



## **OVERVIEW OF THE 1 MILLION TEACHERS PROGRAM**

### **OVERVIEW**

Without qualified and motivated teachers, children stand very little chance of realizing their potentials. Unfortunately, there are massive shortages of qualified and competent teachers across the world, especially in sub Saharan Africa. Initially focusing on Sub Saharan Africa, 1MT aims to close the gap in the supply of competent teachers by attracting new teachers into the profession, training both the new and old, and motivating them to keep improving their performance through a comprehensive reward based development program that combines high quality online and classroom-based training with mentorship on a scale never attempted before - ensuring that teachers and school administrators become lifelong learners.

### **TRAINING COMPONENT**

Through a Mobile First, Personalised, Participatory, and Group based approach (MPPG), the 1MT program begins with an online component, covering a wide range of knowledge areas in education and pedagogy, personal development, and leadership, including Basic Literacy and Numeracy, Information literacy (including digital literacy), Problem Solving, Critical Thinking, Values and Gender Education, Inclusive Education, Financial Education, Entrepreneurship, Environment and Sustainability.

The online/offline component is self-paced, incorporates gamification best practices, draws in and motivates participants to keep learning, facilitates engagement and knowledge retention, delivers content in bite-sized pieces that ensure easy assimilation

of material, enables easy tracking of learners' progress. Trainees progress through various belts - White Belt (Cotton) to Black Belt to White Belt (Silk) - getting badges as they achieve the milestones. Attaining Black Belt triggers a host of benefits. The Black Belt is also the level at which the trainees qualify for an immersive boot camp (followed by several classroom-based workshops), facilitated by our partner university - Queen's University, 1MT faculty members and Black Belts from the 1MT development program.

Professional development continues as the trainees are equipped to mentor others, becoming resource persons themselves, sharing their knowledge as adjunct members of the 1MT faculty, in the process supplementing their regular income, making them more satisfied with their jobs.

### **Professional Community**

1MT also provides professional development through a supportive learning community – both online, and offline through its Anchor School Program.

## **ADD-ON TRAINING FOR HEADS OF SCHOOLS**

### **School Management**

Although effective school leadership does not raise student learning directly, it does so indirectly by improving teaching quality and ensuring effective use of resources.

Ineffective school leadership means school management is not actively involved in helping teachers solve problems, does not provide instructional advice, and does not set goals that prioritize learning. School governance - particularly the decision-making autonomy of schools, along with the oversight provided by parents and communities—serves as the framework for seeking local solutions and being accountable for them.

### **Sample courses:**

- **The Foundations of Educational Leadership Course** - The Foundations of Educational Leadership will introduce leaders to the concepts and principles of

educational leadership. This course will provide learners with an overview of the roles of educational leaders and the impact of educational leadership on the society and educational system. This course will explore different theories and models on educational leadership and the impact to the individual, organization and society. It is a course that will challenge learners to reflect upon theory and practice and apply the principles, concepts and framework to real world situations.

- **Leading Educational Change** - The Leading Educational Change course will prepare educational leaders to effectively facilitate and guide the change effort in their organizations. Educational leaders must exercise the strategic art of leadership in response to changing educational needs facing communities today and in the future. This course will prepare educational leaders to properly and in a timely manner assess their impact of change on their vision and seek to respond effectively to these changes.
- **School Management Course** - The School Management Course addresses most of the key concepts and some of the management skills and approaches that participants will need in instructional leadership, pupil management, financial management, school-parents' relationship.

## **RESEARCH**

In conjunction with partner, Queen's University, Canada, 1MT conducts extensive research on all aspects of program to provide evidenced based, actionable information for planning and assessment purposes.

## **PERFORMANCE EVALUATION**

Monitoring and evaluation is embedded in the 1MT program, as far as learning and development goes. Officials can generate reports about the learning and development

of participants from the comfort of their offices. This feature can help achieve substantial savings on costs that would otherwise be spent on regular physical inspections.

## **WORK STUDY**

Under this program, 1MT is also providing significant support for a Work Study program to Canada for a small number of policy makers in the education sector. Support will include subsidy for flights and accommodation.