

### **Individual developing model (idm) in efl class**

IDM is a teaching and learning model that aims to develop students' differences through real classroom tasks. IDM can assist teachers to discover and develop students' individual differences without having to design an individual lesson plan for every student. It explains how teachers can use information about students to help students to self-discover their specialties and represents a methodology that explains the relativity of students' self-discovery and teachers' dominancy. In IDM, students' differences form the bases from which changes can take place. These changes include task instructions, groupings and material selections. In this section, we outline four aspects of individual differences – aptitudes, motivation, personalities and learning styles and strategies.

This model contains three stages: Discovery Stage, Differentiation Stage, and Developing Stage. At the Discovery Stage, teachers first find out about students' individual differences using such methods as observation, questionnaires, assessments, information feedback, psychology tests. At the Differentiation Stage teachers continue to recognize the differences in each student. There are several differentiation methods that teachers can use: gradation of tasks, varieties of teaching aids, homogenous and mixed-ability groupings, journal writing. At the Developing Stage teachers are working towards learners' training. The aim of this stage to install a self-directed learning attitude into the students, so that they can continue to self-discover even after they have left school. The most effective ways to help teachers to further develop students' differences are autonomous learning, and learning contract (self-motivated contracts and contracts with others).

IDM and activities suggested in this paper are practical for actual classroom use. Teachers only need to put more thoughts and attention to each student in order to maximize every potential in every student.