

The Stages of Teacher Development

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‘Evidence suggests that at various points in their careers teachers have different occupational skills, knowledge, behaviours, dispositions and that these changes follow a developmental pattern’

(Fessler 1992, Henninger 2007, Super, 1994)

Career Stages

Exploration

Establishment

Mid-Career

Late- Career

Decline

Donald Super, 1980

Many Models.....

Fuller 1969

Pre-teaching

Early Teaching

Late Phase

Katz 1972

Survival

Consolidation

Renewal

Maturity

Burden 1982

Survival

Adjustment

Mature

Berliner 1988

Novice

Advanced Beginner

Competent

Proficient

Expert

Huberman 1989

Exploration and stabilization

Commitment

Diversification

Serenity or distancing

Conservatism and regret

Steffy 2001

Novice Phase

Apprenticeship Phase

Professional Phase

Expert Phase

Distinguished Phase

Emeritus Phase

Fessler and Christensen Model of Teacher Development





*'teachers' professional career journeys are not
adequately linear, predictable or identical'*

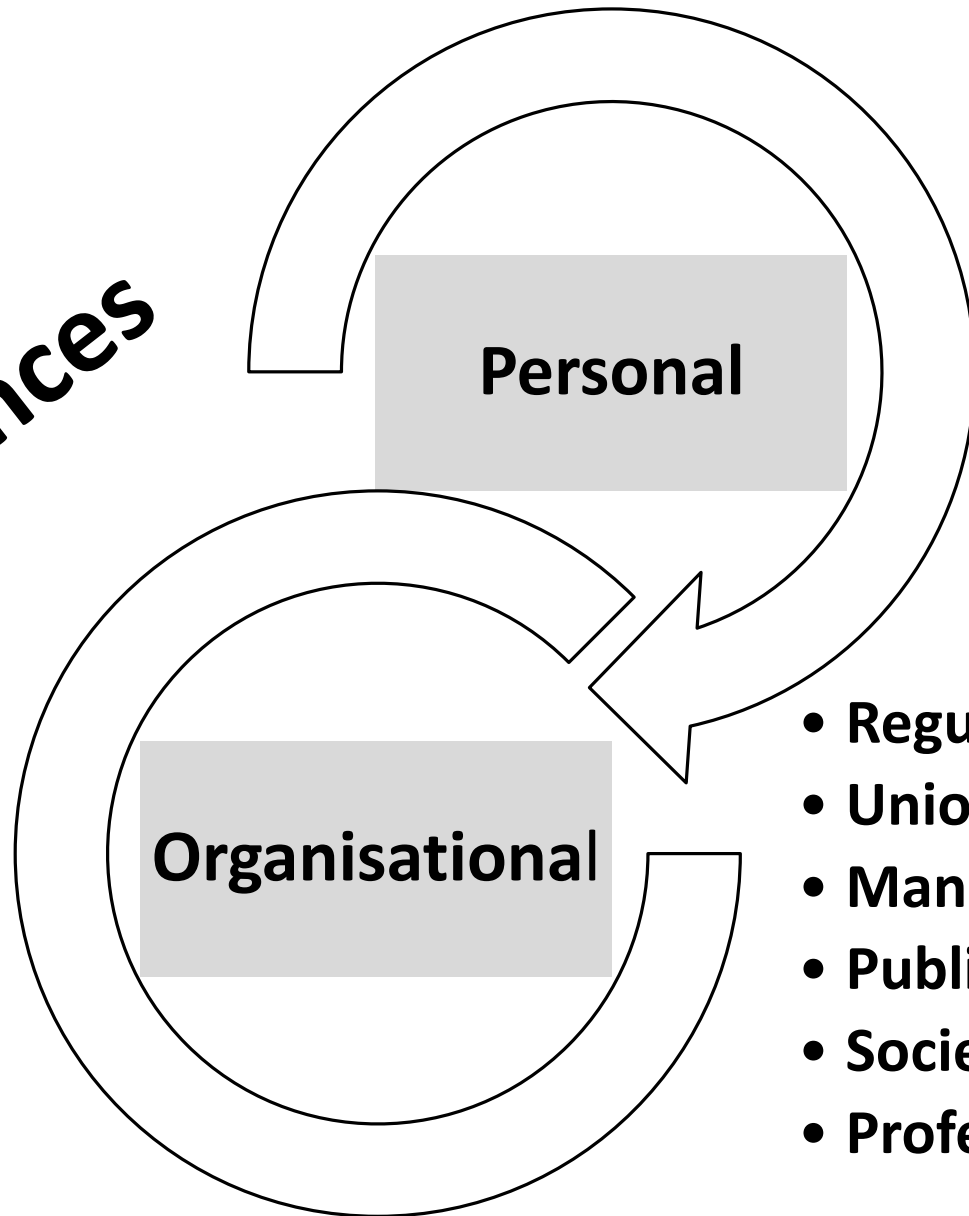
(Huberman, 1993)



“Nurturing, supportive and reinforcing environments can assist teachers in pursuing rewarding and positive career progressions. Alternatively negative environmental atmospheres can have adverse effects on teachers’ career paths”

(P.J.Burke, R. Fessler, J.C. Christensen, 1984)

Influences



- Family
- Positive Critical Incidents
- Crisis
- Cumulative Life Experiences
- Individual Dispositions
- Avocational Outlet

- Regulation
- Union
- Management Style
- Public Trust
- Societal Expectations
- Professional Organisations



“One cannot assume that a teacher’s years of experience are directly related to the teacher’s developmental stage”

Stroot et al. 2008

Incentives in Teaching

- One incentive will not act as a universal incentive for all teachers
- Incentives differ in their attractiveness to teachers
- School-based recognition important at Induction ,Competency Building, Growing and Enthusiastic, Career Wind-down and Exit phases
- Community Praise important at Induction, Competency Building, Growing and Enthusiastic phases
- Praise from Parents important at Growing and Enthusiastic, Career Wind-down and Exit phases
- Monetary Incentives mattered at Competency Building, Growing and Enthusiastic, Career Wind-down and Exit phases
- Master Teacher designation at Competency Building, Growing and Enthusiastic, Career Stability and Career Frustration Stages

(McDonnell, Fessler, Price, 1988)

Incentives in Teaching

Competency building/ Enthusiastic and Growing

- Valued incentives more
- School-based recognition and rewards
- Praise from students
- Professional advancement
- Designation of master teacher
- Leadership opportunities
- Flexible work day

Career Frustration

- support
- released time for professional activities,
- "promotion" to administration
- organizational recognition,
- written praise from supervisors or praise from students

Career Stability/stagnation

- Less likely to be motivated by incentives

Career Wind-down/Career Exit

- Praise from students
- Early retirement opportunities
- Admin work
- Master teacher designation
- Leadership opportunities
- Flexible work day
- Release time for PD

(McDonnell, Fessler, Price, 1988)

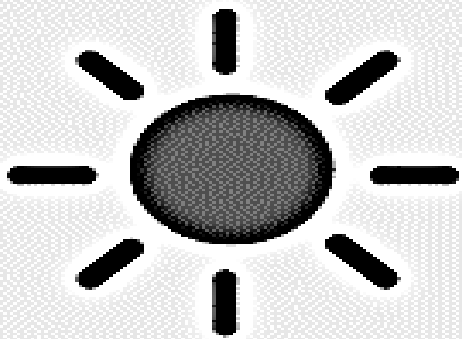
Expert Teachers can...

- identify essential representations of their subject
- guide learning through classroom interactions
- monitor learning and provide feedback
- attend to affective attributes
- influence student outcomes

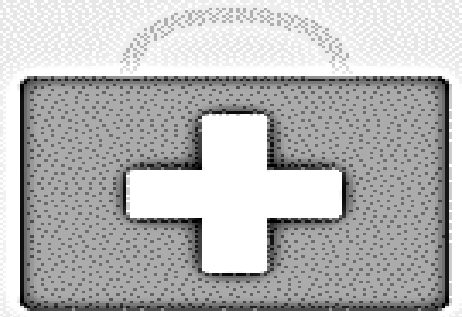
Teachers Make a Difference, What is the research evidence?



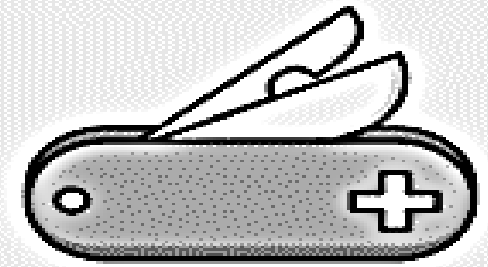
How can this knowledge enhance teaching, and improve pupil achievement?



Pride



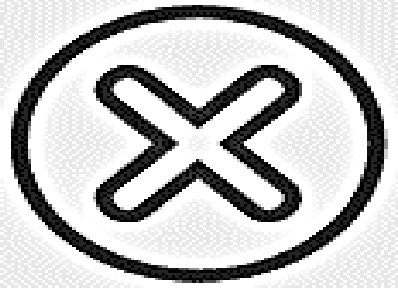
Survival



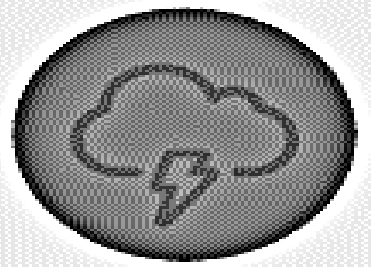
Experimentation

teachthought.com

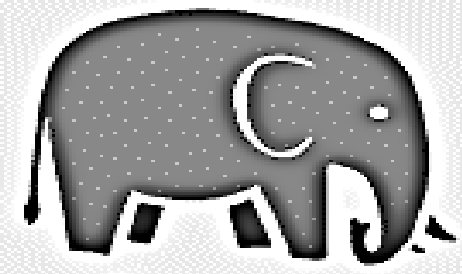
THE 6 STAGES OF A TEACHING CAREER



Disillusionment



Rebellion



Ongoing
Mastery