HR training</li> <li>• Business understanding</li> <li>• Project management skills</li> </ul>
<b>Priority focus for your CPD activity at this stage</b>	<ul style="list-style-type: none"> <li>• Identifying clear goals and planning CPD to towards those goals</li> <li>• Taking more leading roles as a professional, e.g. leading development sessions, speaking at conferences</li> <li>• Shadowing others carrying roles you'd like to develop in</li> <li>• Exploring classroom through research and other means</li> </ul>
<b>Moving on to the next stage</b>	You move on to the next stage when you take on a specialist role full-time.

<b>Do you show these positive signs of development at this stage?</b>	
<ul style="list-style-type: none"> <li>• You can see how new areas of responsibility positively influence teaching e.g. mentoring improves understanding class needs.</li> <li>• You enjoy the challenges of new responsibilities.</li> <li>• You want to help other TEFL-Q teachers reach the same status.</li> <li>• You take on new responsibilities due to your passion for that area.</li> <li>• You are an inclusive expert i.e. you use knowledge to reach out to others and not exclude them.</li> <li>• You are not too proud to ask for help with new responsibilities.</li> <li>• You recognise that there is always space for development.</li> <li>• You remember issues from your teaching career and use your experience to help other teachers.</li> </ul>	
<b>Are there areas where you could improve?</b>	
<ul style="list-style-type: none"> <li>• You want responsibilities for monetary reasons and not due to interest in the job.</li> <li>• You would like to find your way out of teaching.</li> </ul>	

- You feel overwhelmed by having new responsibilities.
- You tend to look down on others of different “status” .
- You tend to promote an “us and them” mentality between management and teaching staff.
- You develop new skills often to the detriment of old skills.
- You use knowledge to exclude others and boost status by keeping others down .
- You feel that your teaching is perfect.
- You tend to hide issues if you have problems with new responsibilities.
- You no longer attend INSETT.
- You cannot relate to other teachers’ issues.