

# Welcome! Grab your phones and connect with the workshop here:

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Toronto Film School

**YORKVILLE**  
UNIVERSITY

# EAL Teacher Training:

Are We Doing Enough?



# Hi, I'm Natalie

Multiple roles over 20+ years

Global Citizen

Mother

Life-long learner - including languages!



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# Workshop Outline

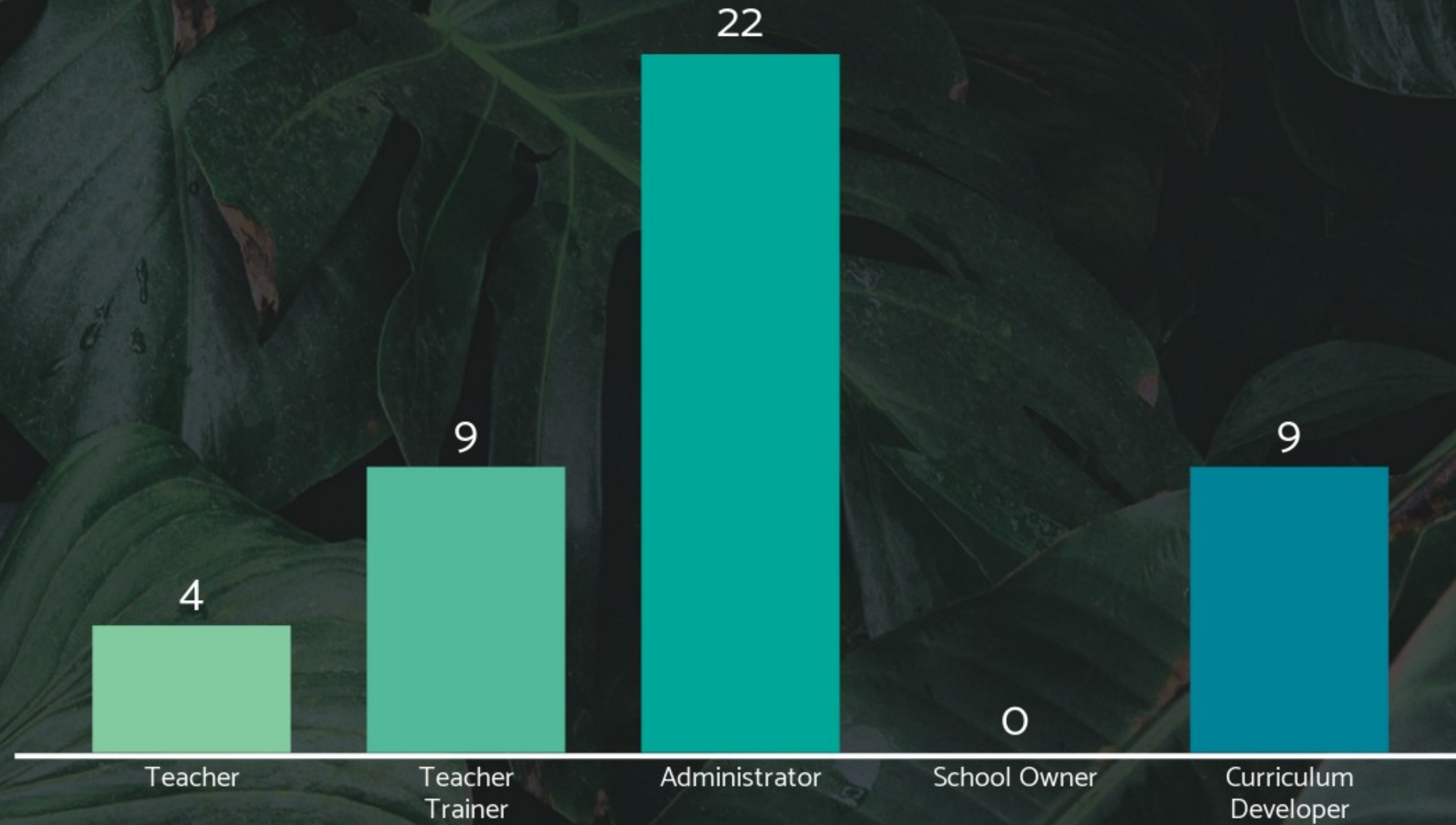
- Get to know the attendees
- Key concepts
- Goals of the Workshop
- Group Discussions
- Let's put it together



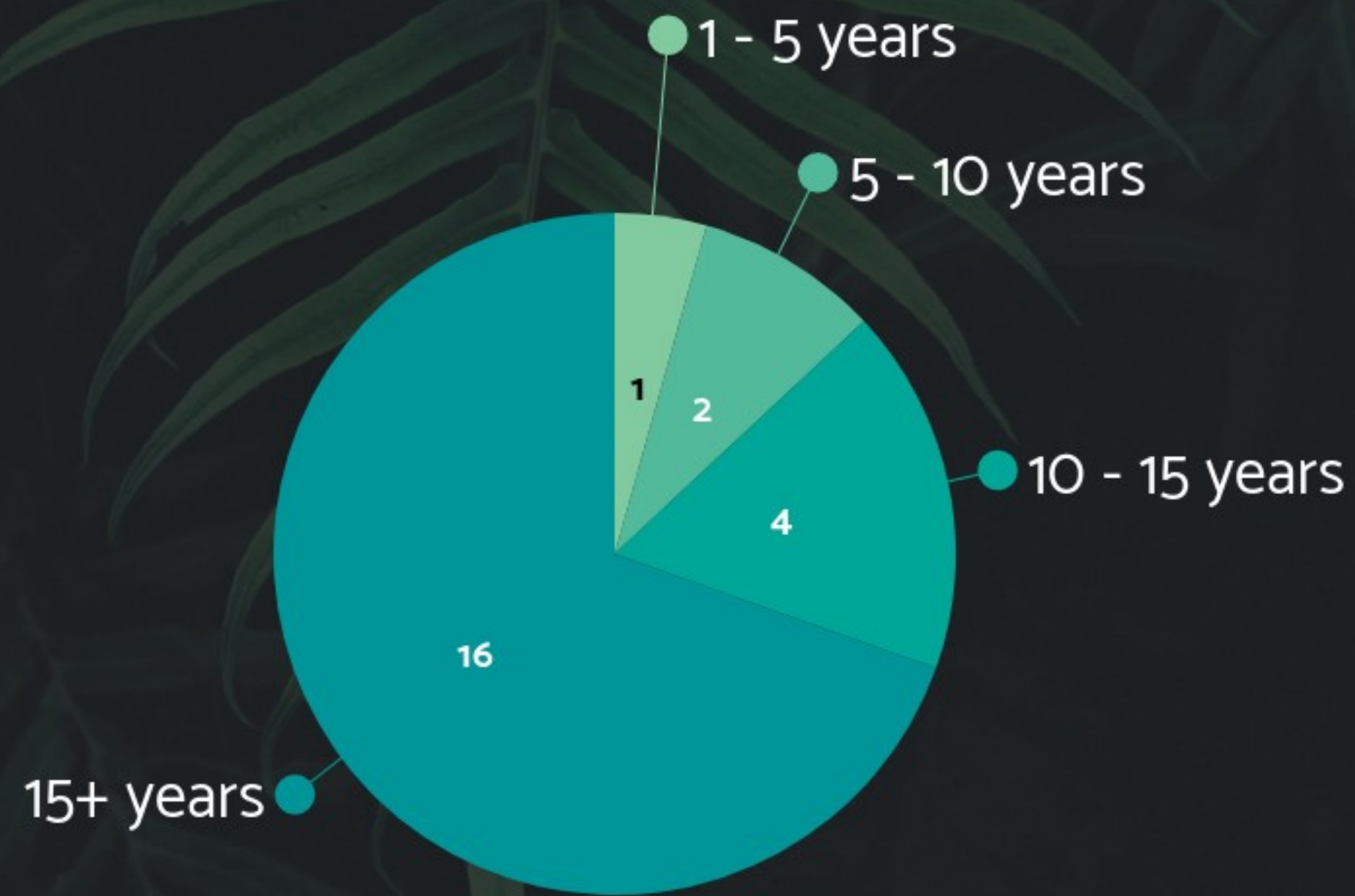
# Where are you from?



# What is your current role in the education industry?



# How many years have you been in the EAL industry?

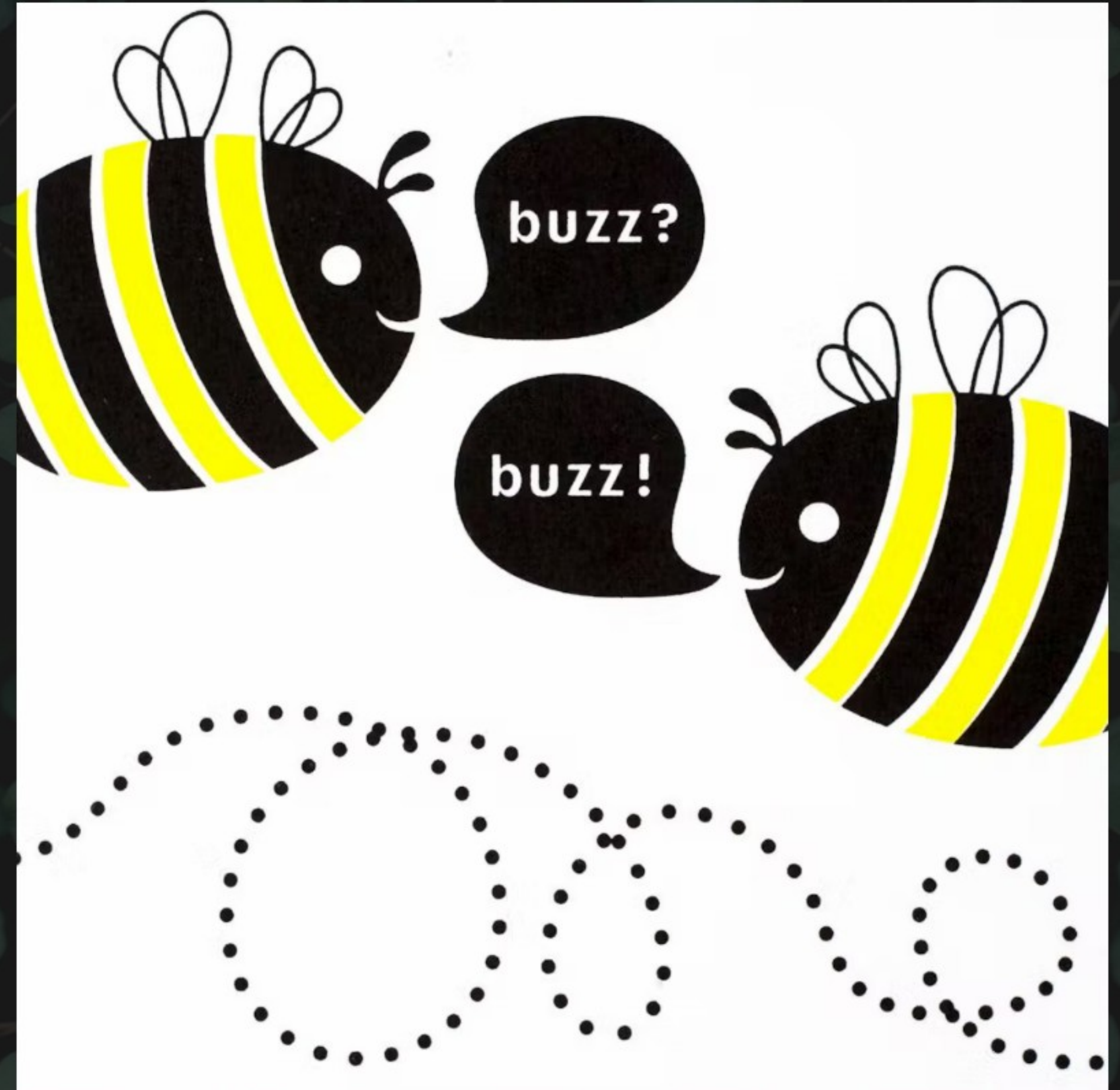




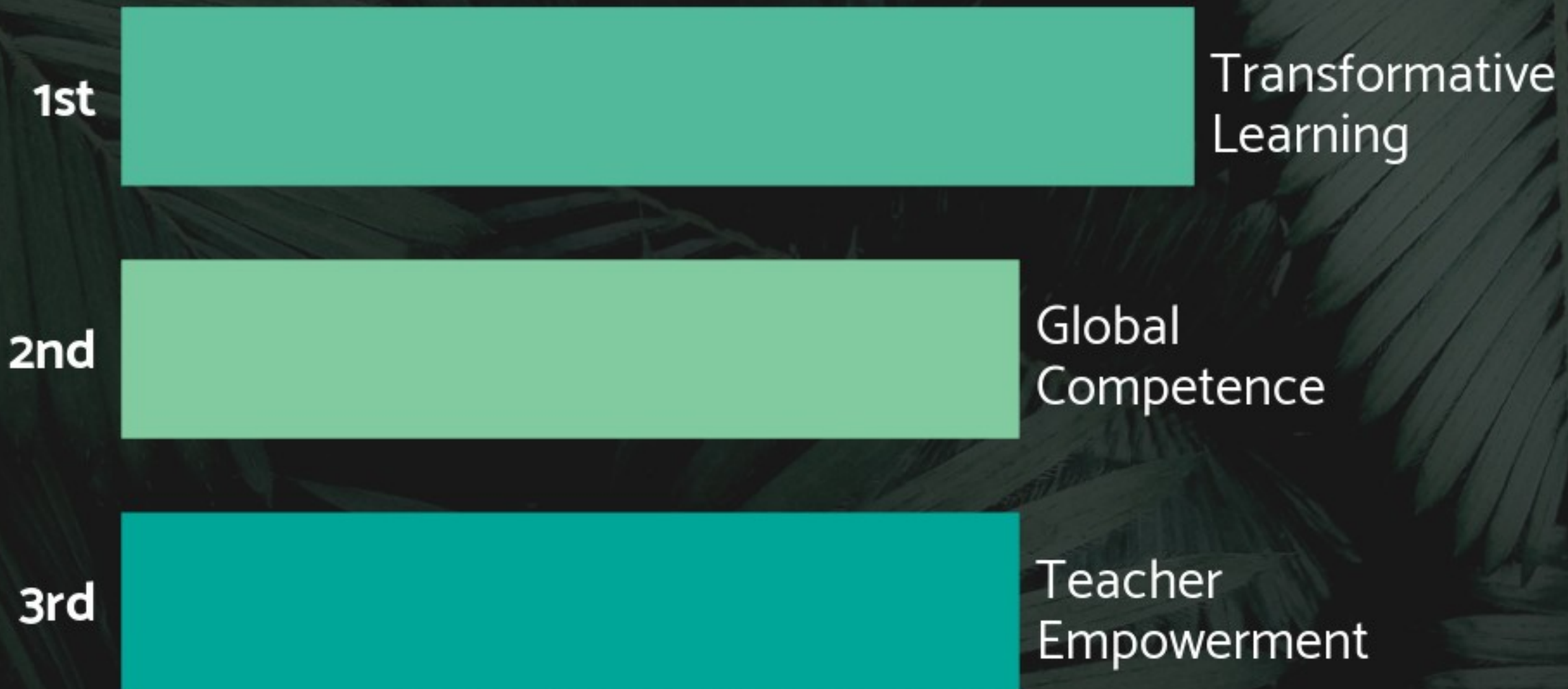
# Have you completed an EAL/ESL/EFL teacher training program in Canada?



# Key Concepts



# Which concepts are most familiar to you?



# What elements describe Global Competence?

0

capacity to examine local, global and intercultural issues

0

understand and appreciate the perspectives and world views of others

3

engage in open, appropriate and effective interactions with people from different cultures

0

act for collective well-being and sustainable development

19

all of the above

# Global Competence

According to the OECD, “Global competence is the capacity to examine local, global and intercultural issues, to understand and appreciate the perspectives and world views of others, to engage in open, appropriate and effective interactions with people from different cultures, and to act for collective well-being and sustainable development”.



# Transformative Learning - What does it mean to you?

threshold concept  
leads somewhere  
different perspectives  
world-change  
lifelong  
life-changing  
autonomy  
impactful  
openness  
adapt  
growth mindset  
acceptance  
growth  
change  
engagement  
critical thinking  
metamorphosis  
activated understanding  
renewed perspectives  
holistic  
life-change  
worldview  
development  
empowering  
empathy

“Transformative learning has to do with making meaning out of experiences and questioning assumptions based on prior experiences”.

– Cranton, P. (2016). *Understanding and Promoting Transformative Learning*, (p.7)

# What are three words or phrases that come to mind when you think of the term empowerment?





# Empowerment

Essential

Feel motivated and confident

What teachers find meaningful and  
appropriate in classrooms

Motivation and support trickles down to  
learners

# Goals of the Workshop Today

Reflect on training for EAL teachers in Canada and how effectively it prepares instructors for intercultural and transformative practices in the classroom.

Collect ideas from EAL professionals as to how we can bolster a more empowering teaching and learning experience within the EAL industry.

Mentimeter

A meme featuring the character Moss from the TV show 'The Office'. He is wearing a grey short-sleeved shirt and a striped tie, with his arms outstretched and hands crossed in a 'stop' gesture. The background is an office setting with cubicles and a vending machine.

LET'S DO THIS!

# Discussion Questions Round 1

- How did your training prepare you for intercultural work experiences?
- Looking back, what was something that was lacking in your teacher training program?



# Share your thoughts

Challenging our own biases

More theoretical than practical.

Intercultural training is often lacking. Needs to start with understanding of self and assumptions

Intercultural awareness training was not a thing

Teacher training programs tend to lack intercultural effectiveness components!

More focus on adapting textbooks and supplements

The profession has changed in requirements over the years.

Most intercultural competence is learned “on the job”

Teacher training tended to be laser focused on theory.

# Share your thoughts

How to adapt / supplement materials.

Creating opportunities for authentic learning

Learned how to be a better teacher through effective role models

Difficulties in dealing with cultural clashes between students

No culture of continuous learning

No instruction related to diversity or cultures. Focus on theory!

This topic requires ongoing training

Intentional learning is essential.

Hands on experience is important.

# Share your thoughts

Doesn't teach conflict resolution strategies

Traveling and working abroad don't guarantee intercultural learning

More post-training direction needed—find some instructors think they're done once training end

We have to make our own pathway.

Almost no intercultural training

Teacher training programs tend to be too short to cover theory, pedagogy and ICC.

Include EAP

Culture isn't limited to nationality—students bring lots of intersecting identities into the classroom with them

Lack of Training on how to deal with the problems teachers might experience in the classroom

# Share your thoughts

"old" teachers need to have their eyes opened, too!

The value of observation

Reflection

Conflict-resolution skills should be taught

Dealing with mental health and cultural misunderstandings

Mentorship/teacher buddy

# Discussion Questions Round 2

- How effectively did your training empower you in your teaching and learning journey?
- If you could add any element to a teacher training program, what would it be? Why?





# Share your thoughts

burnout

resilience

Teach modern digital skills

ongoing peer observation

Extend mentorship beyond the TESL course

Mentorship/observation of experienced instructors

So much is downloaded onto the teachers that is not content related.

Longer practicum to get more guided practical experience

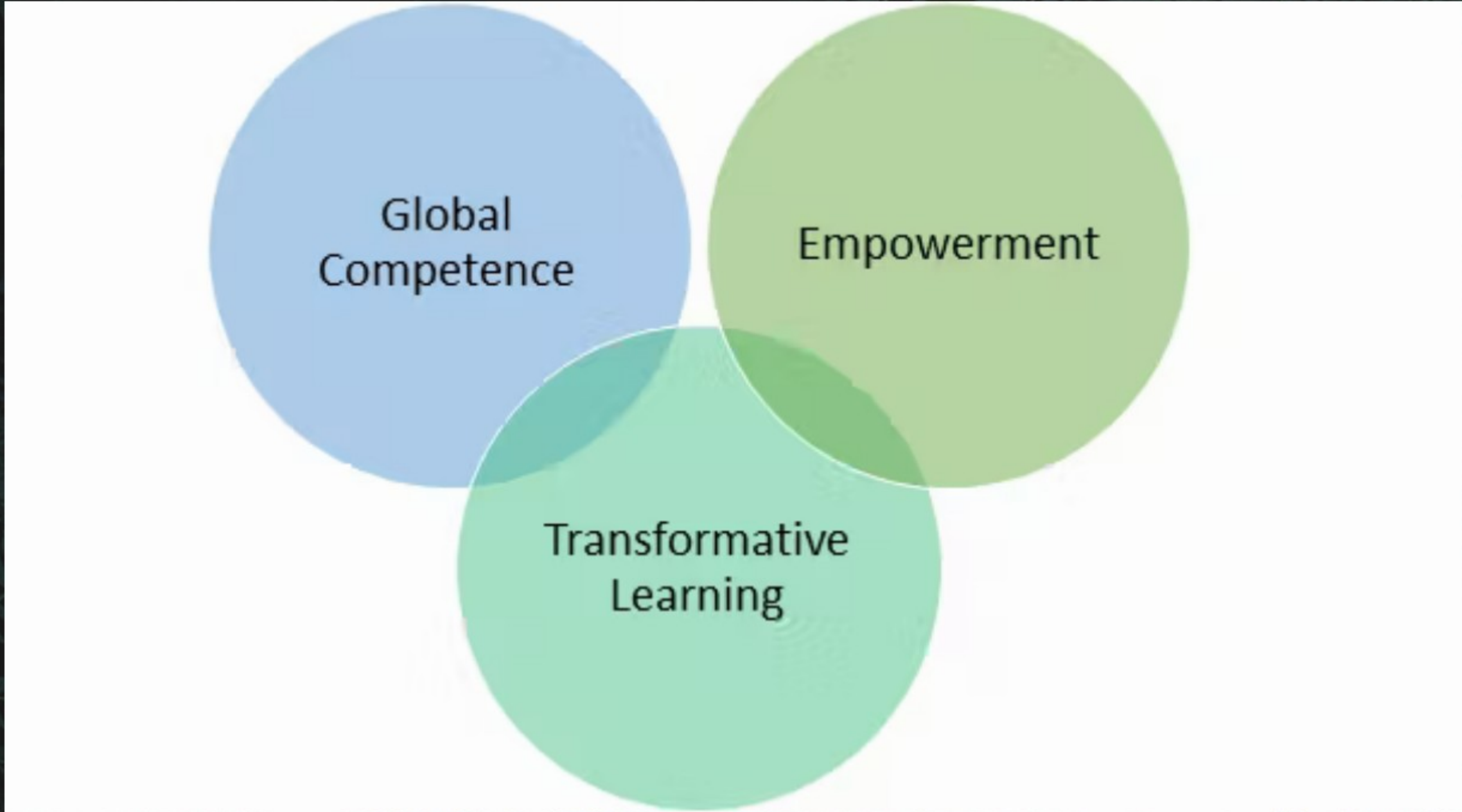
Increased observations and practice teaching

# Share your thoughts

Low stakes practice teaching

More focus on practical aspect

Meaningful inservice pd





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## What's next?

Visit my e-portfolio and read my post about today's workshop. There's other content you may want to check out (early days, yet), and I welcome any comments you have (be nice).

<https://natalievryan.wixsite.com/leadership>

# References

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THANK YOU!