



English Language Teachers' Association of Macedonia

# ELTAM NEWSLETTER

Christmas Edition

**PRESIDENT'S NOTE**

Another fruitful year is behind us. I am more than sure that you all have been very productive and successful professionally. So, this is my opportunity not only to exercise a retrospect of what we (the ELTAM team) did as an association, yet, to wish you only the best in the upcoming 2015.

Here I would like to present in a nutshell all the activities we did in the past 12 months.

2014 will remain a successful year for our Association. ELTAM obtained its accreditation by the Ministry of Education to organise and conduct competitions on a state level.

Furthermore, I must mention the Easter Event, organized on 17<sup>th</sup> April in the *Concept 37* café in Skopje. It was a great opportunity to share experiences, to build a network of ELTAM partners and to socialize with colleagues, consultants, and publishers. It was a social gathering emphasizing the future goals of ELTAM that we are more than eager to stick to. The atmosphere was friendly and professional, which made it a memorable happening.

March was marked by the Annual ELTAM Assembly. We revised the work of the Association and adopted the new programme regarding the National Competitions and other tasks which followed.

April and May welcomed the National Competitions. Here, I would point out how grateful we are to you for your support both in organization and realization of these projects. Dear colleagues, thank you again for your unselfish assistance in the realization of the National Competitions both for primary and for secondary schools carried out on regional and national level. Congratulations to the winners and their mentors. You really deserved it. Keep up the good work!

On 31<sup>st</sup> October the biannual 8<sup>th</sup> International ELTAM Conference was held. Special thanks to our new partners – RELO from Budapest, the US Embassy and the British Council for their enormous support. We were more than pleased to have received prominent professionals such as: George Kokolas, Kate Mulvey, Suzanne Mordue and Rakesh Bhanot as our plenary speakers. Numerous teachers from Macedonia and the region also participated as speakers or attendees.

To sum up, I must highlight that we all together did a really good job. I do hope that this team spirit and great results will continue in the future.

Last but not least, dear friends I would like to wish you all the best in this 2015! May all your dreams come true!

Yours faithfully,  
Elizabeta Hristovska Iceva

**EDITOR'S NOTE**

**D**ear colleagues and friends,

No matter how simple it may seem at first sight, being a newsletter editor is a rather challenging, demanding, responsible and hard task. Meeting deadlines, asking for interviews, reading, researching, bothering and begging colleagues in every possible way (thank God for FB, I can find everyone there) to contribute, 'negotiating' with reluctant students to publish their works, etc. However, it's very creative and inspirational. It's the best time consuming obligation that I've even been given. So, dear colleagues and friends, I would like to use this first note to thank the ELTAM team for appointing me for this 'job', the colleagues who showed selfless wish to help and contributed to this issue and my students who gave in when I pleaded them to publish their texts, poems, projects and assignments.

As every newly appointed editor, I also brought some changes not only to the layout, but also to the contents of the newsletter. I have decided to keep several sections that appeared previously, such as: *Viewpoints*, *Calendar of Events*, *Students' Corner*, *Practical Activities and Tidbits*, *For Prospective Contributors* and I either altered or expanded them slightly. Still, brand new topics and sections are introduced: *Teachers' Forum* and *ELTAM Activities*. Thus, from now on, we'll have *The Secret Teacher* in our Newsletter. Please, do not hesitate to share your opinions, points of view and burning issues that you want to talk about.

The Interview section is now *Quick Interview*. I do know you all have been very busy, especially the interviewees, hence, I decided to make the interviews shorter. Apart from the foreign interviewee, I have included a domestic one as well. This is just the beginning, more novelties are on the way.

I do hope you will find this issue interesting and useful. Well, enjoy reading!

One more thing, let me have a word on the upcoming year. I wish you all great 12 months, unforgettable 52 weeks and 365 days abounding with joy, happiness and love. May success follow you and make your teaching be outstanding this year! Happy New Year and Merry Christmas!

Best wishes,  
Marija Dzonova

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## 10 REASONS WHY I LOVED HUPE 2014

(there are more but not enough space)

by **Aleksandra Popovski Golubovikj, ELTAM General Secretary**

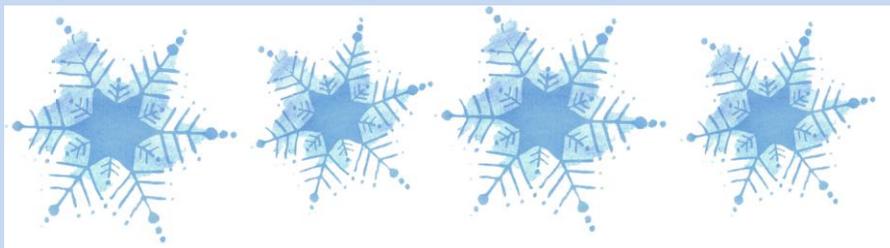
1. I have always thought of Croatia as my second home country (the first one being Bosnia and Herzegovina where I was born and the third one Macedonia where I currently live) because my mom was born in a small village near Zadar and she grew up in Vinkovci. I used to spend all of my summers until I was 16 in Vinkovci drinking Jupi and Cockta and helping my grandfather in his vegetable garden. It felt good to be back after so many years.
2. HUPE was the only conference in the region that I hadn't attended before so my suitcase had been packed since January, if I remember correctly.
3. The organizing committee did such a great job in terms of communication with the participants and the public before the conference using HUPE's web site, FB page and email.
4. The conference venue was perfect and I even got a room with a view.
5. Excellent plenary speakers and presenters who talked about old and new things and offered a lot of food for thought.
6. People, people, people - some familiar faces in the crowd and many new ones. I met Dajana Vukadin on the bus to Opatija and it turned out we both came from Sarajevo and our dads used to work together. Small world, right?!
7. London Calling
8. Amazing Saturday night with the Big Fat Movie Quiz. Allow me to be a bit modest and say - I won a tablet and my team *Mixed Abilities* won the Quiz!!!
9. I delivered my *Visualizing Reading* workshop for the first time and it was great, if I may say so.
10. People, people, people!!!!

HUPE, keep up the great work! You have a strong team with highly committed people who are willing to spend hours and hours organizing a conference or an event just to show the English language teachers in Croatia that they matter.

See you in Shibenik in 2015!!!



*Aleksandra Popovski-Golubovikj is the General Secretary of ELTAM and is the school director and teacher at the Private Language School "Elite" in Struga.  
Email: [apopovski16@yahoo.com](mailto:apopovski16@yahoo.com)*



## THE FOURTH ANNUAL KETNET CONFERENCE AND TEACHERS' ASSOCIATIONS STRATEGIC DEVELOPMENT TRAINING PROGRAM

### Elizabeta Hristovska Icheva

In the period 6-11 June I was invited by RELO Budapest to take part in the Fourth Annual KETNET Conference When Theory Meets Practice: Inspiring Practices and the follow up training Leadership in English Language Teaching held in Prishtina. It was aimed for the presidents of the associations and sponsored by RELO-Budapest.

I would like to thank RELO and the USA Embassy in Skopje for making it possible for me to attend this event and to participate in strategic development program for associations in the region.

The travel was well organized that I started to prepare myself for long days of learning and working with other colleagues. We all met before the event had started thanks to Gergo's suggestion to introduce ourselves in advance. Then we went to the welcome ceremony where we could meet the whole team: Blerta and Zinaide – the KETNET representatives and our kind hosts, Zivka from Bulgaria, Aureliana from Romania, Ymer from Albania, and of course Mary Lou – our lecturer and a plenary speaker, Gergo and George.

The KETNET team had organized a wonderful reception with delicious local homemade food prepared by them which was really a great surprise to all of us.

The real opening ceremony was on Saturday, 7<sup>th</sup> June. There were two plenary: From teaching what we test to testing what we teach – Zoltan Rezmues and from human rights to conflict resolution: language for peace and cross-cultural acceptance – Mary Lou McCloskey and 26 presentations in 6 concurrent sessions. After the closing ceremony our team enjoyed a wonderful meal at a nice place recommended by the KETNET team.



Conference spirit



Part of our team after the conference

On 8<sup>th</sup> June our kind hosts organized a trip to Prizren for us. We had a delicious Turkish coffee. We visited the fortress, a mosque, an orthodox church and a catholic church. The fortress is at the foot of Shar Mountains which reminded me of Krali Marko songs and his horse Sharkoliya.



Our team at the fortress and Prizren behind



a cup of coffee

On Monday we started the training. It started with an introduction *About TESOL*, continued with *Qualities of a leader*, *Strategic planning and planning strategically*, *Communicating with members and beyond / Recruiting and retaining members*. On Tuesday we continued with *Budgeting and financial responsibility*, *Effective meetings*, *Growing leaders for the future*, *Building regional cooperation*.



After the training

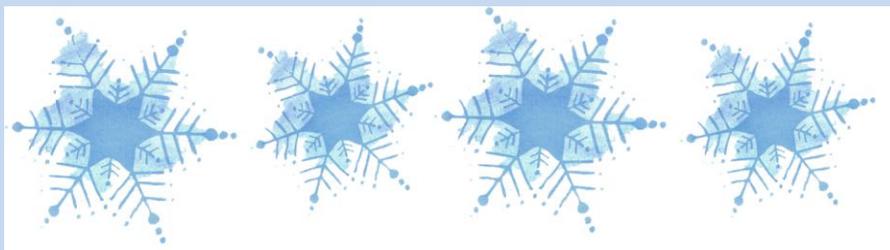
In the evenings we could walk along the main street see Mother Teresa cathedral Mother Teresa square and finally Mother Teresa monument, the monument of George Kastrioti Skanderbeg and others and enjoy the local cuisine.

We exchanged ideas for projects, for organizing various events, became friends.

The best part of this experience is that I got new friends that I still contact with and that we came up with a strong commitment and established a RELO Teachers` Association Forum with defined projects and task for future development of our associations. To my great pleasure and as a product of that,ELTAM is in the team with Albania and Kosovo to organize a Summer Camp for teachers and students.

*Elizabeta Hristovska Icheva is the President of ELTAM and IATEFL Representative. She is an English teacher at the primary school 'Kiril i Metodij' in Skopje.*

*e-mail: [elizabetahristovska@gmail.com](mailto:elizabetahristovska@gmail.com)*



## BACK TO THE FUTURE

by: Emilija Paunkoska



The title of the 12th Annual IATEFL ELTA Serbia Conference, *Back to the Future*, reminded me of a film, with the same title, starring Michael J Fox which I watched many years ago. The conference, just like the film, was a mixture of both old and new methods, techniques, ideas... that could change the way we think and help us improve our teaching.

The conference took place in Belgrade on 16th and 17th May 2014 in the venue of the Faculty of Education. I was so excited about my first trip to Belgrade that I can not even describe it. My expectations were high but the conference managed to exceed them.

There were numerous speakers from different parts of the world, but Joan Kang Shin from Maryland, USA with her presentation '*Are you a 21st Century Teacher?*' made a different impact on my opinion on teaching and gave me some new ideas on how to 'spice up' my classes.

She pointed out that we live in a rapidly changing world, one that is increasingly interconnected. While this century is exciting because of its fast-paced, technology-driven nature, it is also a challenging one. Our students who are young global citizens need to learn values and skills that will enable them to successfully communicate and collaborate across borders and cultures. As an example Joan shared the stunning TED Talk by Eric Whitacre,

[https://www.ted.com/talks/eric\\_whitacre\\_a\\_virtual\\_choir\\_2\\_000\\_voices\\_strong#t-372843](https://www.ted.com/talks/eric_whitacre_a_virtual_choir_2_000_voices_strong#t-372843)

featuring a virtual choir of 2000 voices singing one of his pieces. This kind of collaboration is an example of what was beyond imagining in the 20th century. She also encouraged the audience i.e. us to bring both the local and the global into the classroom through singing, first by leading us through a song about peanut butter and jelly sandwiches <https://www.youtube.com/watch?v=itobpaEVuEs> and then by giving us a template for a recipe song that she had used to write one about making sushi <https://www.youtube.com/watch?v=3RppHJvyOfU>. I absolutely enjoyed her plenary and teaching culture through singing and dancing is amazing and it is always fun.

Teaching culture was the topic of the workshop that my friend and colleague Biljana Shoposka and I held on this conference. I was honoured to be the official representative of ELTAM.

Another thing that I will never forget was the guided tour we had around Belgrade. Our colleague Snezana Filipovic was a great tourist guide and she showed us not only the tourist places, but also some really cool places in Belgrade, which only a local could know. Strolling down Knez Mihajlova, eating Moritz ice-cream, sightseeing through Kalemegdan and meeting some great people are only some of the things that I'm very grateful for.

In the end, I would like to recommend ELTA Conferences to all the English teachers.

On the photo, from left to right.

Conference dinner: Rade (Serbia), Lea (Slovenia), Matea (Slovenia), Laci (Hungary), Nora (Hungary), Dragana (Slovenia), Biljana (Macedonia), Emlija (Macedonia), Snezana (Macedonia), Olivera (Serbia)



*Emilija Paunkoska is a teacher of English at the Primary School 'Bratstvo Edinstvo' – Ohrid.*

*e-mail: emka77@yahoo.com*



## Superman, Batman and all other superheroes

**By: Aleksandra Popovski Golubovikj**

In one of my MA assignments I had to discuss my students' motivation and this is a part of what I wrote: '...motivation has become one of the burning questions asked by many teachers because 'in the discussion of teacher-learner relations, learner motivation is thus often seen as the responsibility of the teacher' (Littlejohn, 1998:215). However, motivation is not a one-way street, something that is the responsibility of the teacher only. There are so many factors that influence learner's motivation and the most common division that belongs to the self-determination theory involves external and internal factors, i.e. extrinsic motivation which involves doing something as a means to some separable end and intrinsic motivation which involves doing something because it is enjoyable (Dornyei and Ushioda, 2011) . Ushioda (2011) offers another point of view, a person-in-context relational view in which she proposes a focus on a learner as a real person whose motivation and identity shape and are shaped by cultural and historical content. Another modern approach to motivation is the process-oriented approach advocated by Dornyei (2003) who believes that motivation has a dynamic character and temporal variation meaning that this kind of approach can justify the fluctuation in the level of motivation in learners over a longer period of time.'



Very academic, right?

This is all perfectly fine, however, where are the teachers in all of this? Who worries about our motivation, who motivates us and how?

Based on my own experience, I can say that nobody really cares about teacher motivation starting from the ministries of education and other institutions, principals and parents. When was the last time a parent asked

you how you were, I mean literally asked you: 'How are you? Are you feeling fine / tired/ upset about something?' or, God forbid, your principal. I am sure you can't answer that because it has probably never happened.

Teachers are left on their own, trying to find their own self-motivation. This self-motivation is usually driven by personal ambitions and enthusiasm, however, just like with students and their dynamic motivation, our motivation changes with time. It decreases and we feel disappointed by the situation in our schools, at our workplace. Our excuse is that we are not treated or paid well, we have no support, working conditions are horrible, blah, blah, blah, blah. Then, when the ministry decides to give us a raise, suddenly we feel better, start going to work in a better mood and saying: 'Oh, I just love being a teacher!' That's extrinsic motivation – money!

I personally believe that our motivation is a sign of personal strength and ability to cope with difficulties. Much of that depends on our personality, but our personality or lack of it cannot be an excuse for not trying to fight with that negative part of you and trying to accomplish yourself professionally no matter what your teaching situation is or how well-paid you are. If we belong to one of the noblest professions in the history of mankind, whose goal is to educate young minds and help them grow into decent human beings, then what kind of an example are we setting for them? Instead of constantly complaining in front of your students, family, friends, on Facebook and Twitter (leave that for the privacy of your home), be dignified and show your students that you are there for them to help them, guide them – exactly what a teacher should do. You can't motivate them by being this 'non-stop- complaining winy kid', on the contrary, be who you are supposed to be – a teacher, a role model.

I see on Facebook this picture with a caption– I teach! What's your super power?

Isn't that a good enough clue for us? We have a super power and yet we behave like cowards. Let's show our students that we can be real superheroes and fight any ministry or principal for our own benefit and our students' benefit.

Do you think that Batman and Superman give up so easily? Oh, no, they fight Lector and Bates and every other villain with the last atom of strength they possess and come out victorious. So be a Superman, Batman or Wonder Woman and show that we really do have a superpower.

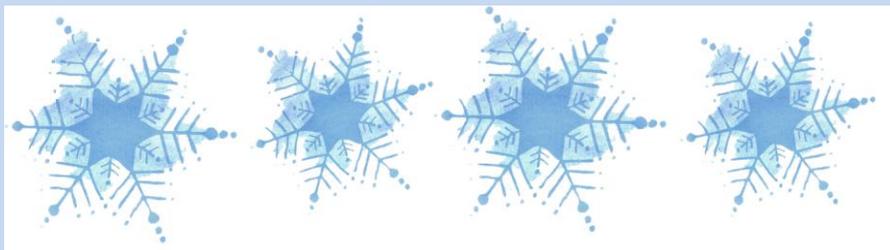
P.S. I bet you thought I would go easy on us 😊

Aleksandra Popovski Golubovikj

<https://eltshouts.wordpress.com/>

*Aleksandra Popovski-Golubovikj is the General Secretary of ELTAM and is the school director and teacher at the Private Language School "Elite" in Struga.*

***Email:** [apopovski16@yahoo.com](mailto:apopovski16@yahoo.com)*



## QUICK INTERVIEW 1: George Kokolas, Consultant for Express Publishing, UK



*George Kokolas has been working as a teacher trainer and academic consultant for Express Publishing for the last 13 years. Although his major subject at University was English Literature, he devoted himself fully to ELL. His vast experience has been of considerable help in developing helpful and practical views about different topics of ELL Methodology, like motivation, effective learning, technology in the classroom, critical thinking, differentiated instruction and much more. He has delivered many successful seminars in conferences throughout the world including TESOL Spain, APAC Barcelona, TESOL Greece, ELTA Albania, Conferencia de Instituto Dominicano-Americano etc. He insists on reflection on teaching and points out the necessity of motivation in class. It's always a pleasure to attend his workshops.*

### 1. How did ELT become your life calling?

*I feel, I ought to admit that I can't recall myself being 22 or 23 dreaming of fully devoting my life to that path. When you are young, restless and maybe frivolous you simply don't know unless you really try and test the waters. But, I also ought to admit, that ELT as a life's calling came as an epiphany down the road. When you meet ex-students saying "Thank you for helping me to improve my English and get this job" or when you see frowned faces converting into happy ones, just because you change the way you present an exercise, it's then, when you realize that teaching can indeed, become a "life calling". It's then when you realize the influence and the power you have in forming someone's skills or even abilities. And maybe, I should stress that the "calling" is not about EL teaching but EL teaching that make your students learn. Teaching effectively and creating competent users of English. That is my calling today and it's a very conscious and rewarding one.*

### 2. What is your everyday motivation to teach? How do you get inspired?

*I get inspired by life and human nature. I think the challenge is a daily one. Not only at the level of "seize the day" mentality, but also how "change and needs" occur affecting our behavior and nature. I find the classroom as the perfect pool for observation, experiment and mutual achievement for me as a professional and for the students as learners. After all, progress and advancement is*

*what students seek when they attend an ELT classroom. This is their motivation and mine is to make it happen by adjusting my teaching to the class or allowing the class to form my way of teaching.*

- 3. Teacher’s wellbeing is another key factor for successful teaching. This means decreasing the stress level, being more aware of teacher’s health in order to be more productive both privately and professionally. Lately, there has been an increase in the awareness of this through trainings, workshops and seminars. What do you normally do to improve your teacher’s wellbeing?**

*Thank you for this great question. I couldn’t agree more... As I implied above, this is a job one hundred percent aligned to the human nature and its parameters. It may sound as a simplistic cliché but for me it’s totally sound; if you feel good, you teach good! This is an infallible recipe, even if sometimes you simply have to pretend that you feel good, when you don’t. What I personally do so to keep “teaching fit” is being observant, resourceful, flexible, adjustable, patient and as physically fit as possible. Observe your class; students always send signals. Have always a plan B for almost any task. Keep an open mind that you may need to change on the spot the flow of your teaching. Respect individual learning styles and the most important of all is to be very, very well prepared.*

- 4. Technology has taken over in the ELT domain. Smart boards, laptops, tablets, eBooks, applications are all extremely useful in the teaching and learning process. Of course, the stereotyped board-chalk-book lessons in a teacher centered classroom have had their day, yet are we becoming too dependent on technology? Are there any negative aspects of too much technology in the classroom?**

*I think that any positive or negative labeling about using technology in the classroom is too risky right now. Of course, we are teaching at the “era of the digital natives” and our students can only benefit from technology but we tend to forget one simple thing... That the fact, that “computers” can be effective, does not mean that “old school means” are now ineffective. Who can argue that an effective way of presenting i.e. fruits is bringing real fruits into the classroom? Who can debate that reading from a physical book (and not from a screen or interactive whiteboard) can be more relaxing and easy for the brain? Who can deprive any student from the joy of the writing process with a simple pencil or pen? So yes, technology should be there but we should never forget that we are still living somewhere in the “transitional phase” moving “from stone to silicone”. We were not born at a space station nor do we interact with robots. We may be asked to teach in a chalkboard classroom and need to deliver. My ideal resources for today’s classroom would be a perfect*

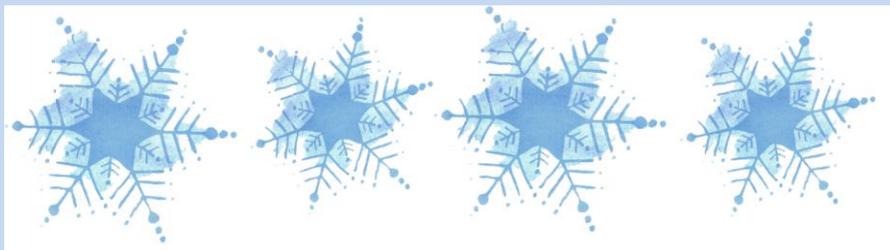
*combination of printed and digital material of the same content. Right now, only course books from Express Publishing bear this feature and I have seen them work in action.*

5. **We have been attending numerous of your presentations, workshops and papers. They all aim at teacher’s development and continuous education and they have all been inspirational. From your perspective are Macedonian teachers eager to develop professionally? What can you recommend especially to the NQT? What about the experienced QT? Learning never seems to cease, does it?**

*I have come to your country several times and I have seen full rooms in conferences, as well as, the spark and the eagerness in the teachers’ eyes for learning. So I think “yes”, you could say that the teachers in Macedonia are eager to learn but I still think that this is a matter of pure, individual choice. And allow me to stress, the important role that ELTAM has played in forming a training context and conscience for the teachers here. It’s really remarkable, that ELTAM takes such a drastic action and offers several training opportunities alongside with a biannual, reputable international conference. And what I highly recommend is that Macedonian teachers, not only attend often but also spread the word and contribute to this initiative more drastically. I think you nailed it; “Learning never ceases” and I’ll supplement that “Training never ceases”, for everyone in this profession. And I think the answer why this is happening was mentioned above. This is a job about human nature and human nature adapts, shifts, and changes. No matter if we are NQTs or experienced QTs, we all have to change but in order to do that we have to know “how”. And training can help us learn this “how”.*

6. **Dear George, it has been a real pleasure to have you in our Newsletter. Thank you very much for your time. Is there anything you would like to add for this Christmas Newsletter Edition?**

*I would like of course to thank you for giving me the floor in this newsletter. I would like to wish to every reader of this newsletter Merry Christmas and a Happy New Year. Let’s simply try to do our best every day, learn as many things as possible, teach as many things as possible and we will soon realize that this coming year will be better than the previous one.*



## QUICK INTERVIEW 2: Svetlana Neftenova, British Council Macedonia

*Svetlana Neftenova is Projects Coordinator at the British Council Macedonia. She has a long and prolific working experience both in the English classroom and in the organisation of many seminars, workshops, teacher trainings etc. Svetlana used to teach English to cadets and officers at Command and Staff College, and is also a test designer according to NATO standards for STANAG 6001 in all four skills. She is a teacher trainer in testing and methodology. Svetlana is a hard working professional and we are more than happy to have her in this issue.*



### **1. We are all familiar with the importance of the British Council not only in Macedonia, yet also globally. What is the feeling of being part of this global network?**

*You may not be familiar, but British Council operates in over 100 countries worldwide, connecting millions of people with the United Kingdom through different programmes and services in the English language, the Arts, Education and Society since 1934. Although the Macedonian office was opened in 1996, and although our current team is quite small, we work in all areas. I must emphasise that I am very proud to be part of a devoted team that works day and night to assess the needs, adapt our programmes and services and deliver events, workshops, and trainings that will cater for everyone's needs in Macedonia.*

*My main area of work is English, and since 2005, when I joined the Council, our aim has been to work towards the continuing professional development of teachers, to help them in the particular areas they have shown interest in or have had problems with and to spread the learning of the English language as much as possible. This is certainly not an easy task, but English has always been my passion, and I am determined to provide teachers and learners with as much as possible and raise the level of teaching and learning English in Macedonia.*

**2. You used to teach before working for the British Council. How did ELT become your life calling?**

*I always wanted to be a teacher. I love children and used to look after all my little neighbours. And then, when I started school, I just knew it. My mum was a teacher, too, and I used to grade all the work done by her students. I guess it runs in the family!*

*I taught English for almost 15 years before I joined the Council and I loved it. Transferring knowledge and teaching, in general, to some may seem like an easy task, but those of you who are involved in the process know that it takes a lot of time, effort, patience, creativity and continuous training to reach our goals (and we still feel that we are not perfect as there is so much to learn). I guess I was lucky to receive a lot of training even in the early days of my career – my first training was a week after I started teaching in the primary school. While working at the Military Academy in Skopje I also received a lot of training and followed my dream – I upgraded my knowledge, taught different levels and trained military teachers in many countries. And to be honest, I think I was doing pretty well.*

**3. When you reminisce, which teacher impressed you most when you were a student? Why?**

*I spent some of my primary and secondary education in Australia and I must say that I was inspired by all the teachers. They were all so knowledgeable, motivated, creative, easy-going, friendly, and, most of all, passionate about their profession. However, if I have to single out just one, that would have to be Mr. David Henshaw – my English teacher in year 2 of high school. You just never knew what he would come up with next. He never repeated the same lesson twice. He was known for his creativity and his extremely interesting lessons. He was my inspiration.*

*If I think about university, I cannot single anyone out. I respected all the professors for the work they were doing.*

**4. What is your everyday motivation in your job? How do you get inspired?**

*Dealing with administration cannot be compared with teaching and the inspiration you get from the students. However, I have met a large number of devoted teachers who travel from different parts of Macedonia just to get some extra training. This is what motivates me to carry on, plan, organise, and deliver training that is relevant to their needs. Knowing that my work can be of assistance to novice teachers, teachers with a few years of experience and even those who have had extensive experience in teaching and are yet constantly striving to upgrade their knowledge motivates me to do and give more of myself to my job. In these past 9 and half years I have met teachers from all over Macedonia. When I*

hear that a particular training went well and exceeded their expectations, that they learned and implemented something new that went well in the classroom – well, that's my 'drive'.

**5. Teacher's wellbeing is another key factor for successful teaching. This means decreasing the stress level, being more aware of teacher's health in order to be more productive both privately and professionally. Lately, there has been an increase in the awareness of this through trainings, workshops and seminars. What do you normally do to improve your professional wellbeing?**

*Ah, an interesting question! There are periods that tend to be stressful when I have too many activities happening at one time. But I have learned to take things one at a time. Putting pressure on myself will not help at all, I have realized, so I prioritise. At the end of the day, I will have to do it all anyway.*

*I am usually a forward planning person and do things well in advance. I have also had strong attention to detail ever since I can remember. Some may see this as an asset, but sometimes it just wears me out as I want everything to be perfect. But you learn to live with it and take one step at a time. First thing is first ☺*

**6. Teachers in Macedonia are really grateful for your work as an organizer of numerous teacher trainings. We must emphasize your professionalism, a lot of effort, capability to bring high quality teacher trainers and consultants. Once again, thank you for that. From your perspective are Macedonian teachers eager to develop professionally? Learning never seems to cease. What can you recommend especially to the NQT? What about the experienced QT?**

*Let me respond to the first question first! Yes, Macedonian teachers are eager to develop professionally. I would still like to see more of them thinking about their professional development and attending practical workshops and trainings. If they sit in their shell and think they are perfect, they are so wrong. Everything is developing so quickly and we all have to be part of the new developments to succeed in this fast-moving world.*

*I would advise the novice teachers to become members of ELTAM and attend training right from the beginning, be it face to face or online. The British Council offers so much, especially to those who are starting their career. By attending training and sharing ideas and experience with colleagues they will get the grips of this profession sooner, rather than later. I am so happy when I see 4<sup>th</sup> year university students attending training – they are the ones who are taking their career very seriously and want to develop even before they have walked into the classroom.*

*The experienced teachers should also never stop. Our profession is a demanding one, and requires us to be up-to-date with everything, be it new textbooks, new approaches in teaching to using technology in the classroom.*

**7. Technology has taken over in the ELT domain. Smart boards, laptops, tablets, eBooks, applications are all extremely useful in the teaching and learning process. Of course, the stereotyped board-chalk-book lessons in a teacher centered classroom have had their day, yet are we becoming too dependent on technology? Are there any negative aspects of too much technology in the classroom?**

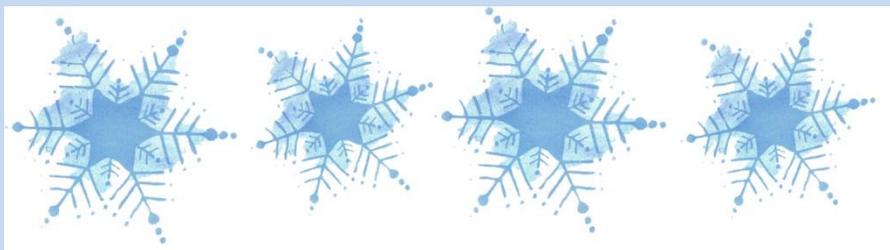
*Call me traditional, but I still believe in the board-chalk-book lessons. Technology certainly plays its part in the learning process, and is undoubtedly more interesting for students, but in my belief, technology can never replace the teacher. It is there to assist in the learning process so why not take advantage of it? We do live in an era of digital natives, and there is so much on the Internet that can make our lives easier. So, yes, I do think that using technology is beneficial, but the teachers are the key to how effectively and appropriately they use it.*

*I do not think that the pen and paper should be taken out of the classroom. This is a skill that the students have to possess. Look at it this way – students don't know how to spell, and I am referring to students in English speaking countries. Why? Because this skill is not being developed – the computer or tablet will correct their spelling mistakes, and what kind of a 'product' do we get at the end? So yes, computers should be used, but we should not overdo it.*

**8. Dear Svetlana, it has been a real pleasure to have you in our Newsletter. Thank you very much for your time. Is there anything you would like to add for this Christmas Newsletter Edition?**

*I would like to wish you all a Happy New 2015 and a Merry Christmas. I want you to enjoy your holidays, rest and spend time with your loved ones and recharge your batteries for the second term of this academic year.*

*And one more thing - I am looking forward to working with all of you in 2015 ☺*



## STUDENTS' CORNER

Love poem inspired by "One More Night", Maroon 5

*I cross my heart that I will never crawl back to you,  
So I know I can survive one more night without you,  
I decided to make a love tattoo,  
But I think that it would be dysfunctional, too.  
How can I still have emotions for you?!  
When from time to time I hate you.  
After that door slamming  
I can't stand you anymore.*

by *Andrea Kovacheva, 15 (Q Language School)*



Sonnet 23 inspired by William Shakespeare's Sonnets

**Sonnet 23**

**I** loved you yesterday, I love you still  
**I** always have... I always will!  
**You** are my sunshine on a cloudy day,  
**You** are my magic that washes tears away!  
**You** are my love, you always will be,  
**No** matter the distance between you and me.  
**Now** my heart has gone from me to you,  
**I** have no heart, and you have two.  
**Your** heart is cold as ice,  
**I** won't let anybody hurt me twice.



Every time I see you, I smile.

But, you don't feel the same, it hurts terribly.

After all, "I still you've you" I say,

And continue saying that every day!

**By: Mila Brgjovikj and Magdalena Boshevska, 14 (Q Language School)**

### A red spot on the wall

We grew up together, playing soccer, basketball and lots of other stuff. But he was always the one who wanted to do something secret, hidden, something against the law, something just between us something well...bad!

So there we are 15 years later still best friends and still he's the bad boy. Over the years he was charged for many crimes, drug possession, gun firing, stealing. He always found a way to get out...But this time it was different, this time we were both involved, this time there was no going out.

It was a chilly September evening and we were at a local bar drinking beer and laughing. Just as we walked out of the bar two men in coats pulled their guns out and started firing at us. I was terrified, John pulled me hard and we started running as fast as we could. The gun shots were still close. We hid behind some old wrack, when suddenly John took his gun out and killed the two men in a second. I was stunned, I mean I always knew he was a law breaker but this time he killed two of Al Capone's men who he owned money to. We were in serious trouble. We rushed to my apartment and calmed down. I was furious at him for dragging me into a serious problem and my life was on the line. But still he was my best friend and I couldn't just let him down like that.

He moved into my apartment and we started living a silent life. We quit our jobs, changed our names and for a month we had no trouble. We went out for a walk. It was very late. We thought we were finally lost from the mafia...We didn't know the truth and the truth is that no one could escape Al Capone. Just as we were crossing the river, two black cars stopped and a man with a gun was at the window. I heard only one gunshot and only one was enough.

So there I was standing alone on the street looking at the red spot on the wall, a red spot of John's blood and the rest of it spilled all over me. They say you can't pick your family but you can pick your friends...So don't make the same mistake I made!

***DIMITAR KARAMACHOSKI***

***Private Language School 'ELITE', Struga***

Cartoon inspired by Aesop's fable "The Ants and the Grasshopper"



**Bojana Vukovojac, 14 (Q Language School)**

## Best proof for teachers' creativity - DIY projects

by Marija Dzonova

Are you on the budget this season? Of course you are. Welcome to the club. Still, you need to decorate an empty, gray, monotonous classroom and do magic out of it just with a couple of holiday decorations granted by the school cashier. ☺ I bet you have eager students asking you incessantly when the Christmas decorating will commence. You are in the festive mood as well. All you need is creativity, cheap stuff or even 'garbage' to work out magic. We are all well familiar with the phrase 'teachers don't earn much'. However, teachers can conjure up magic and make possible things out of the impossible, just from scratch.

Dear friends, we've all been in those shoes. Thank Goodness to Facebook, the Internet and many DIY sites which have appeared to illuminate us. It doesn't need much - only hours of your precious time, a little effort, and plenty of imagination and creativity. So, let's start!

Below are suggested ideas that are pretty inventive and cost almost nothing:

### 1. Christmas Garland from Drinking Straws

<http://krokotak.com/2014/12/christmas-garland-from-drinking-straws/>



## 2. Minimalist Greeting Cards:

<https://www.facebook.com/media/set/?set=a.451936121574612.1073741831.446741382094086&type=1&pnref=story>



## 3. Snowman

<http://krokotak.com/2014/12/snowman-2/christmas-tree/>



## 4. Accordion-Fold Christmas Tree:

<http://krokotak.com/2012/11/accordion-fold-christmas-tree/>



Not enough money for expensive greeting cards? Cardboard paper and a coloured Sellotape can do the job. Limited space or no space at all? No worries, suggested idea nr. 4 is perfect for that. These little cuties can also be used as Christmas tree decorations.

If you still haven't decided what type of Christmas tree to buy and still counting the money left, grab an old magazine or newspaper and follow the instructions from this link:

<https://www.youtube.com/watch?v=vxZQZcm4XTQ> A hint: It's better if you use a one-coloured newspaper. It gets kind of vintage style, plus it's doesn't get the impression of 'too much' if you decide to put rice lights on it.

Each woman (well the majority of them) uses make-up. Thus, eye make-up remover pads come in handy. From the cosmetic purse directly to your classroom, you can transform it into fancy snow curtains. Your students will love them!

### 5. 5 Great Ideas from Eye Make-up Remover Pads:

<http://krokotak.com/2014/11/5-great-ideas-for-winter-decorations-from-eye-make-up-remover-pads/>



### 6. 9 Ideas for Christmas Toys from Coloured Paper Strips

<http://krokotak.com/2014/11/nine-ideas-for-christmas-toys-from-colored-ribbons/>



### 7. Other Ideas:



8. Recycle!

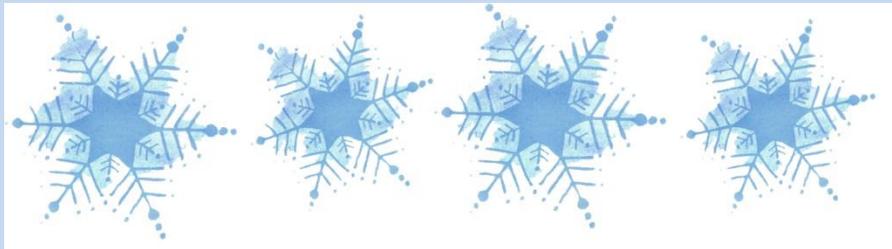
Plastic bottles, cups and glasses, mere garbage, isn't it? Well, not really. You can recycle this garbage and transform it into functional free of charge ornaments. Plus, you become environmentally friendly and protect the environment this way.

Pack your stuff and let the fun begin! ☺

Enjoy your unlimited and almost free creativity!

*Marija Dzonova is the ELTAM Newsletter Editor, YLT SIG Coordinator of ELTAM, Director and English Teacher at the private language school "Q Language School" in Skopje.*

*e-mail: [dzonova@hotmail.com](mailto:dzonova@hotmail.com)*



**Do you need an idea plus what to do with your students on the final lessons from this calendar year? The answer is simple – Trivia Quizzes**



## Christmas Trivia

### Questions

1. Which six-letter A word is the name given to the preparatory season for Christmas?
2. What is the business partner of Scrooge in *A Christmas Carol*?
3. In which ocean is Christmas Island?
4. Which of Santa's reindeers is also the name of the Roman god of love?
5. Name the scientist who discovered gravity, who was born on Christmas Day 1642?
6. Which drinks company brought about the change of colour of Santa's traditional green costume to red?
7. On the eighth day of Christmas, what did my true love give to me?
8. Which song contains the line: 'Sleigh bells ring are you listening?'
9. In 1932, which king gave the first ever Christmas Day broadcast?
  9. According to the Bible, who were the first people to pay homage to the infant Jesus?

**Answers**

1. Advent
2. Jacob Marley
3. Indian Ocean
4. Cupid
5. Sir Isaac Newtown
6. Santa was originally dressed in a green costume. This was changed to red after he was featured in a Coca-Cola advertisement wearing a red costume
7. Eight maids a-milking
8. 'Winter Wonderland'
9. George V, in a radio broadcast of a speech that was written by Rudyard Kipling
10. Shepherds



## Questions for Kids General Knowledge Quiz

1. Where does the president of the United States of America live?
2. What is the largest brass instrument in an orchestra?
3. Which country does parmesan cheese come from?
4. What is the name of the highest Mountain in Africa?
5. What do dates grow on?
6. Which colours are the five Olympic rings?
7. How many holes are there in a standard ten pin bowling ball?
8. On a standard computer keyboard, what letter is located between E and T?
9. How many cards are there in a pack of cards?
10. Who was leader of the Romans when they invaded Britain in AD43?
11. Which word in this following sentence is an adjective: The friendly dog barked loudly?
12. Which is the only US state that starts with the letter 'P'?
13. What is the largest island in the Mediterranean sea?
14. What is the most popular sport throughout the world?
15. Is hot air lighter or heavier than cold air?

## Answers for Kids General Knowledge Quiz One

1. At the White House
2. The tuba
3. Italy
4. Mount Kilimanjaro
5. Palm trees
6. Red, blue, black, yellow and green
7. Three (3)
8. R
9. Fifty-two (52)
10. Julius Ceasar
11. Friendly
12. Pennsylvania
13. Sicily
14. Football (soccer)
15. Lighter

**TEACHERS' FORUM****The Secret Teacher****PROFESSIONAL DEVELOPMENT****WHAT'S THAT? DOES IT HURT? IF IT HURTS, I DON'T WANT IT!**

It's that time of the year when we all reflect on what we have achieved and what we plan to achieve in the new school year – something like New Year resolutions or as I call them 'resolutions nobody sticks to'. Well, I did my reflection yesterday because I finally found time to do something other than correct tests and cry myself to sleep because of the grades I had to put.

First, I am very proud of myself because I started eating more healthy food and exercising ( YAY me!!!) although my coffee intake increased.

Secondly, I started attending more professional development events and let me tell you something – I am still alive and kicking. Before I decided to do it, I talked to some of my colleagues and they were so upset. The conversation went something like this (I made some changes because the real conversation would be just too scary for you).

Colleague 1: "Oh, my God! How can you even think about spending money on something like that ( a training I was interested in)? Spend hours listening to some ELT expert talking about something that can help you improve your teaching?" and she turns to another colleague and whispers loud enough for me to hear: "I think she's terminally ill"

Colleague 2: "Maybe we should get her some help, you know, professional one." And they both looked at me with such sorrow in their eyes that I felt like I really WAS terminally ill and I needed professional help.

Despite this 'sign of support' I went to the training and I do not regret it at all. Let me tell you why.

First of all, I met some great people there, teachers with different backgrounds, from different towns, some with more, some with less experience.

Secondly, I listened to an amazing ELT expert who told us some useful things that we can apply in our classrooms and get our students 'involved in the learning process' ( see, a phrase I heard during the training).

I also had a chance to talk to other teachers, exchange ideas and experiences and it was actually a lot of fun.

When the training finished, I went back to work refreshed, energized (just like those Duracell bunnies) and eager to use some of the things I learnt. Of course, I felt victorious because I was alive and well and my colleagues could see that I survived the horrible, horrible professional development event.

After some time, there was another workshop I attended and I actually used most of the things I heard there when I went back to work. Then another workshop and a conference and now I cannot wait for another event.

So, to all those non-believers, to all those who think that they know everything, to all those who do not seem to realize that this is 21<sup>st</sup> CENTURY, to all those who do not want to grow professionally and personally – WAKE UP AND SMELL THE COFFEE!!! These generations do not want to listen to you reading to them about the Present Simple or translate a text or do a dictation (who on Earth grades dictations nowadays?). They want to learn in new ways, they

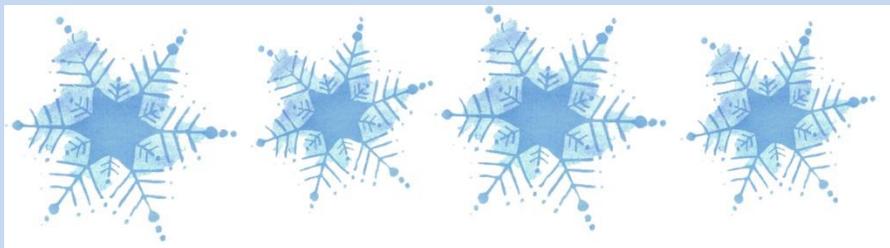
want to talk about Facebook, Twitter, Gangam style (they do not who Frank Sinatra is), Lady Gaga's fashion not Queen Elizabeth's, and so much more.

My resolution: Attend as many professional developments as I can and try to convince my colleagues that professional development really d

Doesn't hurt and they should try it.

Hi. My name is the Secret teacher and I am a professional development events attendee.

*The Secret Teacher* is the new section of our Newsletter. Anyone can be a secret teacher. It expresses teachers' everyday worries, problems, and concerns. Feel free to join in!



## ELTAM ACTIVITIES

### ✓ Accreditation for competitions

We would like to inform you that the Accreditation Committee of Teacher Associations for Organizing Student's Competition in Primary Schools from the Ministry of Education and science of R.M. with the **Decision no. 11-3309/2** from **31.03.2014** has granted **ELTAM accreditation for organizing student's competitions in primary schools.**

Also the Accreditation Committee of Teacher Associations for Organizing Student's Competition in Secondary Schools from the Ministry of Education and science of R.M. with the **Decision no. 11-3308/2** from **31.03.2014** has granted **ELTAM accreditation for organizing student's competitions in secondary schools.** To see the Rulebooks, three year competition plans, visit our webpage click the section Events – Competition.

### ✓ Easter Social Event



Was a social gathering to mark Easter, to promote ELTAM network of partners and to present the novelties in the association. The event took place on 17<sup>th</sup> April in the café *Concept 37* in Skopje. The atmosphere was cozy and friendly, but with a professional touch. Among the visitors were several school directors (including the NOVA High School Director), MAQS representatives, representatives of Akademaska Kniga and Prosvetno Delo, representatives of the British Council, Macedonia and several English teachers.

✓ **National Competitions****Short report on the Primary Schools State Competition, held on 17<sup>th</sup> May 2014 in the Vlado Tasevski Primary School in Skopje**

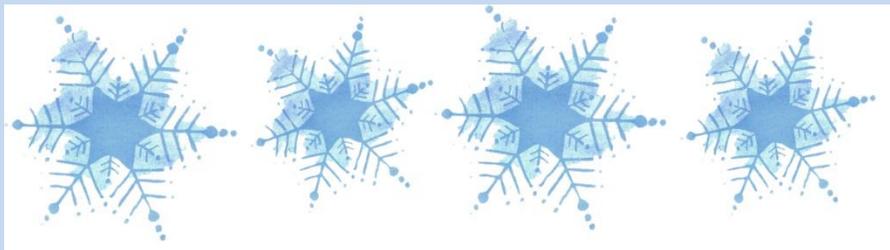
The Host school was excellent at organizing this event and successfully realized the competition, hence obtaining a *Certificate of Appreciation*. 44 students, winners in the regional competitions were qualified to participate. 41 students participated, since 3 of the students were engaged in other competitions or excursions. Participants in the Primary Schools State Competition came from 37 different schools from 11 regions in the Republic of Macedonia, where national coordinators had been appointed by ELTAM. Congratulations to them and their mentors.

**I Place:** Sofija Popovska (Mentor: Aneta Karpuzova, *Kole Nedelkovski, Skopje*)  
Stefanija Bajraktarova (Mentor: Ana Jancheva Glushkova, *Blaze Koneski, Veles*)  
Angela Angelova (Mentor: Verica Gureva, *Goce Delchev, Kavadarci*)

**Short report on the Secondary Schools State Competition (for students in their II year of regular high school and held on in III year of bilingual classes)**

The host of the competition was the Orce Nikolov High School in Skopje. The competition was held on 17<sup>th</sup> May 2014. The host school was excellent at organizing this event and successfully realized the competition, hence obtaining a *Certificate of Appreciation*. 31 students, winners in the regional competitions were qualified to participate. In the competition for the II year, 29 students participated, whereas for the III year bilingual classes, 6. Once again, congratulations to them and their mentors.

**I Place:** Andrea Paunoska (Mentor: Cvete Pulejkova, *Ibrahim Temo, Struga*)  
**II Place:** Martin Murgovski (Mentor: Ana Topencharova-Kovaceska, *Kliment Ohridski, Ohrid*)  
Antonio Cvetkosvki (Mentor: Mimoza Kostovska, *Koco Racin, Veles*)  
**III Place:** Dzemail Shabani (Mentor: Biljana Mufishovska, *Nikola Karev, Skopje*)



## 8<sup>TH</sup> ELTAM CONFERENCE

### 8<sup>th</sup> IATEFL\_TESOL\_EL TAM International Biannual Conference

**ELTAM**

**8TH CONFERENCE** INTERNATIONAL ELTAM-IATEFL-TESOL  
SKOPJE, OCTOBER 31-NOVEMBER 2, 2014

You are cordially invited to the Conference opening to be held  
in The Cinemateque of Macedonia  
on Saturday, 1 November, 2014 at 9.30 a.m.  
We look forward to seeing you there.

GENERAL SPONSORS:  
EMBASSY OF THE UNITED STATES OF AMERICA  
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Please confirm your presence on mob 070525108 or elizabetahristovska@gmail.com



ELTAM, the English language and literature teachers' association hosted the 8th IATEFL – TESOL – ELTAM international conference from October 31 – 2 November 2014, in Skopje, Macedonia, with the working title *Managing teaching and learning-making the most of both worlds - Enhancing teachers' and students' life and organisational skills.*

ELTAM and UACS have a mutual memorandum of understanding, and worked closely towards bringing excellence in this international gathering.

The Pre-conference event, which was a panel discussion on the possibilities of professional development of English language teachers in Macedonia “MODELS OF PROFESSIONAL DEVELOPMENT”, took place at the UACS premises on 31 October, 3 pm – 5 pm and was moderated by Branko Stojanovich, a representative from Cambridge University Press from Belgrade, while the panelists were Zora Busovska, English Language Advisor, Bureau for the Development of Education, Regional Office in Ohrid, Kate Mulvey, US Fellow, University of Prishtina and Elena Ončevska Ager (PhD), Ss. Cyril and Methodius University Skopje.



Jovanka Jovanchevska-Milenkoska, English language and grammar instructor at UACS and ELTAM board member, was engaged in the coordination and administrative support of the conference participants of 8 different counties. Has had a great support of a few dedicated and hardworking UACS students, who selflessly offered their assistance during this event: Dorotea Gjondeva, Nestor Gavrilov, Aleksandar Dzolev, Ivana Nikolovska and Liljana Hristovska. The UACS SFL instructors Ivana Trajanoska, MA and Marjana Vaneva, PhD successfully presented their papers in front of the conference audience.

Jovanka Jovanchevska-Milenkoska was the editor of the 1st ELTAM Journal, and is now proceeding to publishing the 2nd ELTAM Journal of the papers presented at this conference.

ELTAM and VEŠTA ŽENA

INTERNATIONAL ELTAM-IATEFL- TESOL  
**8TH CONFERENCE**  
SKOPJE, OCTOBER 31-NOVEMBER 2, 2014

Cordially Invites You to Our  
**HUMANITARIAN FUNDRAISING**  
November 1 9:00 a.m. to 6:00 p.m.

During the 8th International ELTAM – IATEFL – TESOL Conference  
at  
Cinematheque of Macedonia /ESRA University/City Library Drugarce

*You can buy a variety of traditional cakes, cookies and pies offered at a symbolic price.  
The raised funds would go to children in need.*

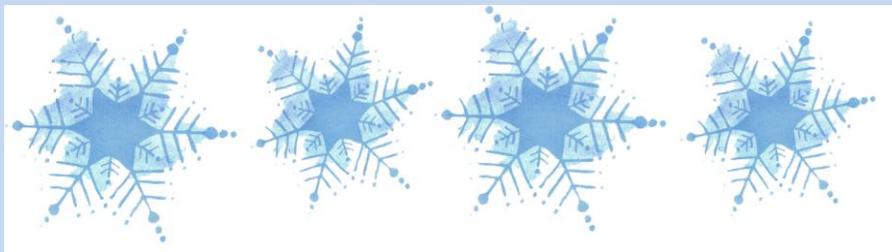
**ELTAM**

ELTAM expressed its humanitarian aspect to help those in need by organizing a fund raising activity together with the multiethnic and multinational society of skillful women “Veshta Zhena”, by promoting Macedonia’s national dishes and selflessly working towards a higher end.



UACS and ELTAM hope that more of these events will be successfully organized in the future.

*The text was published on the UACS page*



## Photo Gallery

### 8<sup>th</sup> ELTAM Conference



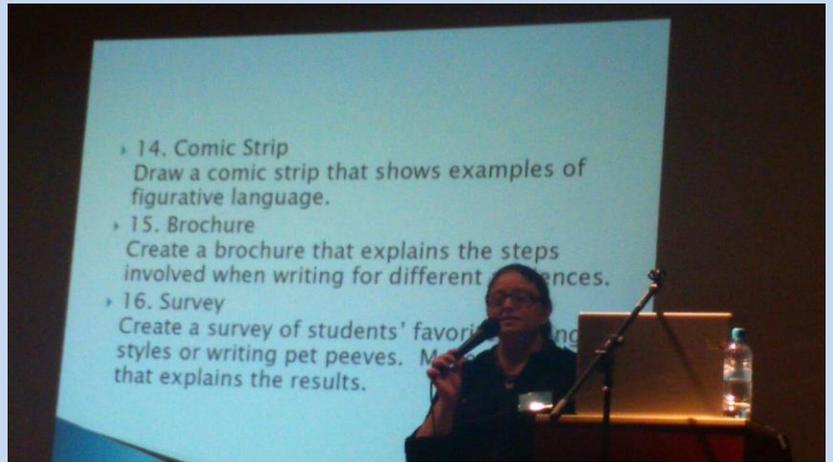
Our sponsors, representatives: RELO Budapest, Express Publishing, Cambridge University Press, Belgrade



Plenary Speaker Suzanne Mordue, *British Council*, Istanbul, Turkey



Halloween Party



Plenary Speaker Kate Mulvey, English Language Fellow, *University of Pristina and American Corner Pristina, Kosovo*



ELTAM together with representatives of RELO Budapest and the US Embassy in Macedonia



Conference Participants



ELTAM team



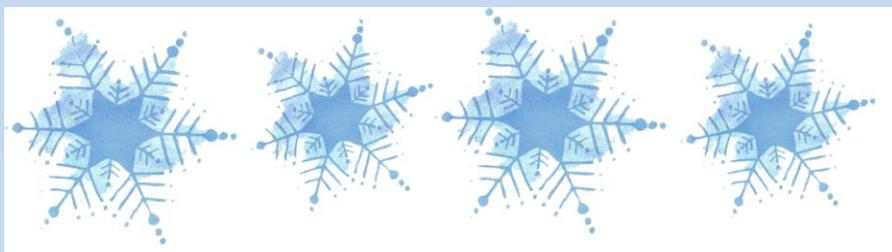
Conference Participants



Plenary Speaker Rakesh Bhanot, SOL



ELTAM and ELTA Serbia representatives



## **ELTAM'S SPECIAL NOTE OF APPRECIATION:**

**This 8<sup>th</sup> Conference would have been impossible without the tremendous assistance and support of our partners:**

- **RELO – Budapest**
- **The US Embassy in Macedonia**
- **The British Council**
- **Express Publishing**
- **Cambridge University Press, Belgrade**
- **SOL**

**They showed understanding and were more than eager to help. RELO – Budapest and the US Embassy helped our Conference by giving grants to several of our speakers who had presentations at the Conference. Mr. Georg Santha was the first RELO representative to attend the conference.**

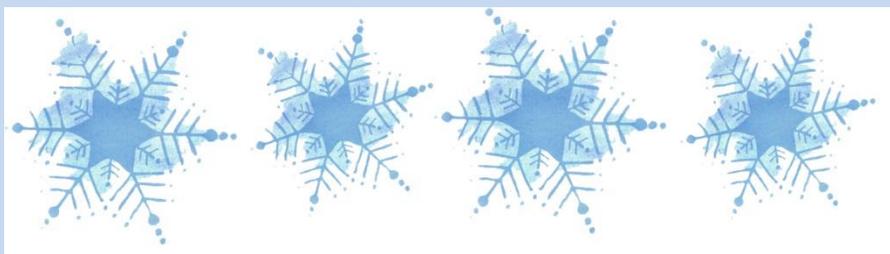
**Our partners also provided us with the excellent plenary speakers: George Kokolas, Kate Mulvey, Suzanne Mordue and Rakesh Bhanot.**

**We would also like to thank the Cinematheque, Macedonia, The National Library Brakja Miladinovci – Drugarce and the ESRA European Film Academy for their cooperation in organizing this event and providing the venue for it.**

**One of our prime sponsors for this 8<sup>th</sup> ELTAM Conference was Express Publishing. Numerous books, dictionaries, packs, and teaching materials were distributed on the raffle.**

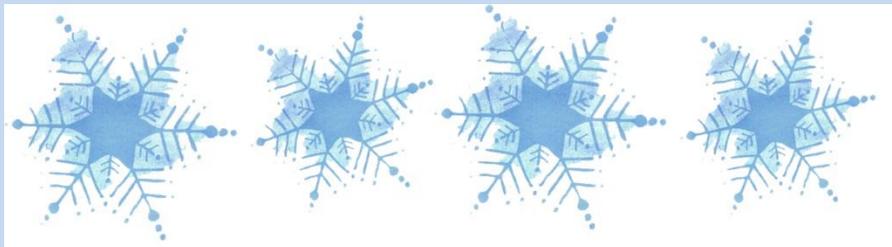
**Another warm-hearted thanks to Veshta Zhena, an association of hard working housewives who gave a special domestic touch with home-made cookies and national specialties. The assets collected from the sale were directed into humanitarian fundraising.**

**See you at our 9<sup>th</sup> Conference in 2016!**



## CALENDAR OF EVENTS

- **National Essay Competition in cooperation with the Peace Corps in February**
- **Annual Assembly in March**
- **Preparation for National Competitions**



## FOR PROSPECTIVE CONTRIBUTORS

From now on, the ELTAM Newsletter will be published four times a year (December, March, June and September) in an electronic version. The deadline for contributions for the next issue is **10 February 2015**.

What's important to keep in mind is that the article must be ELT-related, covering any issue relevant in English language teaching (the focus being on your country's specific context), preferably mixing theory and your own unique experience. The topic isn't fixed, but try to make the ideas fresh and applicable in a classroom situation. There is also no limit as to the type of classroom - it can be about primary, secondary or tertiary education. Another suggestion would be to send in a review or report of a past Conference (seminar, workshop or other event) that you have attended and would like to share with the readers. You could also send in a lesson plan with a detailed description of the steps and the teaching techniques incorporated in it.

Invite your pupils/students to contribute to the "Students' Corner" section with a poem, project or a short story in English they have written.

Don't forget to add photos and pictures in order to make the article aesthetically and visually pleasing. A picture or two does wonders for the readers!

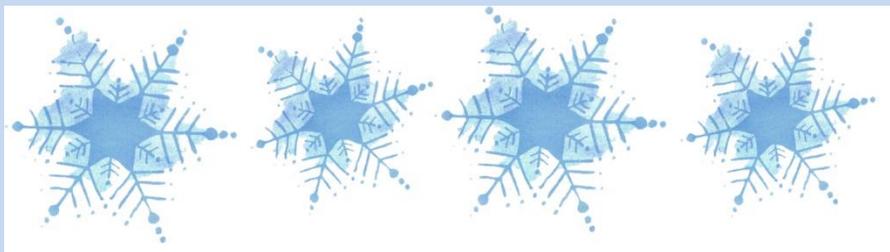
In terms of word count, the article should be between 800 and 2,200 words.

Add your name, workplace and email address at the end of the article, in addition with a photo of you for inclusion (no hard feelings if you don't want a photo of you published). If you have any other contact information you'd like to give out (Twitter account, Facebook profile, and your own blog/website), write it after your email, so that interested colleagues can contact you via any form of communication.

Send in the article as a Microsoft Word document (it will be converted into the appropriate format afterwards) to the **Newsletter Editor, Marija Dzonova**: [dzonova@hotmail.com](mailto:dzonova@hotmail.com)

Feel free to contact me via email if you need more information regarding the article requirements, or if you simply get writer's block.

If you have anything you would like to share with the ELTAM readership, feel welcome to send it. Even if there is a topic you would like to be covered in the following issues, please let me know. I'll be waiting for your articles, your students' works and even the worries that bother you in the form of a *Secret Teacher* text!



**ELTAM CONTACTS****Web page:** [www.eltam.org.mk](http://www.eltam.org.mk)**Facebook profile:** ELTAM Teachers, <https://www.facebook.com/pages/Eltam/419137048118635>**ELTAM Board:**

| <b>Function</b>  | <b>Person<br/>(Contact information)</b>                         |
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| <b>Conference Secretary and National Coordinator for Secondary School Competitions</b> | <b>Gordiana Gjorgova, PhD</b><br>gordianag@t-home.mk            |
| <b>National Coordinator for Primary School Competitions and Treasurer</b>              | <b>Miroslava Pavlova-Anevaska</b><br>miroslavapavlova@yahoo.com |
| <b>Membership Secretary</b>  | <b>Valentina Kikerkova</b><br>valenka2402@yahoo.com             |
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| <b>Webmaster</b>   | <b>Ljubica Ruzinska</b><br>rljubica_78@yahoo.com                |
| <b>Journal Editor</b>  | <b>Jovanka Jovanchevska-Milenkoska</b><br>jovankaj@uacs.edu.mk  |
| <b>Board Member</b>  | <b>Biljana Ingilizova</b><br>bvingilizova@hotmail.com           |