

## Teachers Have Stages Too!

Stage	Ways to Support	Possible Training Needs
<p><b>Survival-Stage 1</b> (<i>first year</i>)</p> <ul style="list-style-type: none"> <li>○ Feel out of control</li> <li>○ Manage the classroom with the goal of maintaining control</li> <li>○ Think of children as “the group”</li> <li>○ Create many classroom goals</li> <li>○ Require children to have similar experiences</li> <li>○ May not allow children to do things for themselves</li> <li>○ Believe that parents are to blame for children’s misbehaviors</li> <li>○ Have habitual responses to varying situation</li> </ul>		
<p><b>Consolidation-Stage 2</b> (<i>second and third years</i>)</p> <ul style="list-style-type: none"> <li>○ Begin to see children as individuals</li> <li>○ May use child assessment as a planning tool</li> <li>○ Maintain control by keeping children actively engaged</li> <li>○ Interested in new strategies for behavior management</li> <li>○ Can think of several responses to a specific situation</li> <li>○ Become more interested in activity planning</li> <li>○ Start to focus on individual needs of the children</li> </ul>		
<p><b>Renewal-Stage 3</b> (<i>before the fifth year</i>)</p> <ul style="list-style-type: none"> <li>○ Find it very difficult to remain interested and motivated</li> <li>○ Rely on routines</li> <li>○ Use previous ideas over again</li> <li>○ Find it difficult to sustain enthusiasm</li> <li>○ Find it difficult to make changes and try new ideas</li> <li>○ Seek out other teachers for support through networking</li> <li>○ Visit and learn from other programs</li> </ul>		
<p><b>Maturity-Stage 4</b> (<i>after the fifth year</i>)</p> <ul style="list-style-type: none"> <li>○ Realize the important impact of environmental factors on behavior and learning</li> <li>○ Can generate alternative responses to a given situation</li> <li>○ Research questions, find options and experiment with solutions</li> <li>○ Rely on knowledge of child development</li> <li>○ Demonstrate sensitivity to children subtle signals</li> <li>○ See parents as partners</li> <li>○ Understand children’s behavior as an indicator of developmental stages</li> <li>○ Want to share experiences and knowledge with others</li> <li>○ Are interested in improving conditions for all children not just those in own classroom</li> </ul>		