

Cambridge English

Teaching Framework

Delivering high-quality continuing professional development to English language teachers

**Clients: Portuguese Association of Independent Schools
Embassy English Group**



Cambridge English Language Assessment and Cambridge University Press have been working with two major school organisations to implement continuing professional development programmes based on the Cambridge English Teaching Framework.

Continuing professional development (CPD) is an acknowledged issue within the English language teaching sector, where many teachers do not have the opportunity to continue to develop their skills after gaining their initial professional qualification. Many organisations (especially smaller schools) have limited in-house CPD skills or resources. It can also be difficult to deliver CPD to an often geographically dispersed teaching body, and in the context of a professional culture which, historically, has not prioritised CPD. As supported, personalised CPD has been shown to improve teaching, Cambridge English has developed the Cambridge English Teaching Framework and Tracker. These innovative online CPD tools can be used collaboratively by school managers and staff, as part of a CPD strategy, or by individual teachers. The Framework and Tracker help teachers

identify their current stage of professional development and the areas they need to focus on, and provide detailed guidance on how to access the knowledge, skills and qualifications needed to achieve specific goals.

Meeting the CPD challenge

Two major school groups have used the Framework and Tracker to deliver CPD — the Portuguese Association of Independent Schools, which represents around 500 general education schools, and the Embassy English Group, which operates English language schools in the US, UK, Australia, New Zealand and Canada. Both organisations were keen to provide more structured and personalised CPD. With support from Cambridge English, teachers from both organisations embarked on a six-month CPD programme which used the Framework and Tracker to initially establish their current skills and then identify the best way to progress their professional development. This resulted in a personalised CPD programme of both short and long-term activities, including online courses and weekly CPD suggestions, accessed through the Cambridge English Teacher website.

Real improvements

Both Portuguese and Embassy teachers found this innovative, flexible and easy-to-access approach to CPD highly beneficial. They reported that even a relatively short investment of time — 2 to 5 hours a week — resulted in real improvements, enabling teachers to identify strengths and weaknesses and to make progress through the Framework during the six-month period. The ability to personalise the training also encouraged teachers to maintain their CPD activity over the longer term.

'Without exception all participants found the programme useful – it has helped the majority gain a better sense of their strengths and needs and to feel more confident and motivated.'

'This was a very enriching experience since I had the opportunity to learn from the best. I now consider Cambridge English Teacher a key tool for my own development and I was able to share ideas with other teachers and learn from their work as well.'
