The world of Teachers

Isabel Drury & Lucy Wheeler

Future Learn

Understanding Teachers

Understanding CPD

Teachers' needs

Portfolio direction

What is CPD anyway?

Continuous professional development - professional development is the full range of activities, formal and informal, that develop an individual's skills, knowledge, expertise and other characteristics as a teacher or education administrator
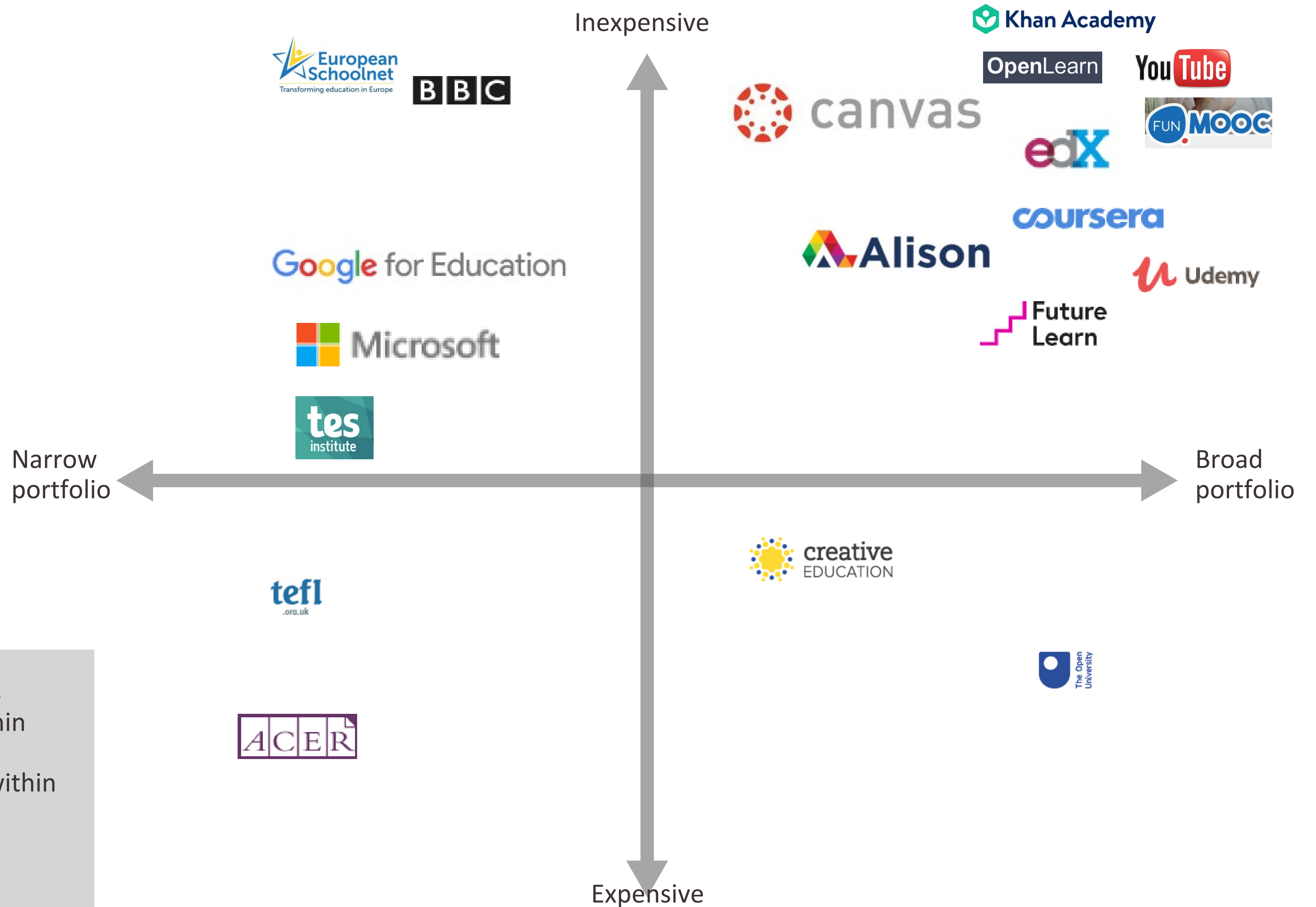
Common terms and acronyms include: *professional learning, continuous professional development (CPD), continuous professional development and learning (CPDL), joint practice development, and in-service training (INSET)*

CPD currently includes

	Face-to-face / offline	Online
Independent	Reading articles Subject-specific training Training in operational or procedural tasks Statuary training around particular processes e.g. regional assessments	Subject-specific training Self-paced courses Training in operational or procedural tasks
Collaborative	Workshops Seminars, conferences Short courses Mentoring and being mentored Contributing to education system initiative pilots, trials and projects School/employer-based in response to specific priorities	Workshops Webinars Web conferences Networks, forums, discussion groups

Online CPD Providers

Inexpensive

European Schoolnet — Transforming education in Europe

BBC

Khan Academy

OpenLearn   YouTube

canvas

FUN.MOOC

edX

coursera

Google for Education

Alison

Udemy

Microsoft

Future Learn

tes institute

Narrow portfolio ← → Broad portfolio

creative EDUCATION

tefl .org.uk

ACER

The Open University

Expensive

Narrow: portfolio of courses is focused on a specific area within teaching
Broad focus: different topics within teaching are covered
Expensive: £1000+ per course
Inexpensive: Free

	Teaching	FL average
female	72%	63%
male	28%	37%

	Teaching	FL average
UK	20%	28%
Italy	4%	2%
India	4%	4%
Russia	4%	2%
US	4%	4%
Ukraine	3%	2%
Spain	3%	2%
Brazil	3%	2%
Australia	3%	3%
Nigeria	2%	3%

	Teaching	FL average
<18	1%	3%
18-25	12%	20%
26-35	28%	24%
36-45	24%	17%
46-55	18%	14%
56-65	12%	12%
>65	5%	10%

	Teaching*	FL average
Advancers	51%	18%
Explorers	13%	17%
Vitalisers	11%	21%
Hobbyists	7%	11%
Preparers	6%	14%
Flourishers	3%	6%
Fixers	3%	5%
Other	7%	9%

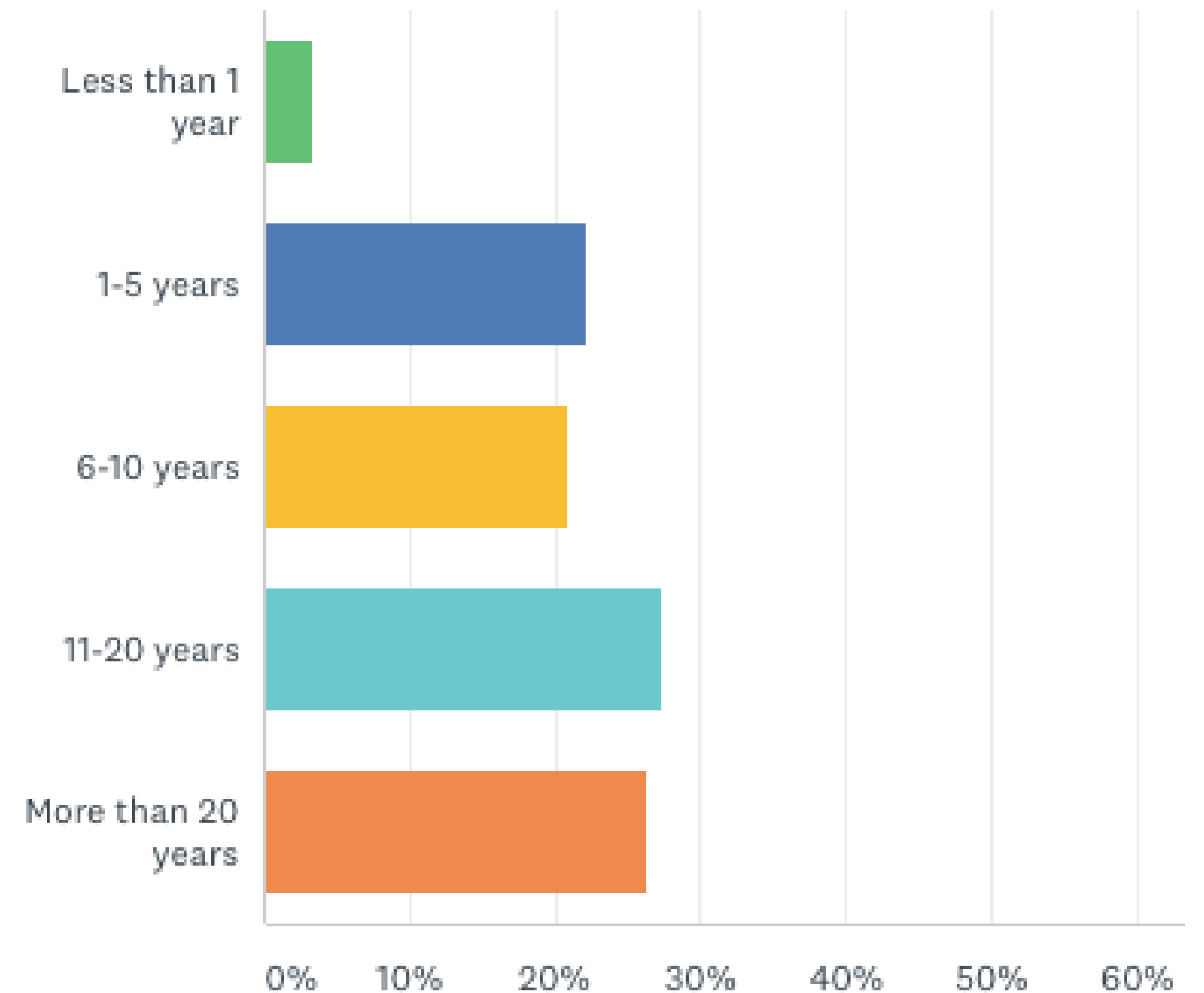* People who work in teaching and education when taking a Teaching course

Teachers survey

Respondents: 1410 responses from learners who said they work in teaching & education and have done at least 2 teaching courses on FutureLearn
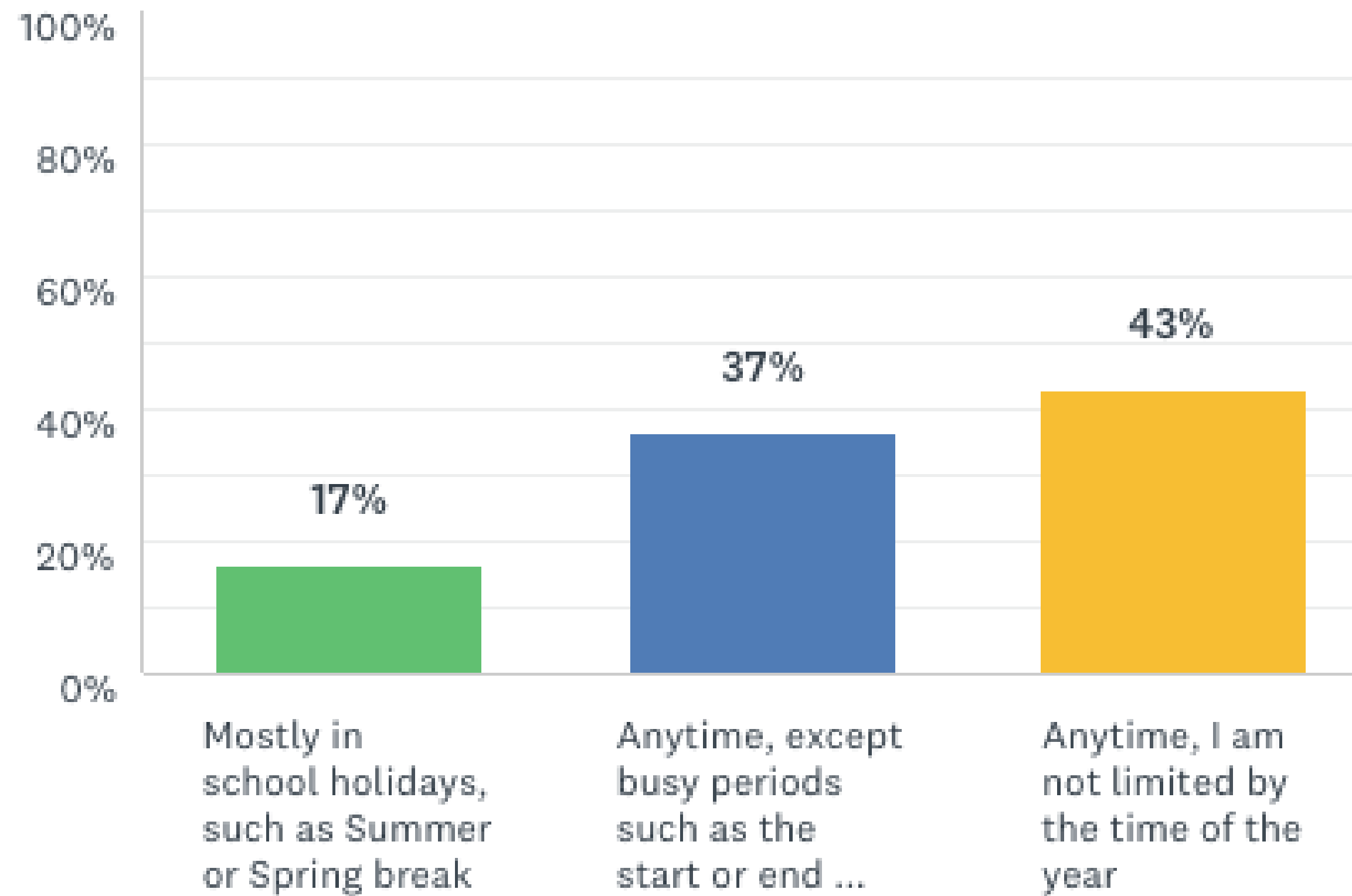
Type of employment
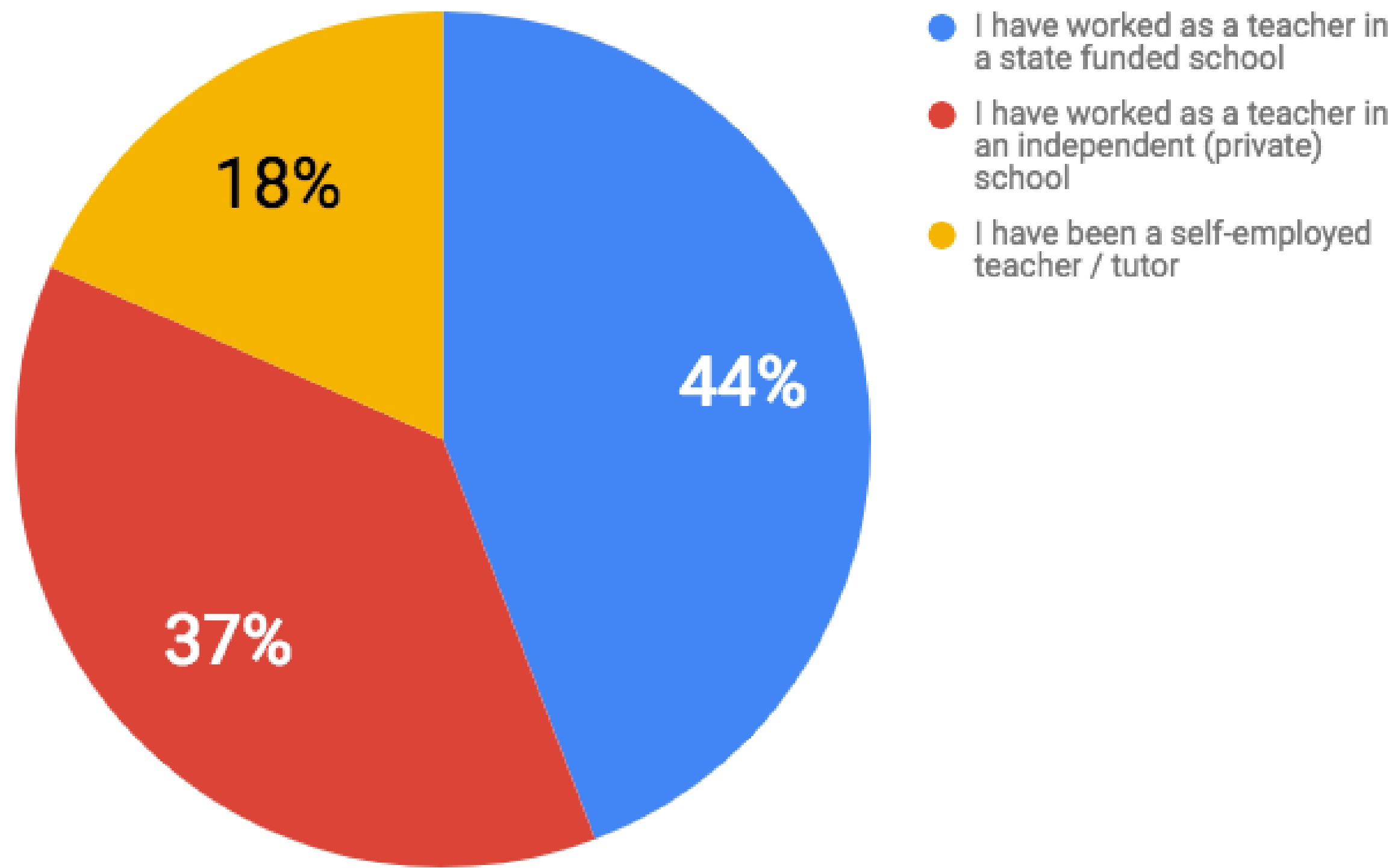
Length of teaching experience

- I have worked as a teacher in a state funded school
- I have worked as a teacher in an independent (private) school
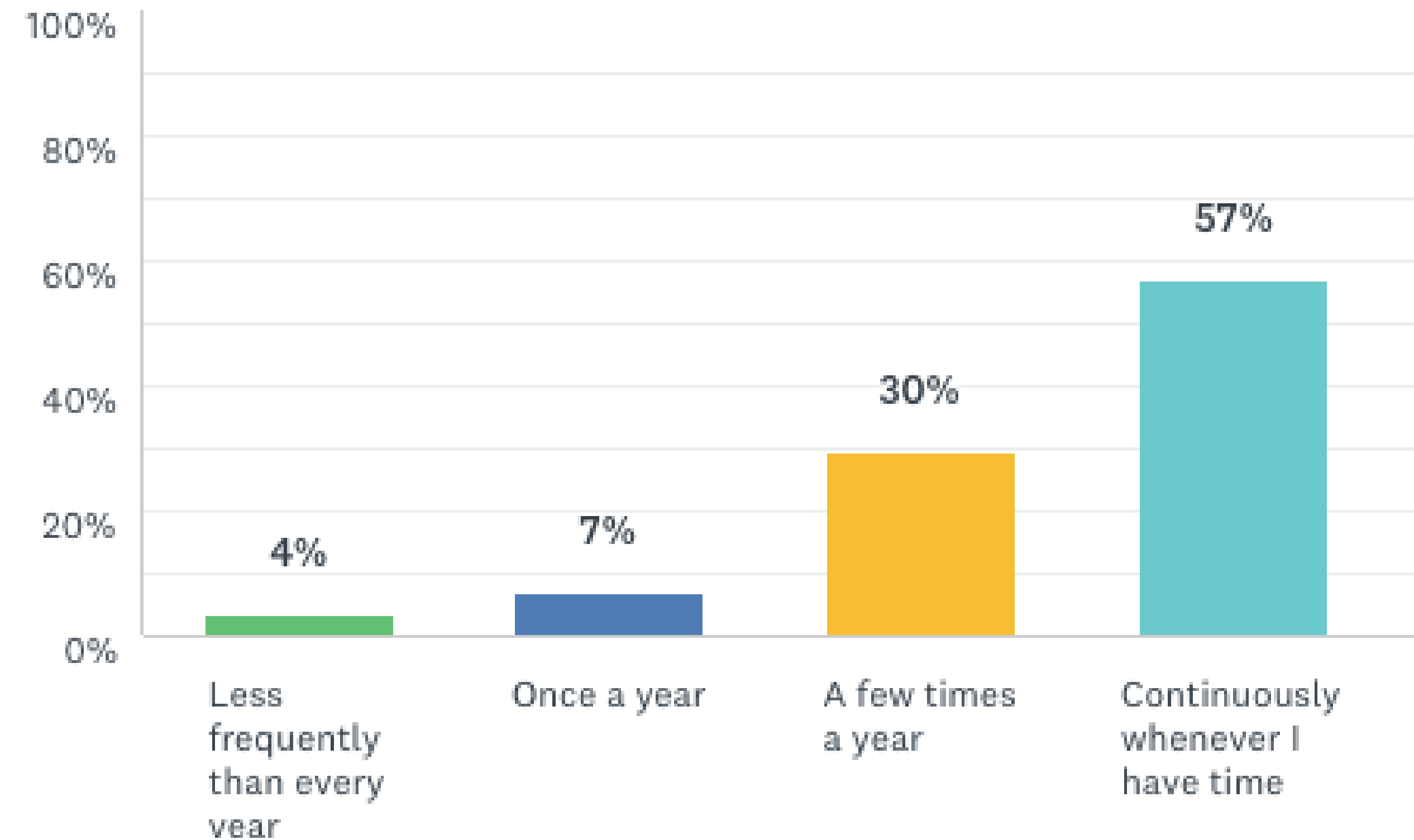- I have been a self-employed teacher / tutor

Teachers engage with learning continuously, but less likely during busy school periods

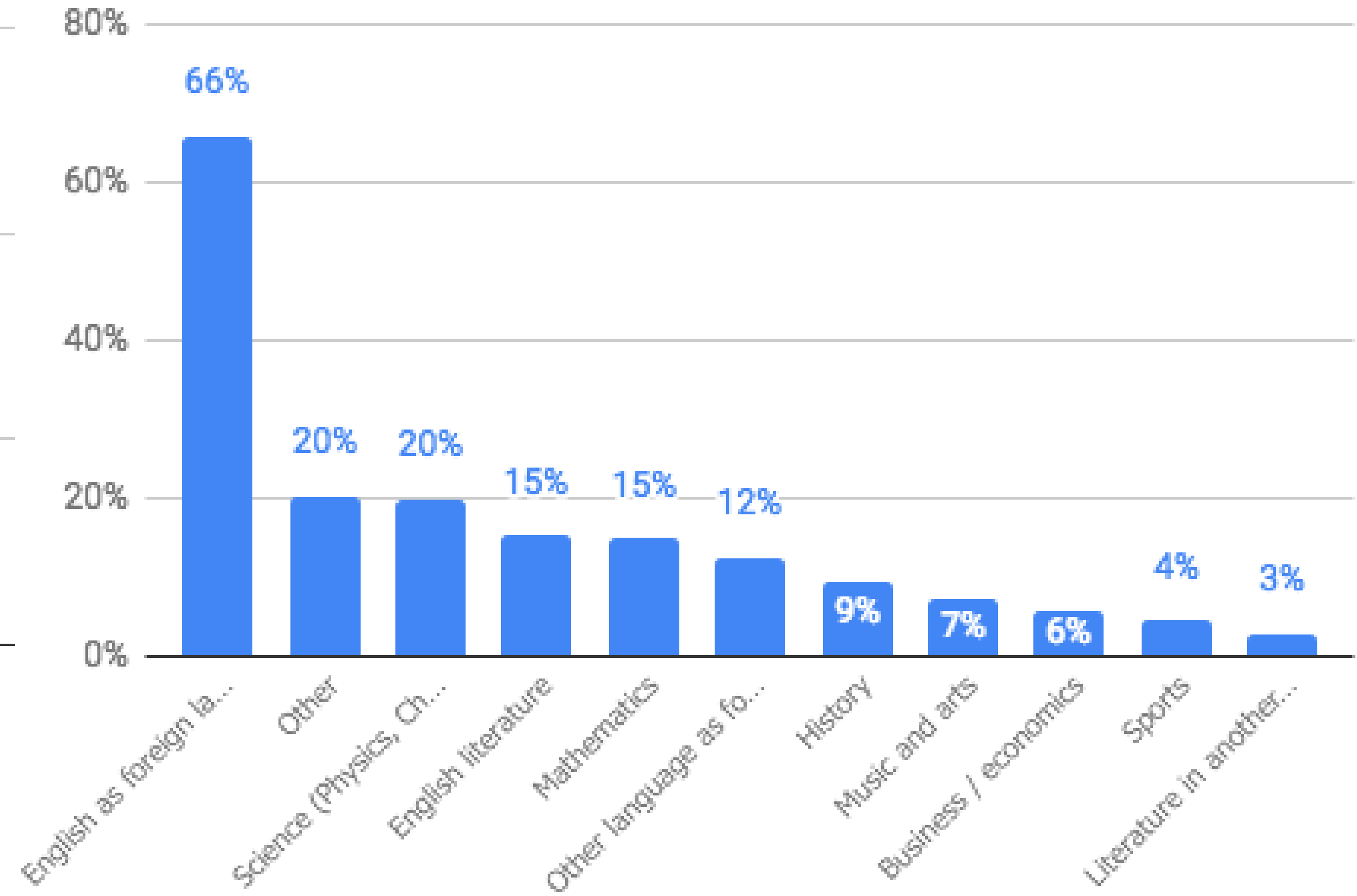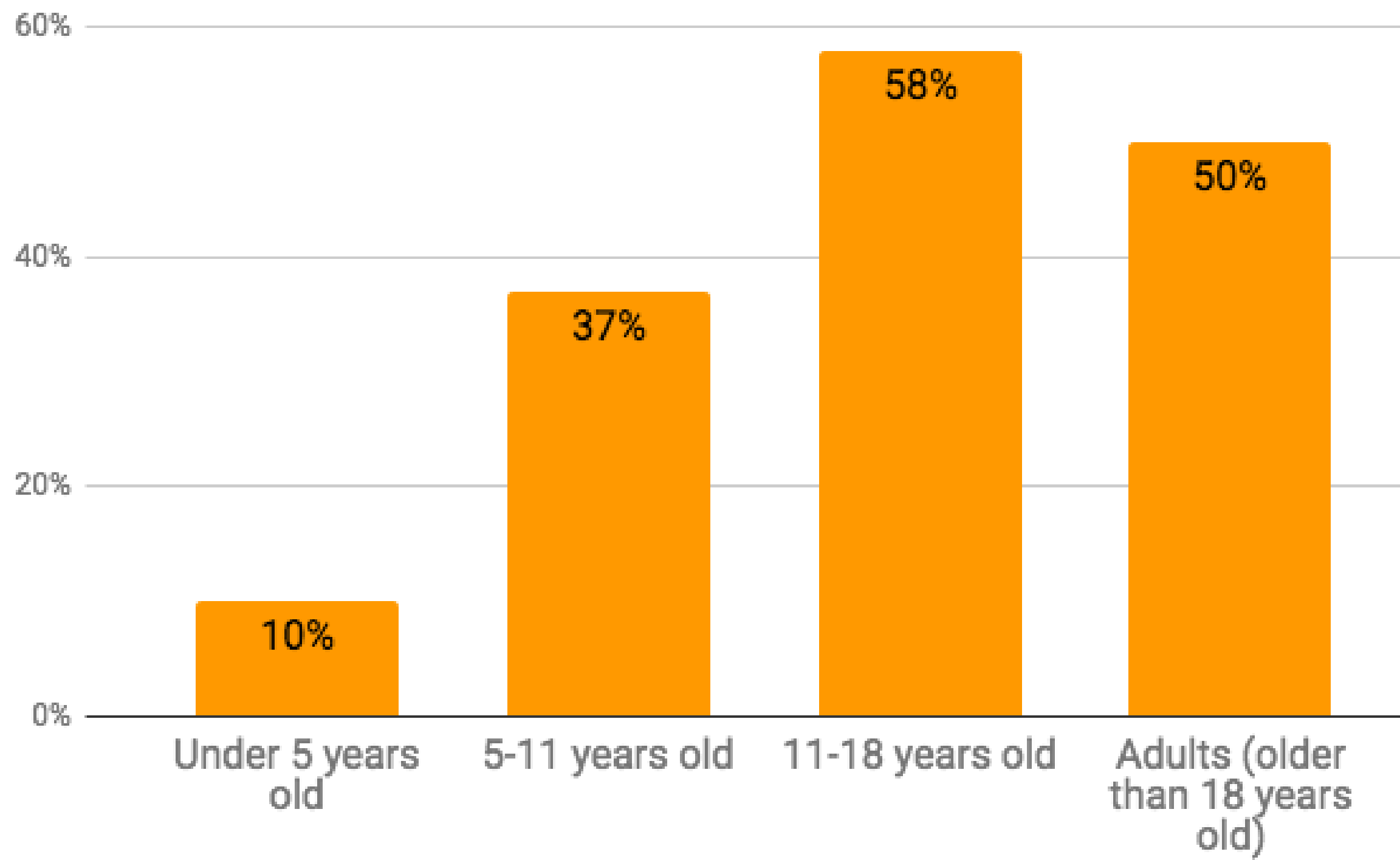When do you do CPD training?

How often do you do CPD training?

What do they teach and to whom?

What do they teach and to whom?

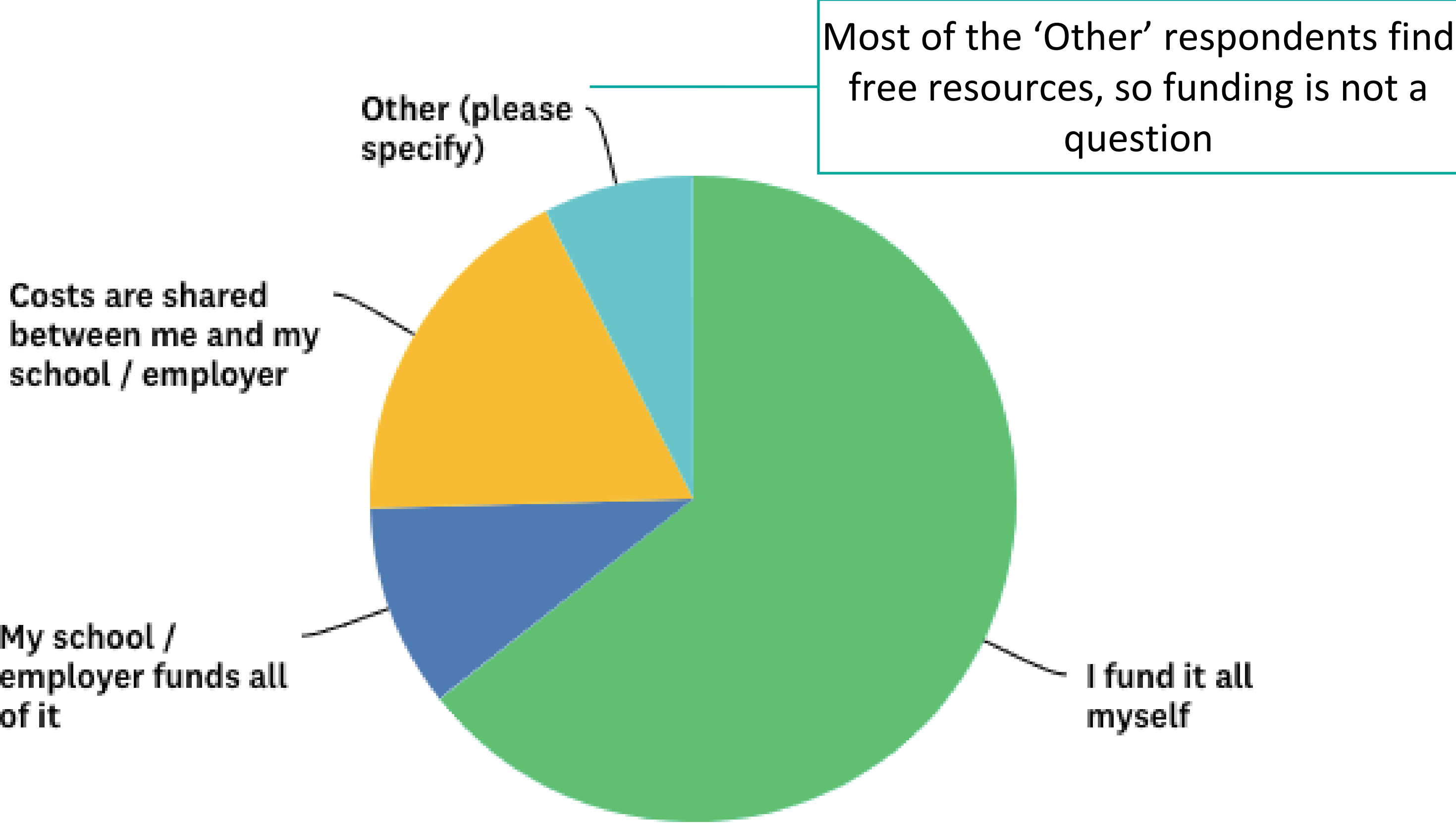|	Business & economics	English as foreign language	Other lang. as foreign lang	English literature	Literature in another language	STEM (ex. Maths)	Maths	History	Music & arts	Sports
Under 5 years old	6%	12%	21%	15%	13%	10%	14%	18%	27%	28%
5-11 years old	27%	41%	45%	44%	46%	46%	61%	61%	71%	79%
11-18 years old	55%	60%	61%	65%	56%	63%	53%	50%	37%	34%
Adults (older than 18)	64%	58%	62%	31%	41%	25%	17%	22%	26%	20%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

What do they teach by region? - Distribution by regions

	English as Foreign Language	Other foreign language	English	Maths	STEM	History	Arts & music	Sports	Business / economics	
AU & NZ	16%	19%	28%	40%	51%	30%	23%	14%	9%	100%
UK	22%	16%	22%	32%	35%	22%	21%	16%	9%	100%
NA	31%	9%	34%	29%	34%	29%	20%	9%	11%	100%
Africa	50%	8%	17%	16%	21%	6%	7%	3%	8%	100%
Asia	73%	7%	19%	16%	24%	7%	5%	2%	5%	100%
Middle-East	75%	8%	8%	17%	20%	2%	2%	2%	2%	100%
Europe	84%	15%	9%	5%	10%	3%	3%	2%	4%	100%
SA	90%	15%	14%	7%	10%	8%	0%	1%	8%	100%

Funding

How is your professional development funded?

Most of the 'Other' respondents find free resources, so funding is not a question

Other (please specify)

Costs are shared between me and my school / employer

My school / employer funds all of it

I fund it all myself

Funding by regions and by age of students

Funding by	Self	School	Shared
South-America	82%	9%	9%
Africa	79%	13%	9%
Europe	76%	7%	17%
Middle-East	75%	13%	12%
Asia	71%	13%	15%
North-America	57%	7%	37%
Australia	49%	5%	46%
UK	44%	20%	36%

Q1: I have worked as a teacher in a state funded school
Q1: I have worked as a teacher in an independent (private) school
Q1: I have been a self-employed teacher / tutor

I fund it all myself
My school / employer funds all of it
Costs are shared between me and my school / employer
Other (please specify)
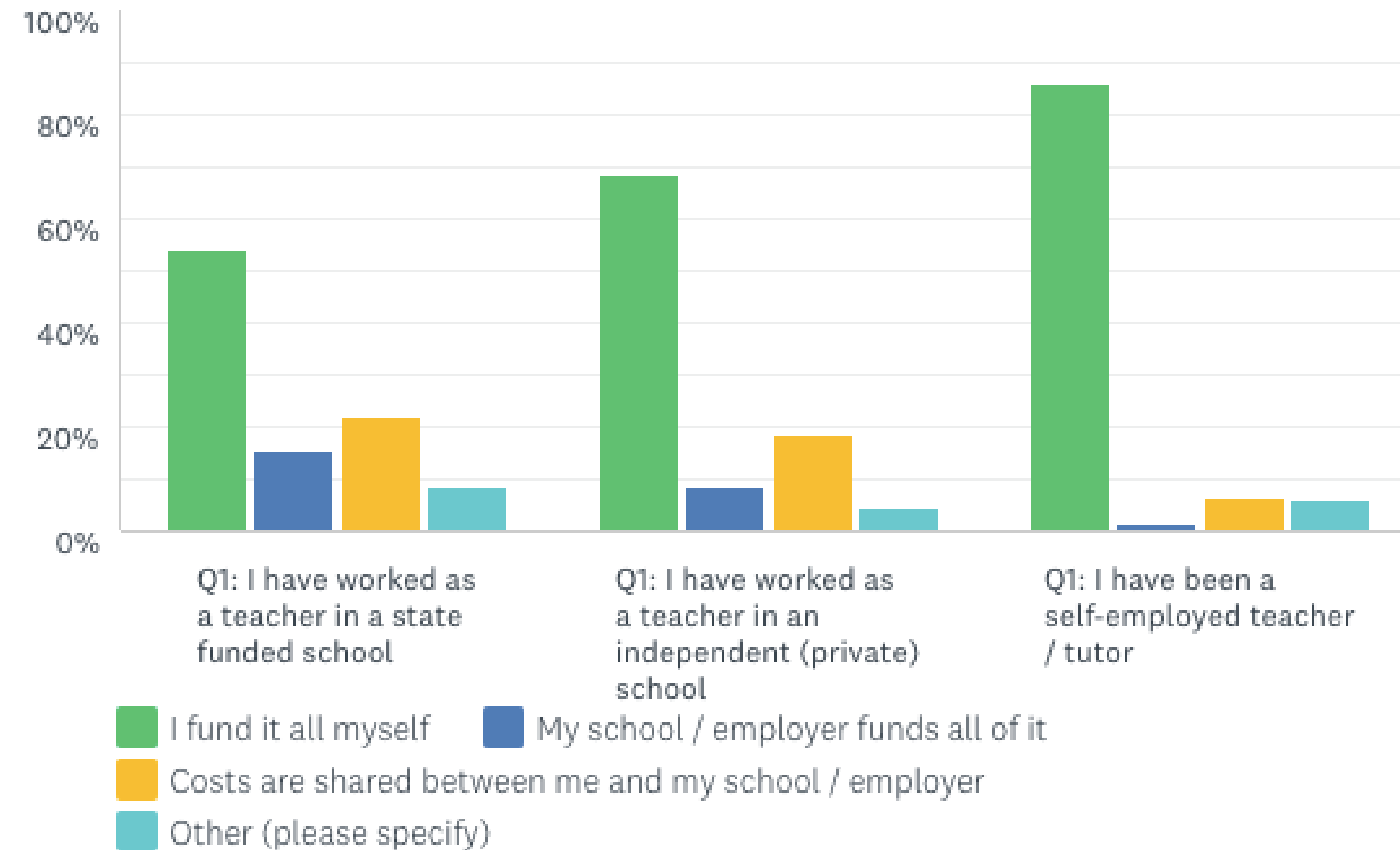
What challenges have you faced in relation to professional development and training? (n=1,216)

% of those who answered	Answer
55%	I do not have enough time
51%	I do not receive funding for it
24%	I cannot find the training I need
12%	I have not had any challenges with professional development
6%	I do not know what training I need
6%	Other, e.g. lack of internet or access to equipment

Reasons to do CPD - mostly intrinsically motivated

"The most effective teacher is one who continually learns" /FL Learner/

"I love learning - I can always improve. I want the best outcomes for students." /FL Learner/

I am always seeking ways to improve my teaching skills	93%
I wanted to improve my capability to teach a specific subject	67%
I wanted to find a solution to a specific situation I had encountered	36%
I wanted to be more marketable for future jobs	34%
I wanted to gain a certificate	29%
I wanted to develop skills for a new job I had started	23%
I wanted to keep up with my colleagues	15%
It was mandatory as required by my school	14%
I wanted to impress my employer	5%
Other	5%

What would an ideal course be like?

"There would be many videos of actual classroom lessons, downloadable materials, opportunities for discussion, short quizzes or surveys, and feedback from moderators."
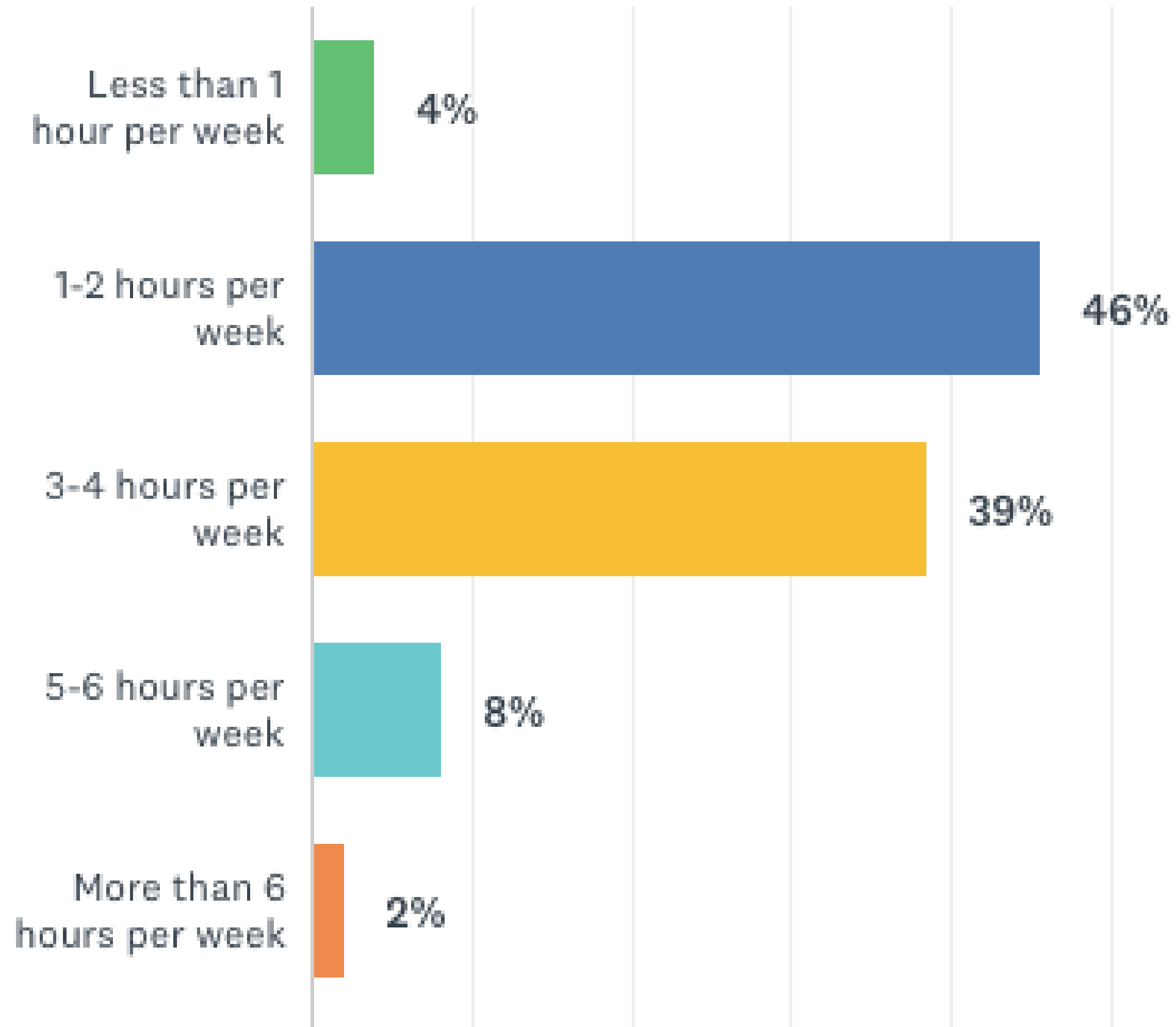
How is an ideal course?

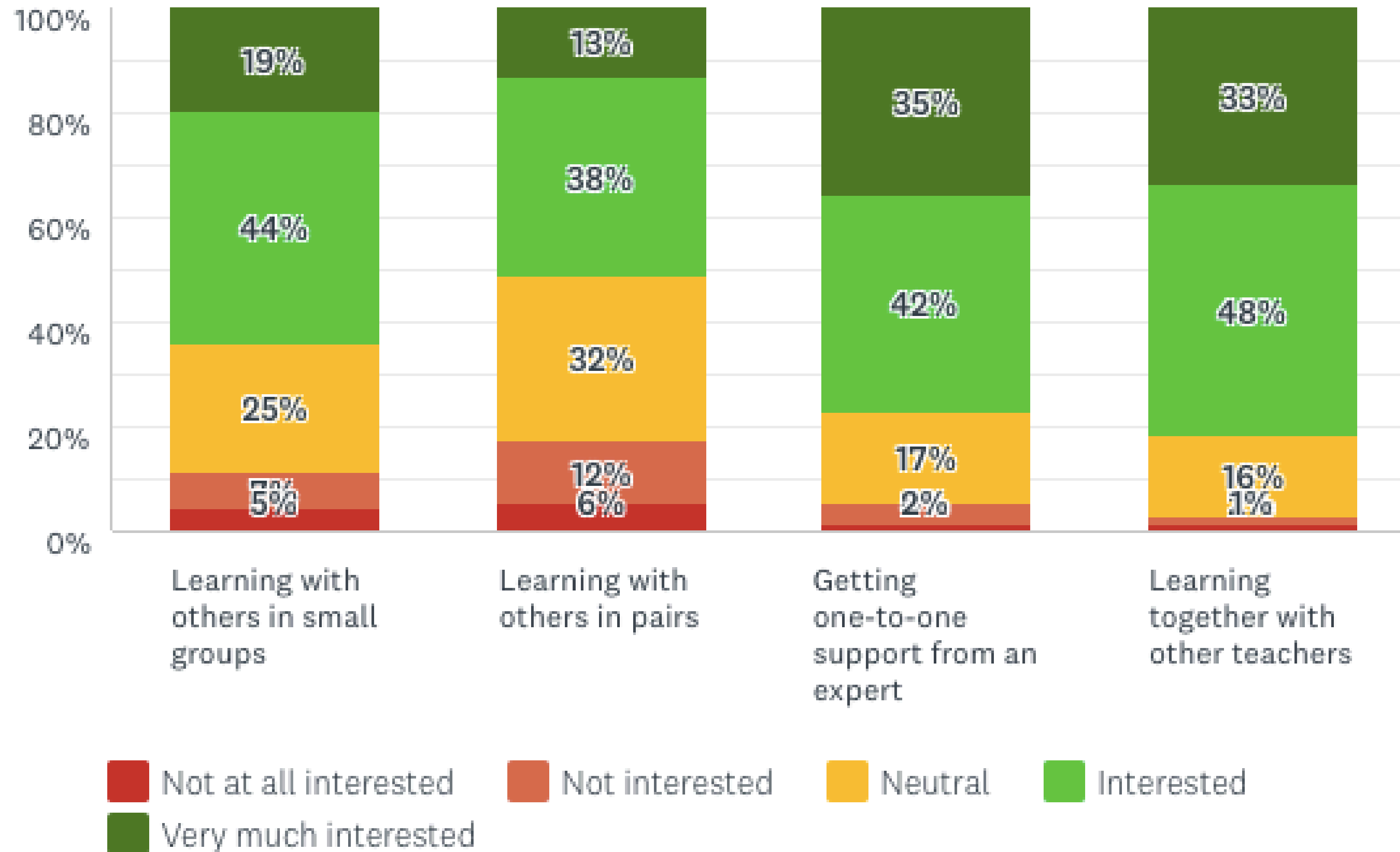| %	TOP THEMES	VERBATIM
36%	Practical & downloadable materials	*"Practical exercises to be implemented right away such as videos, songs, short stories etc"*
14%	Social learning	*"Interactive knowledge sharing and discussing problematic situations (and even possible ways of their solutions)"*
13%	Self-assessment / quizzes	*"It'd be having quiz that would be assessed by instructor(s) and also peer."*
12%	Expert feedback	*"It would be led by experts in the field who would provide learning videos as well as live webinars for asking questions occasionally."*
10%	Manageable time requirement	*"Short online course are best as work commitments sometimes crop up."*
8%	Real life classroom examples	*"I would like to see more videos of real classroom situations such as group activities, behaviour management"*

What matters for a CPD? Practical with additional downloadable materials

Practical content that I can apply with students right away	85%
Provides downloadable materials that I can use continuously	81%
Taught by leading experts in the field	70%
Accredited by a professional body / academic institution	54%
Short duration that fits with my schedule	53%
Provides a certificate that proves my learning to employer / students	51%
Provides opportunity to assess my learning with tests or assignments	49%
Theoretical, helps me to understand key concepts	48%
Provided by a prestigious academic institution	38%
Other (please specify)	3%

What is the ideal weekly workload of a CPD training?

Less than 1 hour per week — 4%

1-2 hours per week — 46%

3-4 hours per week — 39%

5-6 hours per week — 8%

More than 6 hours per week — 2%

Learning together with other Teachers and getting guidance from experts are the most attractive social features of a course

	Learning with others in small groups	Learning with others in pairs	Getting one-to-one support from an expert	Learning together with other teachers
Very much interested	19%	13%	35%	33%
Interested	44%	38%	42%	48%
Neutral	25%	32%	17%	16%
Not interested	7%	12%	2%	1%
Not at all interested	5%	6%		

Legend:
- Not at all interested
- Not interested
- Neutral
- Interested
- Very much interested

Last CPD training's topic

- Developing curriculum
- Lesson planning
- Teaching with limited resources
- Classroom / behaviour management
- Blended learning
- Using online tools in the classroom
- Teaching young children
- Assessing / evaluating skills
- Creative / fun ways of teaching
- Inclusive teaching
- Science of learning
- Motivating students
- Storytelling techniques

32%
How to teach…

14%
Health / Psychology

- Bullying
- Dyslexia
- Mental health
- Autism
- ADHD
- Other SEN
- Child protection / safeguarding
- Counselling

20%
Teaching English as Foreign Language

- Teaching the Four Skills
- Teaching grammar
- Teaching pronunciation
- Teaching English to small children
- Teaching English through drama
- Teaching English online
- Teaching English creatively

- Preparing students (eg. IELTS, TOEFL, TOEIC)
- Preparing for teacher exam (eg. CELTA, TKT, TESOL)

7%
Exam prep

9%
STEM subjects

Topics in demand with limited or no courses

Metatopic	Topics in high demand	
Teaching methodologies	- Assessing / evaluating skills (high demand) - Creative / fun ways of teaching - Neuroscience & learning - Motivating students - Storytelling techniques - Differentiation in class - Latest pedagogies (eg. PBL, TBL)	- Developing curriculum - Lesson planning - Teaching with limited resources - Classroom/behaviour management (only 1 course - high demand) - Teaching in early childhood (only 1 course) - CLIL (Content and Language Integrated Learning)
Teaching English as Foreign Language	- Teaching the Four Skills - Teaching grammar - Teaching pronunciation - Teaching English to small children - Teaching English creatively / gamification	
Psychology	- Bullying - Dyslexia (only available for foreign language teaching) - ADHD (commissioned!) - Mindfulness for students	
STEM Subjects		
Exam preparation	- Preparing students (eg. IELTS, TOEFL, TOEIC) - Preparing for teacher exam (eg. CELTA, TKT, TESOL)	