

Training of Trainers

First Graduates of SEC Program to Train Educators to Train Others

A first batch of graduates recently completed a special SEC program aimed at training local educators on how to train their colleagues in the curriculum standards used by Independent Schools.

The 17 graduates, who attended the Training of Trainers (ToT) program from September 4 - December 21, 2006, were awarded Master Trainer Certificates. The program was conducted in cooperation with Multi Serve, an educational consultancy from New Zealand with experience in education reform projects.

Sabaha Al-Haidoos, director of the Education Institute, said the program is important because it's the first ever aimed at producing national experts in the field of training for the curriculum standards. "This will lead to investing in the creativity of employees, as we aspire through it to build national talent," she said.

The new graduates are expected to play an important role in raising the qualifications of teachers in Independent Schools, by helping train teachers in English, science and math, within professional development programs organized by the Education Institute.

"The program provided us with a good opportunity to improve our skills and exchange experiences among teachers and trainers. It was very useful. Best of all is that it is specialized training, i.e. it concentrates on the trainee's subject and its specific standards," said Dhabia Helal Al-Khulaifi, one of the graduates.

Hessa Yousuf Al-Aali, the director of the Education Institute's Professional



Development Office, expressed her satisfaction with the program. "The ToT program is a dream we hoped would come true. The graduation of this first group of local trainers not only will lead to supplying workshops with national trainers who are capable of leading and achieving the targets of the initiative in the future, but it will also improve the standards of the teaching profession, which I hope will have the same prestige as other professions."

"The ToT proved that we can depend on and trust local talent in the field of professional development. The certificate which the graduates received is proof of the competency, effort, and commitment that they showed during nine weeks of hard work," Ms. Al-Aali added.

The three-phase program began in September 2006 with 30 potential trainers from the Independent Schools and MoE schools. The first phase concentrated on the trainer as a facilitator of the educational process, and aimed at the trainers acquiring the skills which are provided by the program, in order to lead training afterwards. The second phase, which lasted three weeks, was called collaborative training, as the New Zealand team worked in association with local trainers. During the third and last phase, the local trainers conducted workshops supported and guided by the international experts.

"We have learnt the essential skills we need as trainers. And this is our opportunity to serve our country and for Qataris to replace international trainers gradually," said Maha Matar Al-Kuwari, another graduate.

"The program is pioneering and excellent, because the local training

graduates have gained international expertise along with field experience in the schools of Qatar. That is why they are most capable of diagnosing the problems that teachers in Qatari schools face," said Haifaa Naif Mala'eb, a fellow graduate.

The new graduates are:

- **Amira Hasan Abdul Majeed**
(Jawaan Bin Jasim Model School for Boys)
- **Dhabia Helal Al-Khulai**
(Muaither Preparatory School for Girls)
- **Haya Naser Al-Nuaimi**
(Al-Markhiya Primary for Girls)
- **Haifaa Naif Mala'eb**
(Al-Bayyan Complex for Girls)
- **Maha Omar Mohsen**
(Al-Bayyan Complex for Girls)
- **Aisha Ahmadi**
(Educational Guidance)
- **Maha Matar Al-Kuwari**
(Khalifa Primary for Girls)
- **Fatima Ahmed Al-Rashid**
(Al-Bayyan Complex for Girls)
- **Amal Dyiab Samaan**
(Khalifa Primary for Girls)
- **Moza Abdullah**
(Al-Markhiya Primary for Girls)
- **Aisha Sultan Al-Musaifri**
(Omar bin Al-Khattab Complex For Boys)
- **Husein Al-La**
(Ministry of Education)
- **Mohammed Al-Rahahla**
(Abu Baker Asedeeq Primary Preparatory for Boys)

- **Babaker Mohammed Saleh**
(Al-Doha Secondary School For Boys)
- **Khalid Ali Meqdad**
(Omar Bin Al-Khattab Complex for Boys)
- **Nadia Omar Shamlan**
(Al-Duhail Preparatory School for Girls)
- **Layla Yahya Hattab**
(Omar Bin Al-Khattab Complex for Boys)

To be chosen to participate in the ToT program, candidates should have at least one year experience in teaching at Independent Schools and have attended one of the professional development workshops conducted by the SEC.

He/she must be able to communicate in English. Three assessment tools were developed to assess the trainees, which are daily, weekly and phase assessment, in addition to feedback from the Multi Serve team.

The Education Institute has conducted training programs and workshops over the past three years for Independent School and MoE school teachers. In the first courses held in 2004/2005, more than 180 teachers took part. Last year, the Education Institute held numerous courses on the curriculum standards, what they were, their teaching methods and application; 335 teachers took part. In this academic year, 2006/2007, many courses for English, science and math standards were conducted and attended by 230 teachers. Additional training courses will be conducted during the second semester of this academic year.

