

# CoP Head Start: A Brief for Mentors & Mentees 6 February 2018

## Programme:

- ❖ **A prologue:** a walk down memory lanes (1830–1900)
- ❖ **Monologues:** first dates (1900–1930)
- ❖ **Dialogues:** meet-and-greet (1930–2010)
- ❖ **An epilogue:** feedback matters (2010–2020)
- ❖ **What's on?** Teacher alumni series (2020–2030)

An invite to Star Teachers' Club:

<https://goo.gl/fLR3yZ>

AAB502, Hong Kong Baptist University



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# A prologue

A walk down memory lanes





## *The launch:* Steering by the stars...



The Starry Night,  
Vincent van Gogh

# Head start: vision & reality



**‘Double degree ... twice the opportunity!’**

(Professor Janet Draper)

The **community of practice (CoP)** project

- ❖ aims to give double-degree students a **head start** on their preparation to be teachers;
- ❖ offers **practical advice on learning, teaching and career matters through a supported alumni network (February 2018 – June 2019).**



# How did the project come about?



- ❖ With the **late start** of field practice in Year 4 as a concern, we set out to recruit **10 HKBU alumni** to serve as mentors to **27 teacher-learners (non-finalists)** during their undergraduate career.
- ❖ Our aspiring and benevolent alumni are primary or secondary teachers of English with diverse talents and a cosmopolitan outlook. They value the **flowering** of their students as an important **success**.

# Who is it for?



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The project is intended for those double-degree students who are ...

- ❖ hopeful about the **vision** of school education
- ❖ concerned with the **practicalities** of classroom teaching
- ❖ in search of **pedagogical ideas** for effect
- ❖ in favour of **reflexive strategies** for self-improvement
- ❖ on the lookout for worthwhile experiences and **opportunities**
- ❖ appreciative of advice through a supported alumni **network**
- ❖ concerned to strengthen their **resumes**.

# What has it in store?



## *Enthusing learning: Star Club & talks*

- ❖ **Earn a membership** – the ELT participants are affiliated members of the Star Teachers' Club.
- ❖ **Greet a star** – the Club organises alumni talks and lesson demonstrations amid networking opportunities to set teacher-learners on a **sound** and **inspiring footing** during their formative years.

# What has it in store?

## *Leveraging learning: mentoring*



- ❖ **Meet your guide** – the ELT participants are matched with like-minded mentors based on their profiles.
- ❖ **Establish your niche** – the mentor and the mentee set in motion a personalised plan with substantive interests and developmental activities.



# What has it in store?



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## *Celebrating learning: symposium*

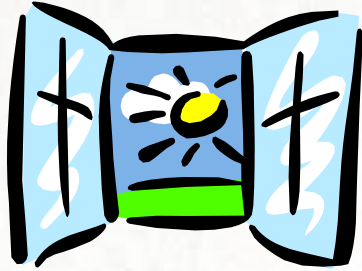
- ❖ **Demonstrate successes** – a symposium will be in place for an ensemble of ELT pedagogies with joint presentation opportunities for mentors and mentees.
- ❖ **Lead your equals** – the HKBU participants will steer their counterparts of HKU, CUHK and EdU to exchange ideas in the wider ELT learning community.

# What is your participatory role as mentor/mentee?



- ❖ attend a brief for mentors and mentees (1830—2030) on 6 February 2018 (Tuesday)
- ❖ meet over 3 consultations per semester
- ❖ attend at least 85% of 3 star-talk evenings (1830—2030) per semester which may be CCL recognised
- ❖ provide evaluative and reflective feedback as instructed.

# What is a community of practice (CoP)?



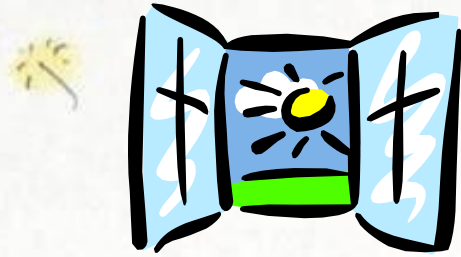
(Cambridge, Kaplan, & Suter, 2005)

A CoP is a group of people who share, through ongoing interaction, ...

- ❖ a common concern
- ❖ a set of problems
- ❖ interest in a topic
- ❖ good practices
- ❖ new knowledge



# What are the core features of a CoP?



(Cambridge, Kaplan, & Suter, 2005)

- ❖ Relationships
- ❖ Learning
- ❖ Action
- ❖ Knowledge

A community identifies, cultivates, and promotes good practices.

# Who is who in our CoP?



## 3 coordinators

❖ Dr T H Choi (EDUC)

Enthusing learning

*Star Teachers' Club: **constellation***

*(teacher alumni series – star talks & lesson demonstrations)*

❖ Dr Cissy Li (LC)

Leveraging learning

*Alumni mentoring: **connection***

*(a workshop, a brief & consultations)*

❖ Dr Joshua Chan (EDUC)

Celebrating learning

*Symposium: **confluence***

*(an ensemble of pedagogies)*

# Who is who in our CoP?



## Team A – Abundance

Tinnok Ng (star leader)

Joyce Kwok

Karen Chan

Jack Yip (teacher-learner)

## Team B – Beauty

Jane Lo (star leader)

Vally Choi

Manfred Lee

Joanna Wong (teacher-learner)

## Team C – Charm

Patrick Lam (star leader)

Darren Lee

Ryan Kam

Sara Ng

## Project Assistant

Ivan Au

## Enquiries

CoP Head Start

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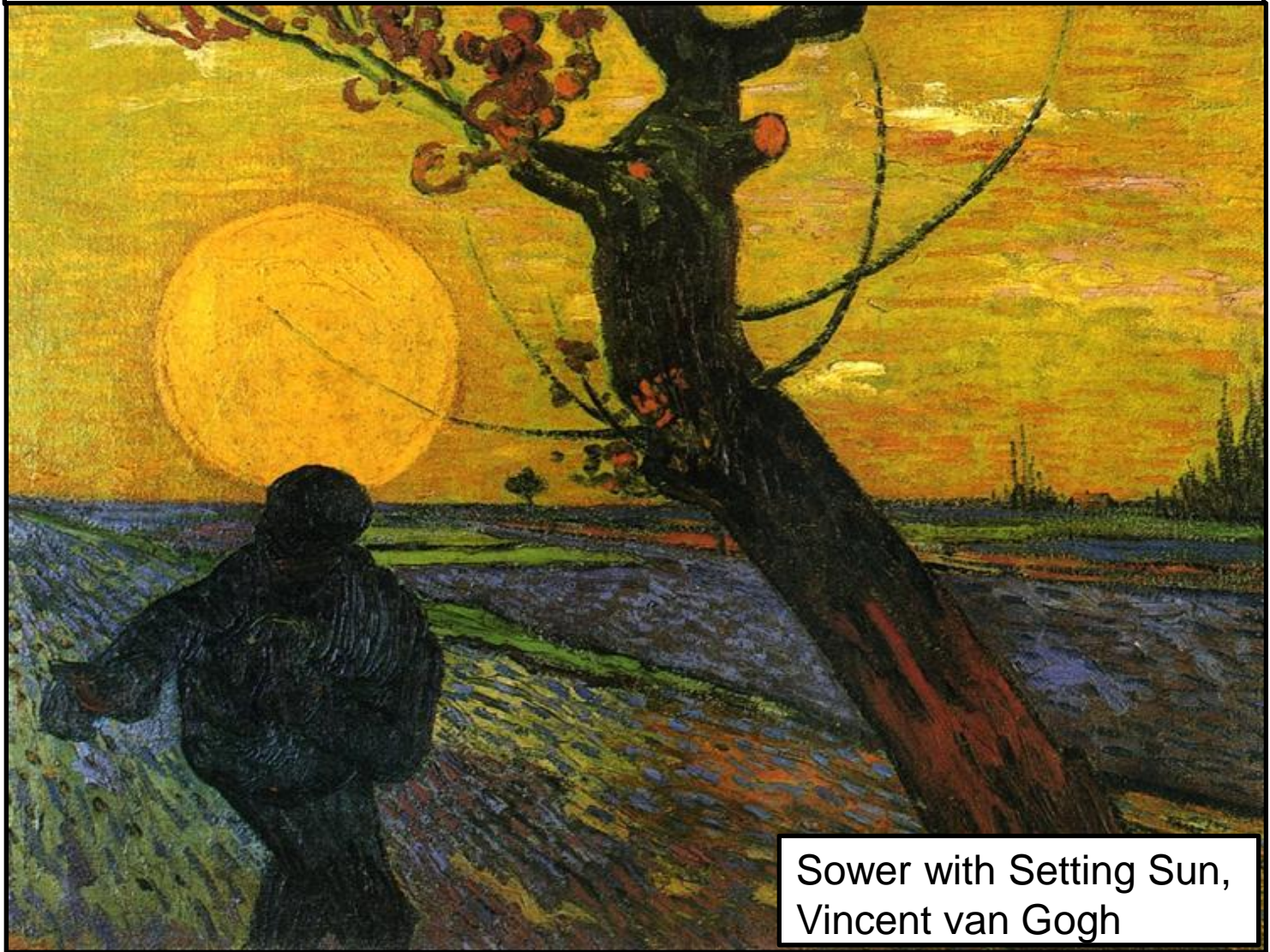
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# Monologues

First dates



## *Mentoring:* Sowing in the fields...



Sower with Setting Sun,  
Vincent van Gogh

# Our mentors...

Sowers with the setting sun





# (1) Who am I?



- ❖ **Guten Tag!** I am an alumna of HKBU.
- ❖ I teach in a girls' school.
- ❖ I have been wearing long hair since my double-degree years.
- ❖ I love wearing dresses to look feminine.



## (2) Who am I?



- ❖ **Bonjour!** I am an alumnus of HKBU.
- ❖ I teach in a co-educational school.
- ❖ I have been wearing glasses since my double-degree years.
- ❖ I love swimming, travelling and extreme sports.



### (3) Who am I?



- ❖ **Hola!** I am an alumnus of HKBU.
- ❖ I teach South East Asian students.
- ❖ I am well-put together.
- ❖ I am a football referee.





Stars

In your multitudes  
Scarce to be counted  
Filling the darkness  
With order and light  
[...]



You know your place in the sky  
You hold your course and your aim  
And each in your season  
Returns and returns  
And is always the same  
[...]

(Stars, Les Misérables)

<https://www.youtube.com/watch?v=urxk4mveLCw>

<https://www.youtube.com/watch?v=aJoTxJ5DPxk>

# STAR



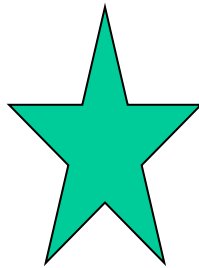
Because **s**elfish **t**eachers **a**re **r**ude... let us –

**S**hare ideas

**T**ransform minds

**A**cquire experience

**R**ealise success



(Team A – Abundance – Tinnok Ng, Joyce Kwok, Karen Chan & Jack Yip )

# STAR

**S**ustaining enthusiasm, communication and growth  
**T**rusting each other in a collegial relationship  
**A**ffirming the strengths of each teacher  
**R**eaping harvests in due season



(Team B – Beauty – Jane Lo, Vally Choi, Manfred Lee & Joanna Wong)

# MENTOR



**M**ultitudes of stars –  
**E**nlighten &  
**N**urture  
**T**eachers-to-be with  
**O**rientation &  
**R**egularity.



(Team C – Charm – Patrick Lam, Darren Lee, Ryan Kam & Sara Ng)



# Our mentees...

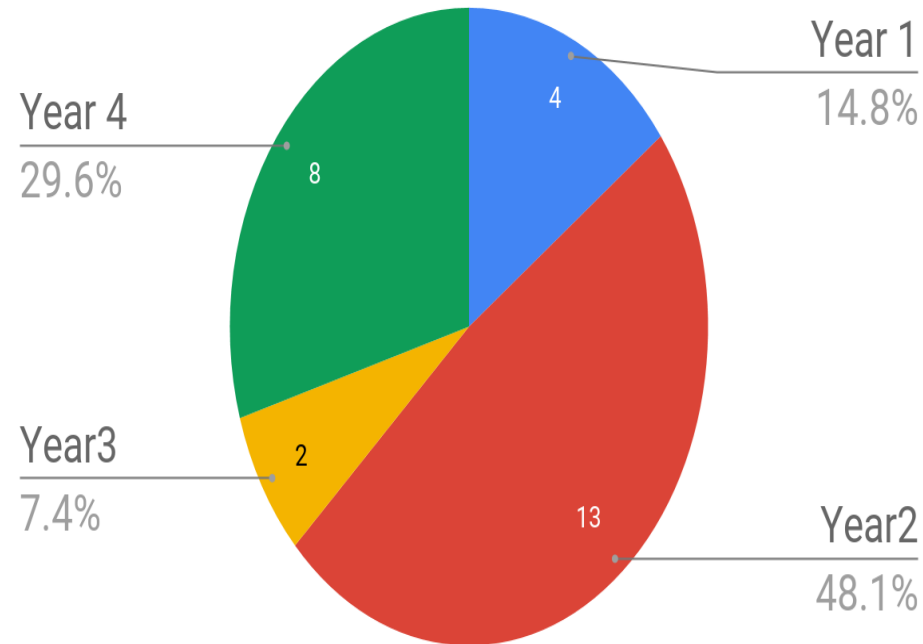
Orientation to teaching



# The composition

Our mentees are BABEd students (English and ELT majors) from Years 1-4 .

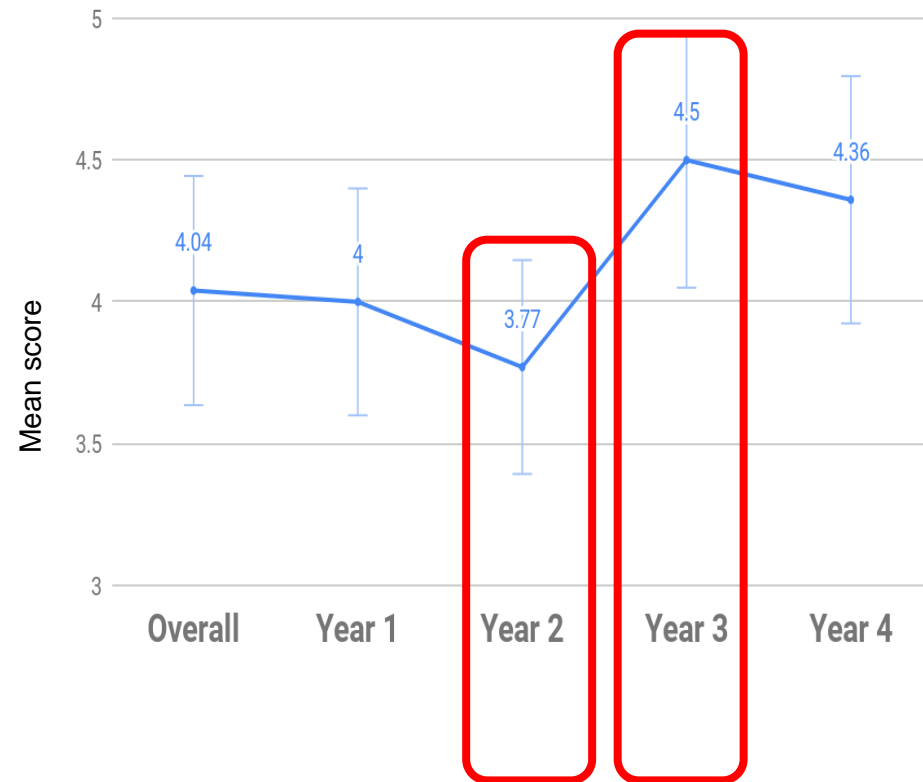
## Composition of mentees



# Passion for teaching

How would you rate your interest in/passion for teaching (out of 5)?

Passion for teaching



# Suitability for teaching

How certain do you think that the teaching profession suits you (out of 5)?

Suitability for teaching





# Teaching experience

now or previously...

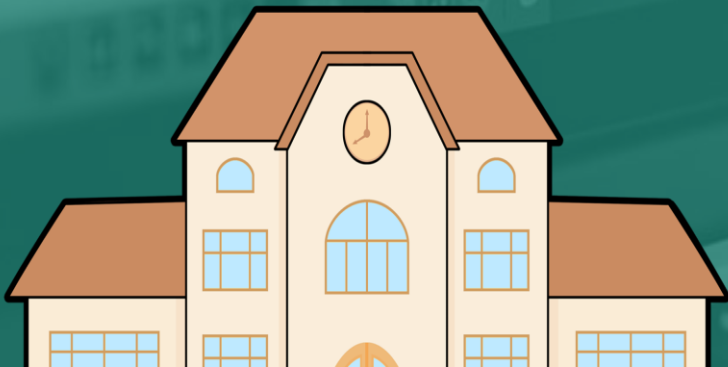
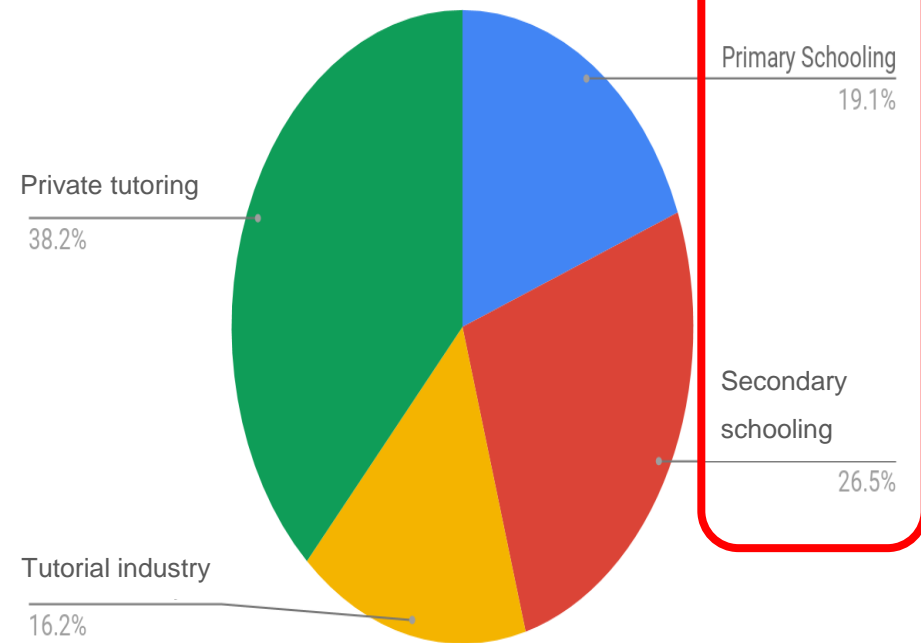
## Teaching experience



# Teaching settings

if you have had some experience...

## Teaching settings

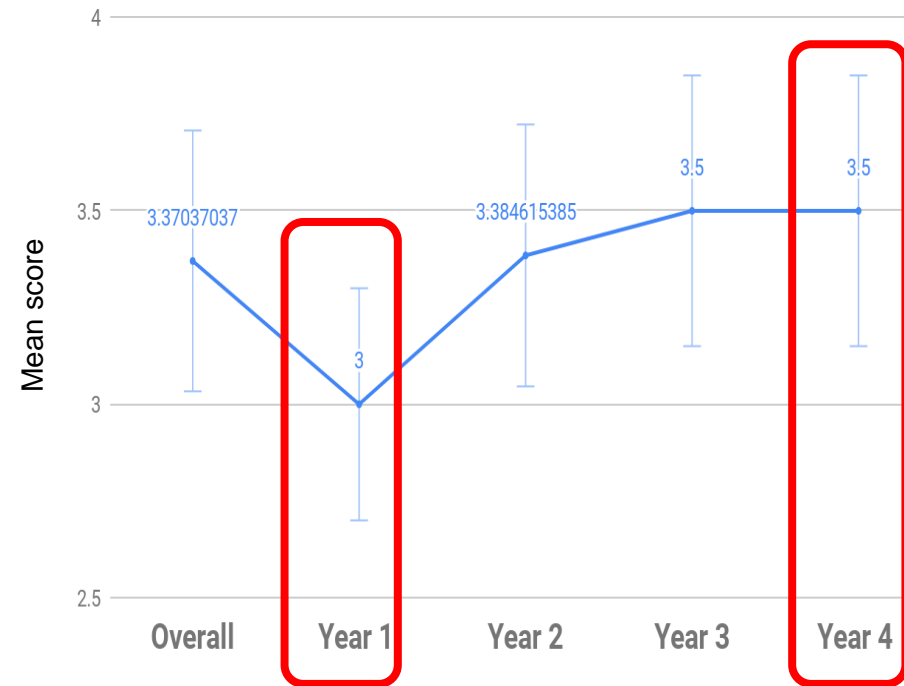


# Confidence

How would you rate your confidence as a prospective teacher from our BABEd programme (out of 5)?



## Confidence

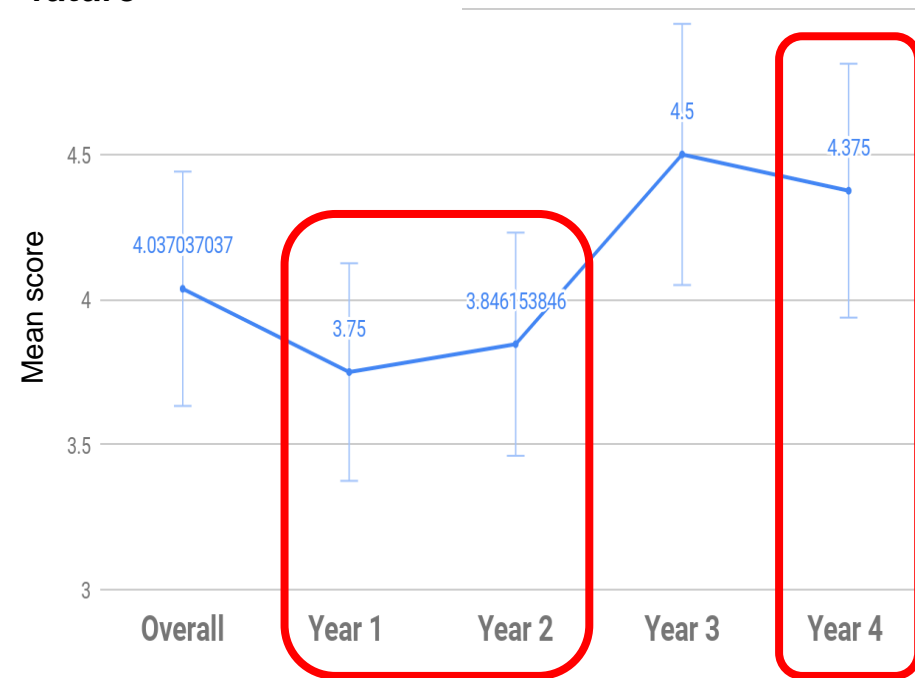


# An edge in career future

To what extent will our BABEd programme give you an edge in your future career (out of 5)?



## An edge in career future



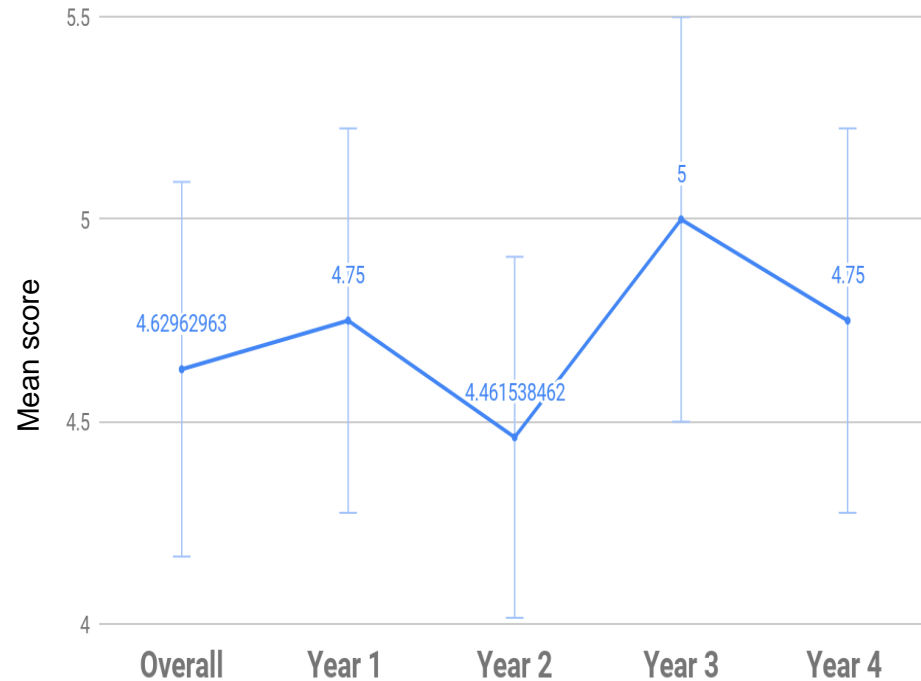


# Acceptance of honest advice

How would you rate your willingness to accept honest criticism/advice (out of 5)?



## Acceptance of honest advice



# Teaching philosophy...

- ‘Teaching is like **planting**’: teachers' job is to help students explore their potentials.’
- ‘Classroom is a living **community** and everyone should contribute to maintaining a positive atmosphere’.
- ‘... learning together like **friends** can double effectiveness’.
- ‘I use stories or **my own experience** to inspire and correct [my students] instead of telling what they should not do directly’.



# Teaching philosophy...

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- [I] 'prefer the *Communicative Language Teaching* (CLT) approach'.
- [To] 'acquire the use of the language through *authentic tasks*'.
- 'Learning English is a *pleasure rather than pressure*'.
- 'I hope to equip my students with the ability to *link the knowledge* of different subjects and *apply* them in real life circumstances'.



# Teaching philosophy...

- 'To embrace learner *diversity* and understand individual *needs*'.
- 'Improvements are *improvements*, however small; 5 marks or 50 marks, in my eyes, are not that distinctly different'.
- 'Teaching is more about helping students to achieve *mental growth*.'





# Satisfaction/ Strength

in teaching...



- *Application* of knowledge
- *Examination* skills
- Positive *changes* in students
- Students become more *confident*
- Students are *happy* and *enthusiastic* about learning
- A teacher with *empathy*
- A teacher with *patience*
- A *good* teacher-student *relationship*

# Challenge/ Weakness

in teaching...



- **Engaging** learners' **attention** in class
  - **Motivating** and encouraging learners
- 
- **Delivery** of a lesson
  - **Pacing of** a lesson
  - **Explaining** grammar rules
  - Lack of varied teaching **activities**
  - Lack of teaching **skills**
  - Lack of **confidence**
  - **Nervousness** in teacher-fronted talks

# Challenge/ Weakness

in teaching...

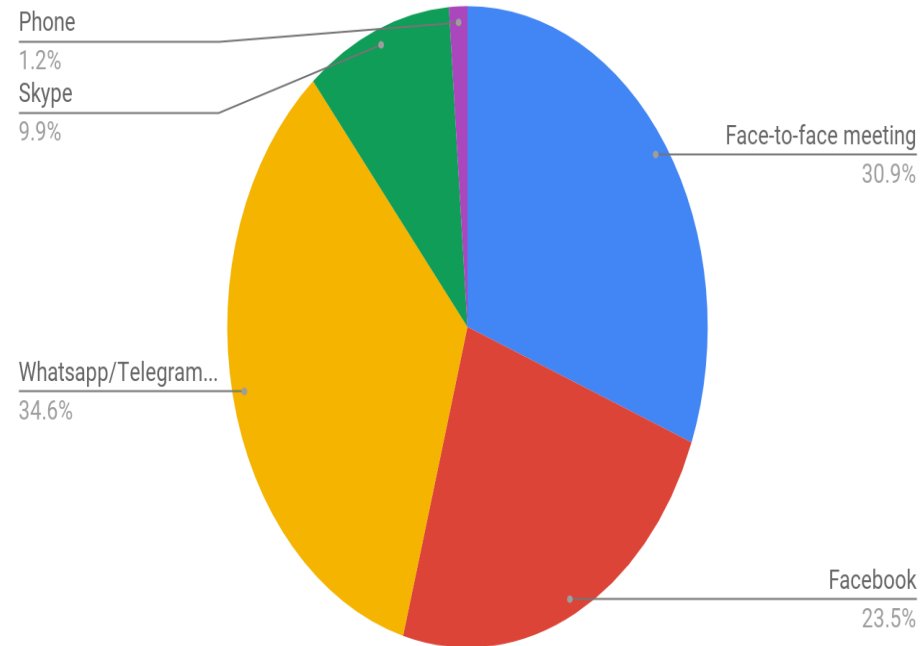


- A **balance** between being authoritative and dialogic in teaching
  - Too **strict** versus too **lenient** with students
  - Taking **control** over the class
  - Students' **misbehaviour** and **classroom management**
- 
- Managing **frustration** when learners fail to reach standards
  - Sustaining **motivation** in teaching
  - Heavy **workload**

# Modes of communication

How would you like to maintain contact with your mentor?

## Modes of communication





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# Dialogues

Meet-and-greet



# Did you know?

1. Who originated the winning **slogan** 'Double degree ... twice the opportunity'?
2. What is the **theme song** for our CoP?
3. Which **painter** features on our CoP website on **vision** and **reality**?
4. What is the metaphor for **mentoring** in our CoP?
5. What objects on Gauguin's **chair** symbolise our star talks?
6. Which word – **connection**, **constellation** or **confluence** – best captures the essence of our **teacher alumni series**?
7. Which word – **connection**, **constellation** or **confluence** – best captures the essence of our **symposium** on an **ensemble of pedagogies**?
8. What are the other two **core features** of our CoP in addition to '**learning**' and '**knowledge**'?

# Starter thoughts...

‘The chosen ones...’ – we are at the confluence of HKBU for a season and for a reason.

- ❖ What might be a major **goal** for your group this current semester?
- ❖ What are the **actionable plans** (e.g. activities) to achieve this goal?
- ❖ **When** and **where** are you going to **meet**?
- ❖ What are you going to achieve in your **first consultation** meeting?
- ❖ Anything else you think is important.



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# An epilogue

Feedback matters



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# What's on?

Teacher alumni series





***Star talks:*** Leading to teach by example...



Gauguin's Chair with  
Books & Candle,  
Vincent van Gogh

# What's on?

## Teacher alumni series – star talks (Venue: AAB206)

**From HKBU to stardom (1): An evening with teacher alumni  
(Tuesday 27 February 2018; 1830-2030)**



### Star talk:

‘My path, your path’: Why is teaching not for me?

Mr Vincent Ip, former paralegal, Linklaters

### Lesson demonstration:

‘Appetite for more’ – English activation through popular culture

Ms Jane Lo, teacher of English, Diocesan Girls’ School

### Lesson demonstration:

‘Tale as old as time’ – English activation through songs

Ms Jessica Cheuk, double-degree finalist, Hong Kong Baptist University

## Teacher alumni series – star talks (Venue: AAB206)

From HKBU to stardom (1): An evening with teacher alumni  
(Tuesday 27 February 2018; 1830-2030)



This is the **first** of our **teacher alumni series** intended for path-finders in their transition to work.

Life is a series of seemings. The delightful evening commences with a career talk on *'My path, your path': Why is teaching not for me?* **Mr Vincent Ip**, who took a turn from English language education to the legal field, recollects his journey of making while waiting in the wings. This confession that 'teaching is not for everyone' will be suitably counteracted by an aspiring teacher, **Ms Jane Lo**, who joins hands with a hopeful teacher-learner, **Ms Jessica Cheuk**, to activate English learning through **popular culture** and **songs** in two Hong Kong classrooms. The lesson demonstrations lead to discussions on what to *adopt* and to *adapt* to make learning click...



# What's on?

## Teacher alumni series – star talks (Venue: AAB206)

**From HKBU to stardom (2): An evening with teacher alumni  
(Tuesday 20 March 2018; 1830-2030)**



### Star talk:

‘My path, your path’: What has teaching in store for me?  
Mr Patrick Lam, head of English, CCC Kung Lee College

### Star talk special:

‘The school is a stage’ – English activation through drama  
Mr Tinnok Ng, teacher of English, Diocesan Boys’ School

### Lesson demonstration:

‘From hell to heaven’ – English activation in Hell’s kitchen  
Mr Ivan Au, project assistant, Hong Kong Baptist University

# What's on?

## Teacher alumni series – star talks (Venue: AAB206)

**From HKBU to stardom (3): An evening with teacher alumni  
(Tuesday 10 April 2018; 1830-2030)**



### Lesson demonstration:

‘Welcome Minions’ – English activation in a communicative classroom  
Ms Vally Choi, teacher of English, Tak Nga Primary School

### Lesson demonstration:

‘We are getting there’ – English activation through differentiated instruction  
Ms Joyce Kwok, teacher of English, San Wui Commercial Society School

### Star talk:

‘My path, your path’: What is there beyond teaching?  
Mr Frank Chu, education counsellor, GRTalent Consulting Limited



# Forever grateful...



# Reference

Cambridge, D., Kaplan, S., & Suter, V.(2005).  
*Community of practice design guide: A step-by-step guide for designing & cultivating communities of practice in higher education*. Retrieved from  
<http://net.educause.edu/ir/library/pdf/nli0531.pdf>

