



THE ABC OF TEACHER PROFESSIONALISM

...a road map to presenting the
best **YOU** at all times

**DR. ABIMBOLA
BANU-OGUNDERE**

"I am excited that the education space now has a guide that discusses the elements of professionalism and also states the role of schools and the education sector at large." - **AYOPEJU NJIDEAKA**

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To all the teachers around the world putting
in great effort daily to ensure our
future is better than our past

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FOREWORD

In the words of David Maister, professionalism is not a label you give yourself, it is a description you hope others will apply to you.

To ensure that teachers imbibe professionalism in their practice and ultimately provide quality education second to none, Dr Abimbola Banu- Ogundere has put together this practical guide to professionalism. The guide has come at a time when the education sector in Africa in general and Nigeria in particular is receiving so much attention. Thus, the book could not have come at a more appropriate time.

In recent times, teachers have been observed to pay more attention to their looks. They have moved away from looking dowdy to looking smart and trendy. So, this book takes teachers beyond looks by providing knowledge and guidelines for developing professionalism.

In an easy read format, Dr Ogundere has provided practical steps that all teachers irrespective of location and experience can take

to ensure that every child educated in Nigeria has access to quality education provided by a professional teacher who has mastered the characteristics of the teaching profession. She discussed these characteristics under three major categories – Professional Parameters, Professional Responsibility and Professional Behaviours.

I am excited that the education space now has a guide that discusses the elements of professionalism and also states the role of schools and the education sector at large.

I sincerely hope that readers of this book will not only be described as professionals by parents and colleagues but will be remembered by their students as the professional who laid a strong foundation of professionalism in their lives.

Best wishes as you read and apply the contents of this book.

Ayopeju Njideaka
CEO, **NurtureHouse Limited**
August 2019, Lagos

*in demonstration of her commitment to the education space
and the learner*

WHAT IS

PROFESSIONALISM?

The conduct, aims or qualities that characterize or mark a profession or a professional person. A professional is a member of a profession or any person who earns their living from a specified professional activity.

Reflection *Time*

**WHY DO YOU THINK BUILDING
PROFESSIONALISM IN TEACHING
IS IMPORTANT?**

What's the big
WHY?

WHY DOES PROFESSIONALISM

MATTER?

According to Bill Wiersma in his book, **“The Power of Professionalism: The Seven Mindsets that drive and build trust”**, Professionalism is unique as it is the ladder upon which all other organisational virtues rest. People and organisations who are professional outperform, outsmart and outlast those who aren't professional and this translates to competitive advantage.

Professionalism of teachers has a positive impact on the effectiveness of their teaching and quality of learning outcomes observed in their students. Professional teachers have high expectations of all students and demonstrate a commitment to their learning, personal growth and well-being. They establish fair, trusting, supportive and constructive working relationships with students to progress their learning and achievement. They establish a safe and stimulating learning environment for all students that is rooted in mutual respect and research shows that students perform better when their teachers are

professionals.

Professional teachers adopt high standards of behaviour in their professional role and maintain up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework they work within.

Professionals are routinely very successful in their careers. They understand what it takes to get the job done and commit to the process. They are valued and valuable as they are a genuine credit to their schools and the education sector. They have more influence and autonomy which lead to higher job satisfaction. They have a sense of belonging to the teaching profession and experience long-term satisfactory careers. They have a great personal brand and demonstrate credibility that attracts more teachers to the teaching profession.

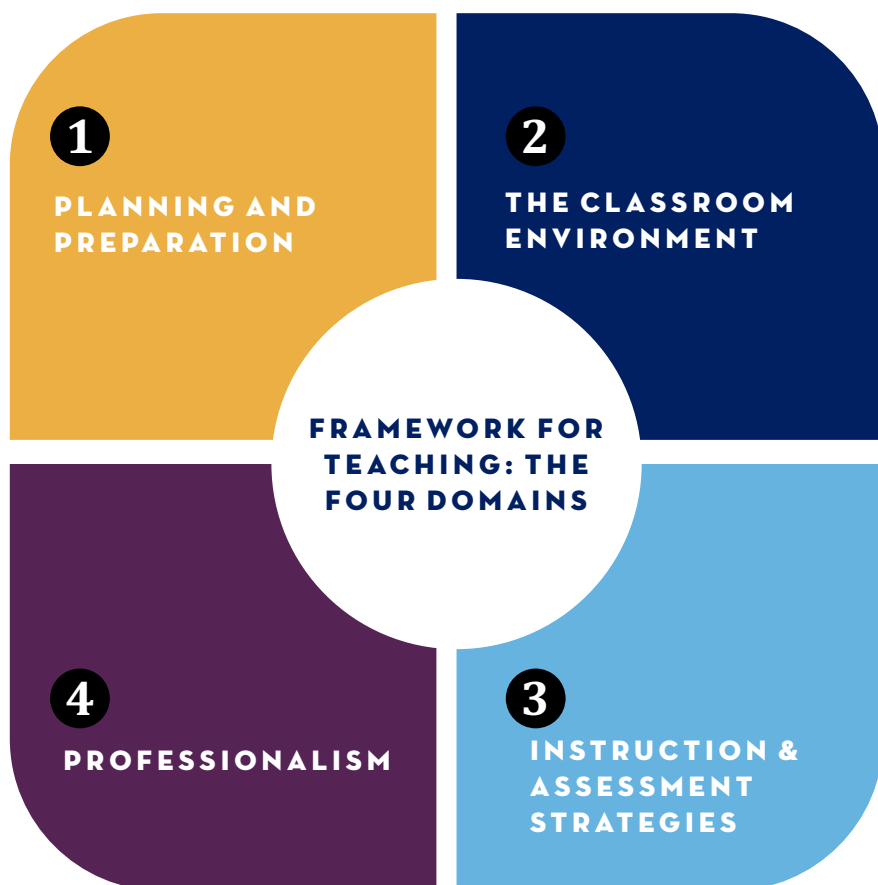
Professional teachers demonstrate ethical conduct, marked by personal integrity, respect for others and fairness in their interactions with students, colleagues, parents and those in the wider community. They are committed to the school's success and help foster greater collective efficacy. These traits engender trust and successful schools are built on

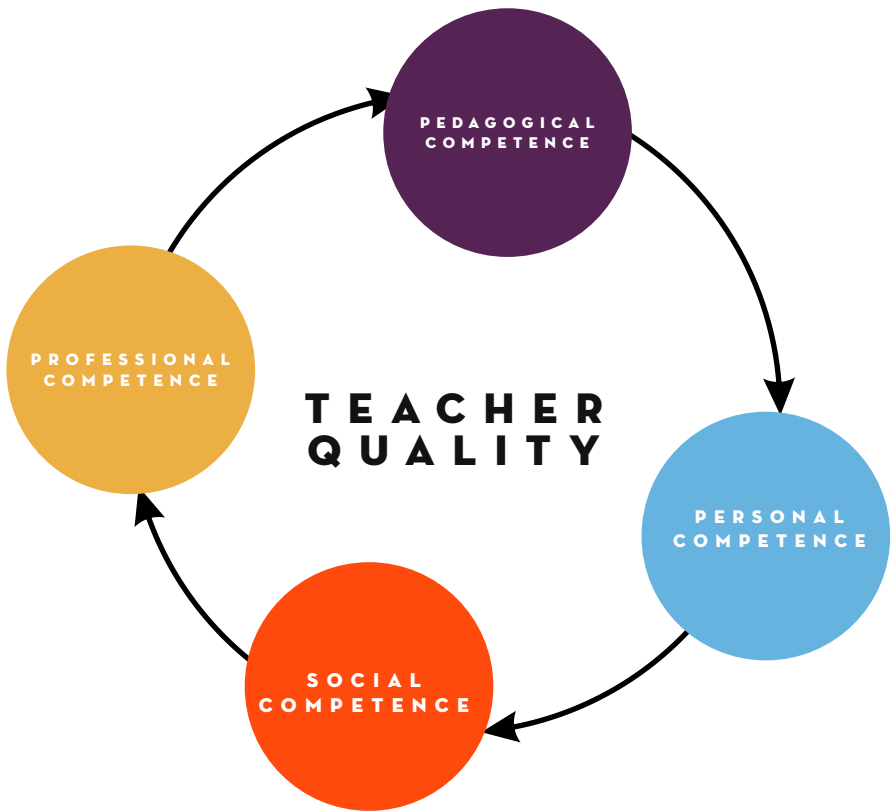
trust.

Professionalism is one of the four domains of Danielson Framework for teaching originally developed by Charlotte Danielson in 1996. This framework for professional practice, identifies aspects of a teacher's responsibilities, which are supported by empirical studies and help to improve student learning.

Professionalism is also one of the four competences of a quality Teacher along with personal competence, social competence and pedagogical competence.

THE FOUR DOMAINS OF DANIELSON FRAMEWORK FOR TEACHING





The key to quality and efficiency is professionalism.

ANONYMOUS

HOW TO BECOME A

PROFESSIONAL TEACHER

T rue professionals possess a number of important characteristics that can apply to any type of business. In the teaching profession, they may be discussed under three major categories:

- *Professional Parameters*
- *Professional Responsibility*
- *Professional Behaviours*

PROFESSIONAL

PARAMETERS

Professional parameters focus on the legal and ethical issues to which a professional must adhere such as;

1. Local, state and federal laws pertaining to educational and instructional issues.
2. Ethics of the profession which help members of the profession make decisions that are in line with the values of the profession. Ethics are well- founded standards that make actions right or wrong and are a professional guide that facilitate teachers to provide quality education and foster the development of good values in the learners. They also help teachers in their task of being role models to the learners in their care and ensures that learners receive fair, honest and uncompromising education.

Ethics of the teaching profession include

- Non-discrimination of children on the grounds of age, disability, sex, gender, race, religion, beliefs or any other grounds. Establishing fair, trusting, supportive and constructive working relationships with ALL students to progress their learning and achievement

- Provision of physically and emotionally safe learning environment

- Collaborating with parents and relating to them without bias

- Collaborating with colleagues in the workplace respectfully and effectively to develop professional practice and enhance the well-being and learning of students

- Collaborating with and developing professional relationships with colleagues in other institutions, professional bodies and educational organisations to develop professional practice.

- Contribute to the development, implementation and evaluation of policies and practice of the workplace, including those designed to promote equality of opportunity

- Confidentiality

3. Code of Professional conduct which govern actions of members of the profession as outlined by Boards/ Ministries/ Departments of Education in various countries. Educational institutions also have conduct expectations which is usually outlined in Employee/ Staff/ Teachers' handbook. Areas usually covered in institutional conduct documents include policies and expectations with regards to attendance and punctuality, dress-code and appearance, use of company equipment, dating and fraternization within the organisation, discipline, performance, reward, recognition, benefits and more.

Teachers must seek out recent professional conduct documents and keep themselves up to date.

P R O F E S S I O N A L

R E S P O N S I B I L I T Y

Professional responsibility refers to the teachers' understanding of their role in acquiring specialised knowledge and skills, committing to growing and developing professionally and making expertise a specialty. Focus areas should be acquiring specialised:

- Knowledge and understanding of how students learn and how it impacts on teaching, learning strengths and needs of students from diverse linguistic, cultural, religious and socioeconomic backgrounds, and how to implement teaching and learning strategies that are responsive to those needs.
- Knowledge of the physical, social and intellectual development of students and know how to adapt teaching

to progress their learning.

- Knowledge and understanding of the needs of all students, including those with disabilities, special educational needs, or high achievers and use appropriate teaching approaches to engage and support them in their learning.
- Knowledge of Subject and curriculum content, and 21st century themes such as global awareness, financial literacy, civic literacy, health literacy and environment literacy.
- Knowledge of 21st century skills such as Communication, Creativity and Innovation, Critical thinking and Problem solving, Collaboration, Information literacy, Media literacy, Technology literacy and Life and career skills such as Leadership, Responsibility, Flexibility, Adaptability, Initiative, Self-direction, Productivity, Time-management, Accountability, Social and cross cultural skills and how to foster these in the students.

- Effective planning, teaching, learning and assessment skills to foster the achievement and attainment of objective learning outcomes in students. Classroom practice should be appropriate, innovative, effective and fun for the students.

Professional teachers are life-long learners who enthusiastically participate in trainings to stay abreast of advances in professional knowledge and skills, and emerging trends in education. They seek information on best practices and teaching strategies for all kinds of learners. They seek continuous professional development by enrolling for relevant courses in colleges and faculties of education, attending seminars and symposiums and by engaging with books, magazines, blogs, podcasts, videos, journals on education matters. They join professional bodies and are involved actively. They also understand that the best continuous professional development opportunity might be right there in their institutions and take time out to

collaborate with their colleagues, learn with and from there and take part in peer observation.

Professional teachers are also reflective practitioners who take out time to intentionally reflect upon about their practice and find ways to improve it.

P R O F E S S I O N A L

B E H A V I O U R

These are observable actions and dispositions that demonstrate appropriate behaviour within an educational setting.

They are regarded as a form of etiquette in the workplace that guide how people relate to one another productively.

Professional teachers are:

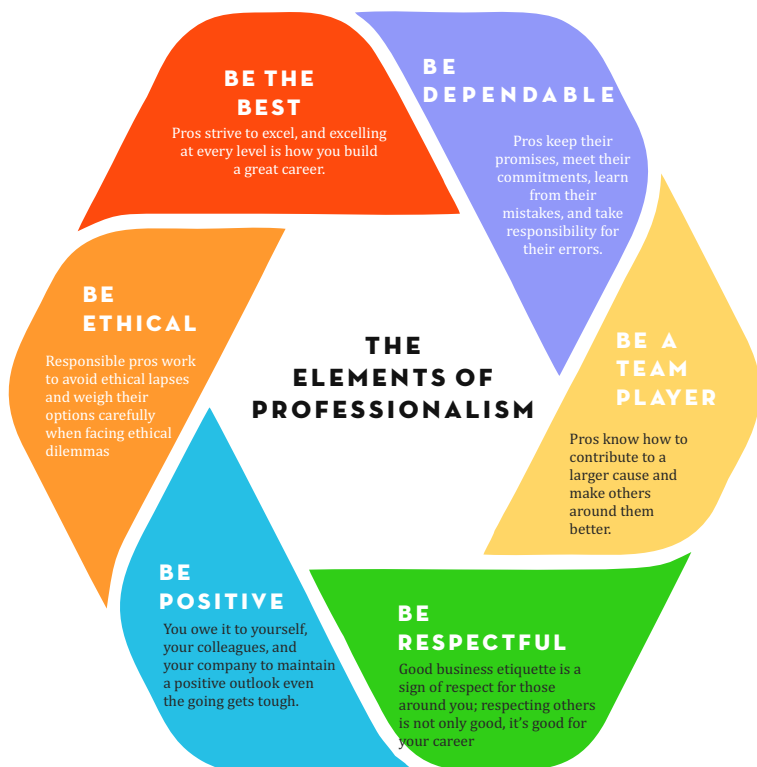
- Positive
- Emotional intelligent
- Trustworthy
- Reliable
- Respectful
- Accountable
- Dependable
- Tolerant

- Proactive
- Great to work with

These traits are intentionally developed by professional teachers.

ELEMENTS OF

PROFESSIONALISM



LET'S REFLECT

A LITTLE

Which actions or inactions might be considered unprofessional with regards to **PROFESSIONAL PARAMETERS, RESPONSIBILITY AND BEHAVIOURS?**

Let's paint scenarios including at least three points from above.

Reflection
Time

The word "Reflection" is in a bold, black, sans-serif font. The letter "o" is replaced by a large yellow gear with a white center. A smaller blue gear is positioned above and to the right of the yellow gear. Below "Reflection", the word "Time" is written in a black, cursive script font.

WHAT SHOULD I

DO NEXT?

Everyone must work to earn a professional reputation at work. We must all be completely professional in our day to day roles and strive for continuous improvement.

What should YOU do?

- Self assess: How professional am I now? You can use self assessment tools attached to this ebook.
- You can also ask colleagues and supervisors at work for a broader outlook. Review your appraisals and past feedback from superiors which will help you identify gaps in your practice.
- Build on your professionalism using the following steps:

STEP 1: Take responsibility and know YOU are in charge of your professional growth.

STEP 2: Outline the different ways you want to grow professionally. Focus on improving at most two areas at a time. It is important to grow steadily. Find someone who has trodden the path you wish to take and seek advice from them. Create a growth plan for at least a year but remember that the plan is to keep growing professionally. Review your appraisals and past feedback from superiors. Identify gaps in your practice.

STEP 3: Research options available to you to learn and grow including opportunities such as formal education in faculties and colleges of Education, seminars, conferences, online courses, YouTube videos, Podcasts, Educational journals, books and so much more. Identify your preferred way to learn and the methods that have proven effective over time. Choose methods that best suit you.

STEP 4: Side aside time daily for growth. Asides periods of deep immersion as experienced at conferences and seminars, you should create time daily for your growth walk.

Self-education is key. Time for growth must be planned as growth time not strategically planned soon disappears into our busy day. Find a time that works well with your other daily activities and fix it for growth. Do not wait until you have the time. Fix the time and stick to it.

STEP 5: Apply quickly what you learn. Knowing is not enough to bring about the desired change. Change comes with applying what you learn again and again. Share what you have learned with another person. Teach what you have learned to another person. Both help to reinforce learning. The application should be accompanied by reflection, unlearning and relearning.

STEP 6: Choose your circle of fellow growth walkers. It makes the journey of growth easier, more fun and helps with accountability. Be sure to choose well; people who will add to you and are as enthusiastic as you are about growing professionally.

STEP 7: Develop Growth enhancing mindsets: Growth mindset, Positive mindset, Collaboration mindset, Abundance mindset, Risktaker mindset and so on. Stop being afraid to fail and see failure as another opportunity to relearn and become better. Crush all limiting beliefs and understand that you are more than able to take life on. Say NO to procrastination.

STEP 8: Remain dedicated and committed to your growth plan. Enjoy the process. Think of who you will become after a year. Focus. The point of the journey isn't to arrive. The idea of arriving is an illusion. There is no such thing as a fully grown tree. The day a tree stops growing is the day the tree dies!

WHO CAN HELP ME?



What can **SCHOOLS** do?

- Professionals' roles and boundaries must be clearly defined, communicated and maintained in schools. Schools must also be professionally run with structures in place.
- Schools must assess school wide professionalism issues and take steps to improve professionalism through specialised trainings.
- Schools must support collaboration amongst teachers in a school through whole school policies and team working.

What should the Education sector do?

- Include Professionalism courses in Faculties and Colleges of Education.
- Hold members of the profession accountable for professionalism.
- Organize induction and mentoring programmes for new teachers.
- Provide teachers with continuous professional development opportunities.
- Organize networking events that help boost teacher collaboration.
- Institute policies that increase teacher autonomy.

*Professional is not
the label you give
yourself - it's a
description you
hope others
will apply to you*

DAVID MAISTER

TRUE PROFESSIONALISM

PROFESSIONALISM

WORKSHEET

PROFESSION

PERSONAL VISION

PROFESSIONAL VISION

YOUR ORGANIZATION’S VISION STATEMENT

EXERCISE 1

Complete the table below stating:

- (a) Aims of your profession
- (b) Necessary Qualities of a Professional in your profession
- (c) Conduct expected of a Professional in your profession

AIMS	QUALITIES	CONDUCT

EXERCISE 2

Complete the table below about Specialized Knowledge required in your profession:

SKILLS	DEGREES & CERTIFICATES

EXERCISE 3

Complete the table using the key below:

KEY:

1. Needs Improvement
2. Developing
3. Strongly Developing
4. Mastered

	1	2	3	4
Appearance and Personal Hygiene				
Emotional Intelligence				
Personal Accountability				
Integrity				
Helpful and Innovation				
Reliable				
Teamwork and Diplomacy				
Dependable				

	1	2	3	4
Diligent				
Proactive				
Time Management				
Produce Results				
Responsive				
Organized				
Humility				
Self Motivated				
Social Responsibility				

EXERCISE 4

Intentional Building of Professionalism

PERIOD	AREA	GOAL
1ST QUARTER		
2ND QUARTER		
3RD QUARTER		
4TH QUARTER		

EXERCISE 5

Action plan for Intentional Building of Professionalism

Goal (What do you want to achieve?)	Tasks (What do you need to do to achieve your objectives?)	Success Criteria (How can you identify your success?)	Time Frame (By when do you need to achieve the task?)

CONCLUSION

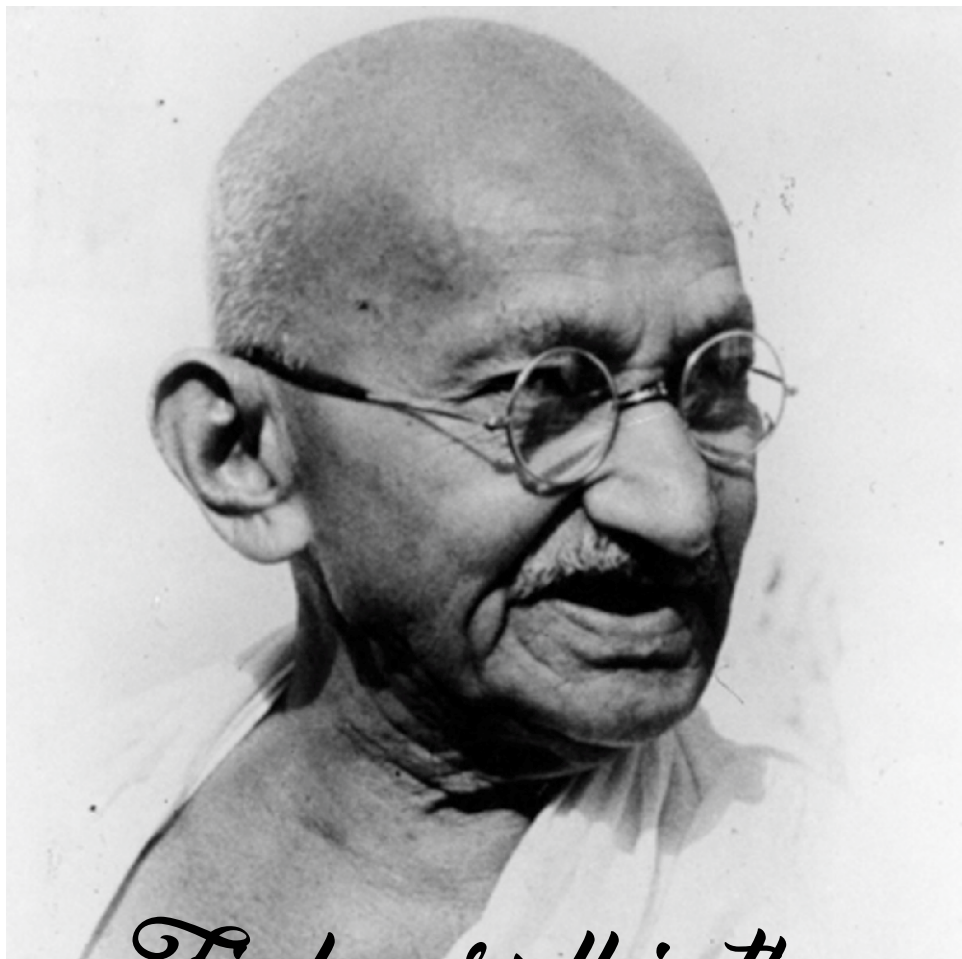
This book empowers you with the knowledge of professional parameters, responsibilities and behaviours expected of you, the professional teacher and steps to improving your professional profile.

It is my hope that it has also sensitised you and raised your consciousness to the important role teacher professionalism plays in ensuring students receive quality education, an enriching and empowering schooling experience, and the impact and influence a more professionalized teacher workforce will have on any country's education sector. A country cannot rise beyond the education of its people and quality education depends on quality teachers. The essence of becoming a professional is not just about you. It is my hope that we all rise to the challenge.

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*Find yourself in the
service of others.*

MOHANDAS GANDHI



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<https://www.trcn.gov.ng/PUBLICATION/CODE%20OF%20CONDUCT.pdf>

Must Read for Nigerian Teachers

To ensure that teachers imbibe professionalism in their practice and ultimately provide quality education second to none, Dr Abimbola Banu-Ogundere has put together this practical guide to professionalism. The guide has come at a time when the education sector in Africa in general and Nigeria in particular is receiving so much attention. Thus, the book could not have come at a more appropriate time.

Ayopeju Njideaka

CEO, NurtureHouse Limited

August 2019, Lagos.



THE AUTHOR

Dr. Abimbola Banu-Ogundere is an Education Advocate and Education Leadership Expert whose life's work is to make great education leaders common by investing her time and resources in the creation of a generation of influential and impactful leaders who identify and solve meaningful education problems at scale.

She is a Medical Doctor and Montessori Certified Teacher with Masters' degrees in Public Health and Applied Educational Leadership and Management from the University of London, and a Women in Leadership Certificate from Harvard Business School. She is the C.E.O of **Kids' Court School**, a renowned nursery and primary school in Lagos, Nigeria.

Due to her enthusiasm for improving the quality of education received by the African child, in 2018 she founded a non-profit organization, **Learning As I Teach (LAIT) Foundation** which bridges the access barrier to qualitative continuous professional development opportunities for the African teacher. She is also an **Associate Member of the Women in Management, Business and Public Service (WIMBIZ)**

She is a thought leader and sought-after speaker on Education Leadership and the Business of Education. She is the author of the bestseller, **The Right Teacher: a guide that empowers teachers to become influential and impactful in the 21st century**. She is a career, life and relationship mentor for several young women and an avid supporter of women and children's rights and empowerment. She is happily married with three children and loves God.

Education / Self Help

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