

Case Study K-12 Education

K-12 Teachers /
Professional Development



Professional Development of K-12 Teachers: Providing Knowledge and Practice

BACKGROUND

K-12 teachers need to a) develop and nurture skills in interaction and engagement, self direction, leadership, adaptability, intellectual reasoning, problem-solving, assessment, ICT, and media literacy, and b) develop social cross-cultural skills needed for the character development of the young digital natives. Today's learners in the Arab world belong to different cultures and need to become global citizens who possess intercultural communication skills and believe in diversity and innovation. Accordingly, there is a need to provide K-12 teachers with the most recent pedagogical practices that would enable them in turn to build up the skills of the young global learners. As such, professional development on differentiated instructions, positive disciplines, play practices, inquiry, active and cooperative learning, and rhythmic instruction will be essential to promoting youth skills.

EXECUTIVE SUMMARY

Client Challenges

An international K-12 school with over 1,000 students was going through major structural and environmental changes in classes at all levels:

- Transformation was taking place based on the school's new strategic goals
- Teachers' turnover was high which led to the recruitment of novice teachers who were fresh graduates with different educational backgrounds
- Teachers needed motivation
- Interviews showed that teachers needed more professional development and chances to progress from one level to another
- Bullying and torturing students was prevalent and at different levels
- Classroom management and learner-centered environments were not well-provided
- The school decided to achieve AdvancED accreditation in 3 years.

Our Solution

- Developed integrated training programs for teachers
- Advised and coached the school team for the AdvancED accreditation
- Incorporated a career ladder linked to education with the school for better succession planning

Our Intervention's Impact

AdvancED Accreditation

The international school was accredited by AdvancED and awarded one of the highest scores in the Middle East

Educational and Professional Development

- Restructured curricula
- Institutionalized teaching certificate programs
- Integrated new teaching and learning strategies
- Trained both experienced and novice teachers on the latest teaching skills

Governance and Management

- Improved profile of teachers
- Improved satisfaction and decreased turnover of teachers

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IN FOCUS

Key Client Challenge

There was an urgent need to create effective professional development programs for K-12 teachers of all levels.

Our Solution

Accreditation

- Helped enrich the school curricula
- Introduced teaching certificate programs for teachers
- Advised and coached the school team for the AdvancED accreditation

Educational and Professional Development

- Identified all learners' needs to become global citizens
- Developed modules to provide teachers with best practices necessary to prevent bullying and adopt active learning strategies
- Introduced competency based learning
- Developed training programs in positive disciplines, ICT, differentiated instruction, active and cooperative learning activities, rhythmic and play activities
- Developed training programs for teachers to enable them to identify learning difficulties/ disabilities and, consequently, lessen the frustration of learners with difficulties as early as possible

Governance and management

- Created a mentorship and coaching program for teachers and coordinators
- Incorporated a career ladder linked to education for better succession planning
- Identified teachers who were interested in training their peers, and who wanted to become teacher trainers (TTT Model)
- Introduced general and special education programs for new recruits

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