

Empowering Teachers

*What I learnt when I
stepped outside the
classroom...*

Aparna Jacob

Education Manager- University Pathways
The Centre for English Teaching



THE UNIVERSITY OF
SYDNEY





- Teachers are the most resourceful people I know
- Even the best teachers need to be given the right tools
- Realise individual potential, gain expertise and skills
- (Happy teachers=happy students: Better teachers= better student outcomes)=Better business
- Teachers have direct access to students' minds and hearts
- Teachers are a school's biggest drawcard!

“Economy class? Lived experiences and career trajectories of private-school English-language teachers in Australia” by Dr Phiona Stanley

Snapshot of the ELICOS Industry

- 459,621 International students in March 2016
- 67,320 of these were ELICOS students (Approximately 3000 + teachers)
- On 30 April 2016, the Australian Government released the *National Strategy for International Education 2025*
- This will attract 720,000 foreign students to Australian shores by 2025
- Deloitte Access Economics recently valued the economic impact of the sector in Australia to be **AUS\$20 billion** for 2014/15
- Appointment of Senator Richard Colbeck as Minister for Tourism and International Education *a game changer for the English language training sector*
- International Education among the top three exports after coal and iron ore; largest services export, well ahead of tourism.

Aims for today

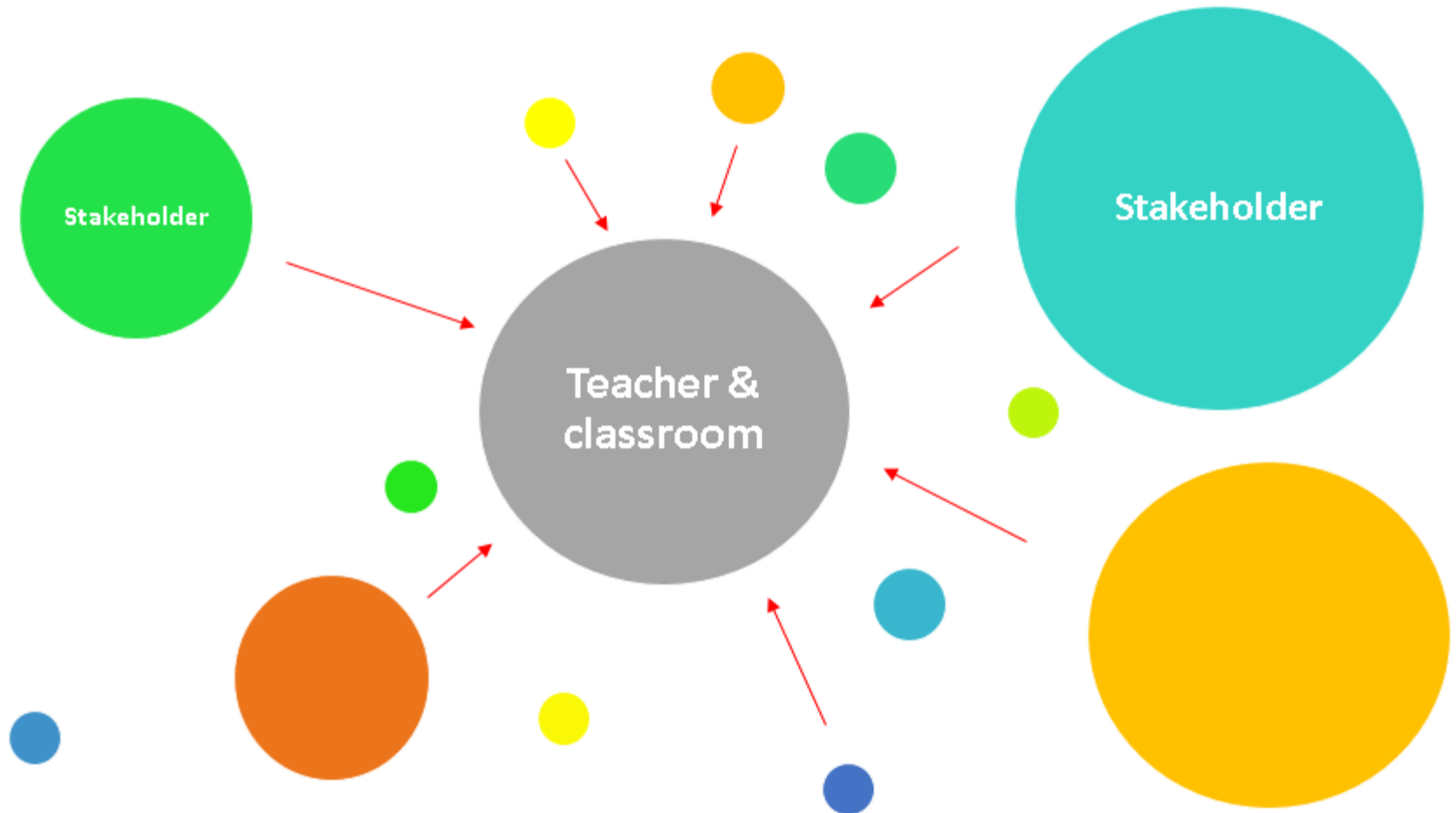
- **Sources of Teachers' Power and influence**
- **How managers see their teachers**
- **Advice from Managers on how teachers can empower themselves**

Inter-Activity!

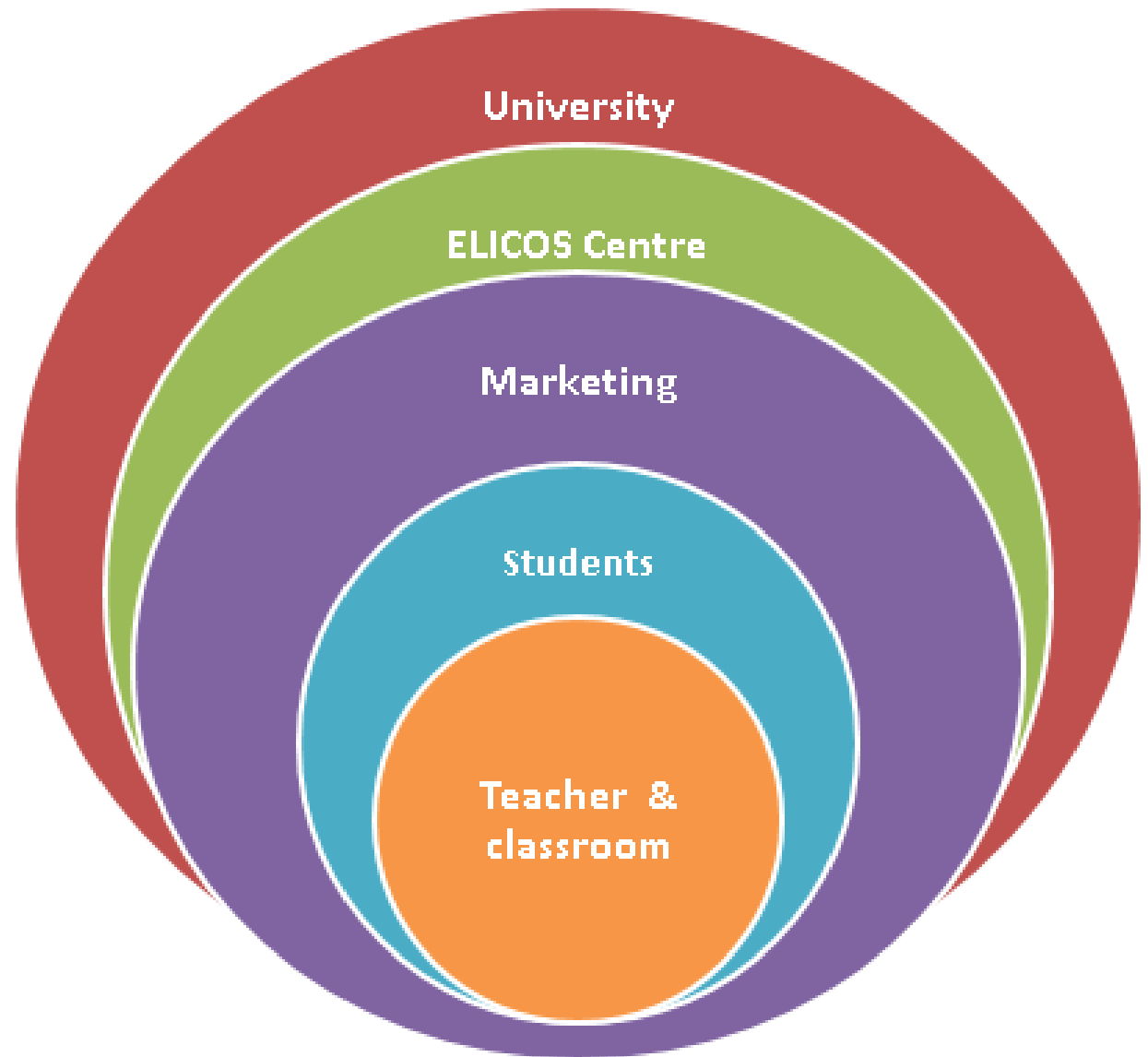
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Stakeholders

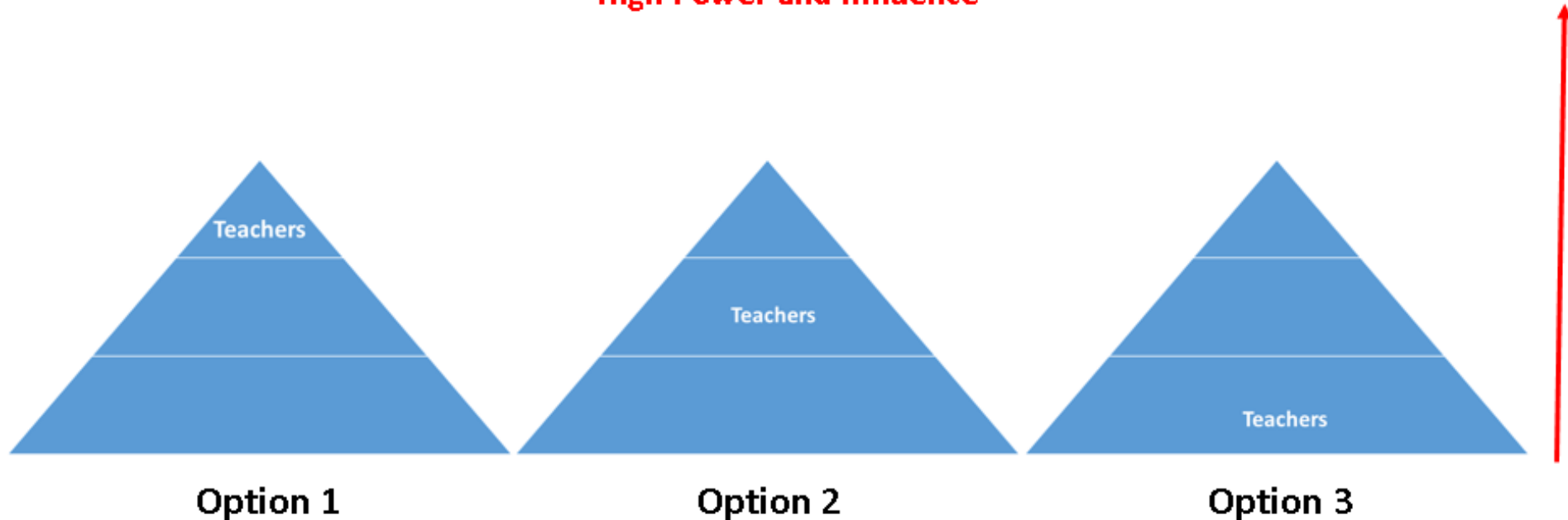


Organisational Stakeholders



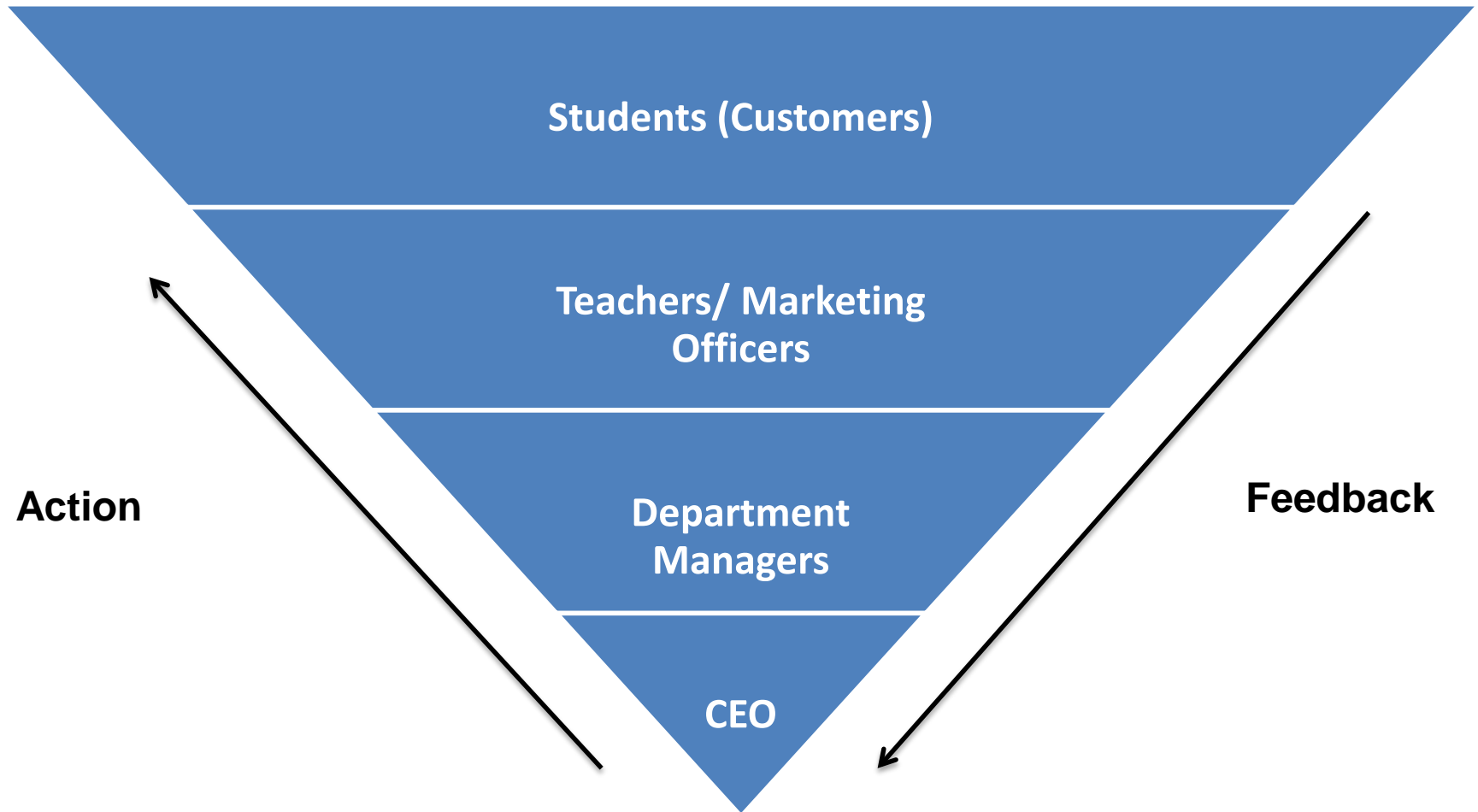
Do teachers have agency?

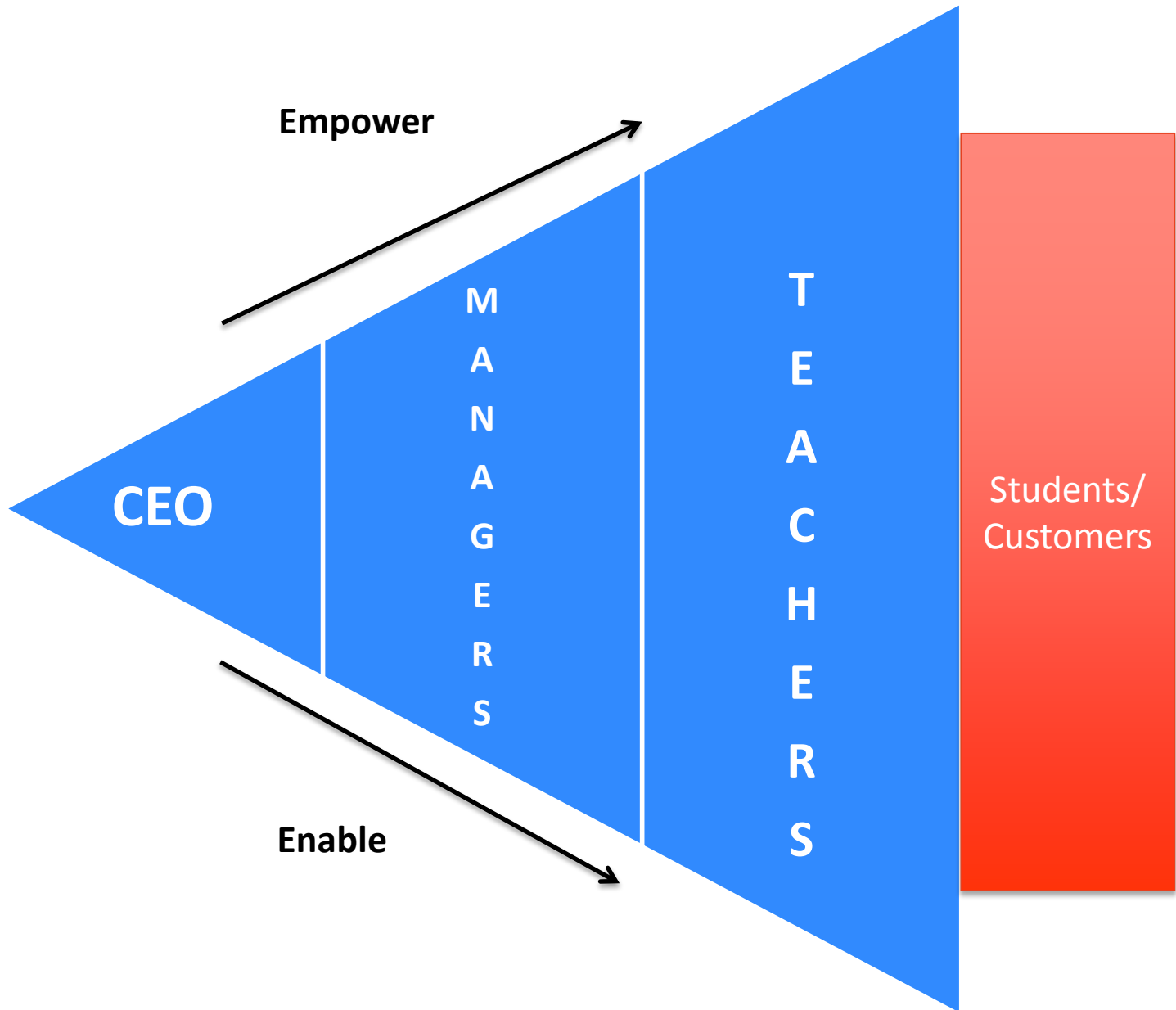
High Power and Influence



Low Power and Influence

Feedback Cycle: Inverted Organigram





Kinds of Power teachers wield

- Power is not absolute
 - Power does not exist in a vacuum (Leaders need followers)
 - Power comes from:
 - Understanding your strengths and highlighting these
 - Relationship/interaction with your environment
 - Referent power
 - Expert power
 - Information power
- (Five Bases of Social Power, as defined by Bertram and Raven)*

Teachers' Power and Influence

- 1. Teachers are the face of the organisation and ambassadors of the brand**
- 2. Through teaching and equipping them with skills, teachers are able to make an impact on students' futures and lives**
- 3. Teachers are the first point of contact for students' issues and concerns**
- 4. Teachers have the ability to inspire and influence students**
- 5. Teachers have the ability to connect with students and build rapport**
- 6. Important conduit between management and students**
- 7. Managers rely on teachers for information and feedback about students**

Teachers' Power and influence

Teachers are the face of the organisation and ambassadors of the brand 81.82%

Through teaching and equipping them with skills, teachers are able to make an impact on students' futures and lives 77.27%

Teachers are the first point of contact for students' issues and concerns 77.27%

Teachers have the ability to inspire and influence students 68.18%

Teachers have the ability to connect with students and build rapport 63.64%

Important conduit between management and students 54.5%

Managers rely on teachers for information and feedback about students 50 %

Teachers' Power and Influence

“Backbone of this industry”

“Managers rely on teachers to embody the vision of the institution.”

“Teachers have the ability to connect with students and build rapport. (different from how managers connect with students: trouble shooting)”

“A lot of (teachers’) power and influence comes from their own professionalism. This includes many things they have control over:

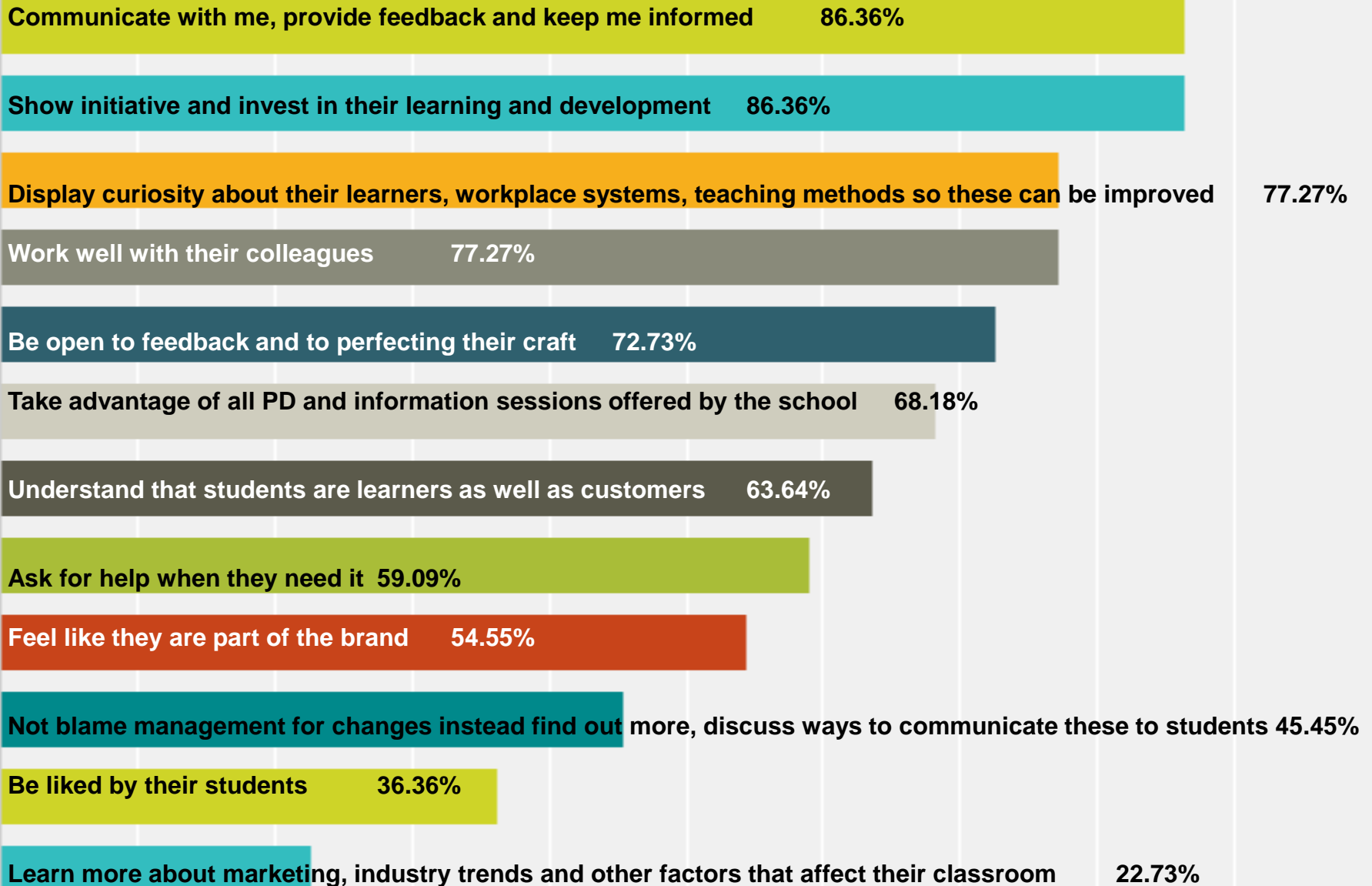
- Comportment
- Autonomously-driven personal and professional development
- Positivity and collegiality in the staffroom
- Positivity towards their own profession
- A stronger sense of realism towards their own profession, e.g. acknowledging that marking and prep are a part of the profession no matter where they teach”

What does my manager/centre expect of me?



1. Do you understand your manager/centre's expectations of you?
2. List the ones you think are most important.

What do Managers want?



Increase your Power and Influence!

Invest in yourself by trying new things

A Job Vs a Career

Escape the BAU cycle:

Teach a new class, try all levels

Use the [Cambridge Tracker](#) to self-assess

Reflect on your classroom practice

Become an expert in an area

Run in-house PD sessions

Tweet, blog and present

Put your hand up for senior teacher and leadership positions

Mentor new teachers

Observe and be observed as often as you can

Become a teacher trainer

* Don't allow yourself to be taken advantage of: if you are being asked to do more than you are comfortable with, join IEU and seek their advice.

Increase your Power and Influence

Look beyond your centre for PD:

Develop your PLN. Join [#AUSELT](#)

[TESOL International Association](#)

[English Australia CPD Framework](#)

[NEAS sessions](#)

[Local PD Fests, Conferences](#)

Formal qualifications (M.A. TESOL/Applied Ling, [DELTA](#), [IDLTM](#))

Short courses (leadership, management)

[Cambridge English Teacher](#)

Examiner status

[Action Research](#)

[Write for journals](#)

[Review resources for ELT Journals](#)

Present at conferences and PD Fests: [UECA](#), MeetELT

Volunteer for a webinar

Promote yourself!

Develop your experience and reputation: A breadth of experience and qualifications allows you to step into senior positions.

Increase your Power and Influence

“Some teachers may say they do not have the time, as they are too busy prepping and marking. I feel this is both self-defeatist and false economy. They should try not to succumb to that sort of vicious cycle - that is where jadedness and professional unhappiness stem from.

...Teachers are excellent at encouraging students to seize opportunities, make schedules for study time, educate themselves further, build their confidence for networking opportunities etc., yet they seem reluctant to invest the time in this for themselves.”

Increase your Power and Influence!

Develop a broader industry perspective

- Understand the roles various stakeholders play

“look at the marketing side, look at the management side -try and find ways to see the industry through other eyes. Teachers often develop a 'them/us' attitude (so do managers/marketing, etc.) but it is important to remember that none can function without the other. With no teachers there is no one to teach the students, with no marketing there are no students, with no management and business sense the school goes bust and no one has a job ...”

- Understanding Industry trends makes you agile and nimble, helps stay ahead of the curve by preparing for and responding to these challenges
- Attend as many industry events as possible
- Discuss Industry trends with your managers, seek information from them

Increase your Power and Influence!

- a) *Always grab an opportunity in front of you and show curiosity, be it teaching a different course, what your colleagues do in their class, why the marketer is asking for a testimonial.*
- b) *Realise that this industry is a supportive one with opportunities if you want to "progress".*
- c) *Stay true to who you are. There's nothing wrong with being an expert in that GE Intermediate while focusing on your other interests outside work. Whatever works for you to avoid becoming one of those grumpy, stagnant, self-important dinosaurs!*



Summing up

- Teachers have power inherent in their roles
- Their power can be increased with a better understanding of their environment
- Teachers can increase their power and influence by investing in themselves
- Teachers are naturally curious beings; nurture this incredible gift. It's what's going to stop you from being a grumpy dinosaur!

Summing up

Let's continue this conversation!

Aparna Jacob: aparna.Jacob@sydney.edu.au

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