


كادر الكادر العربي لتطوير وتحديث التعليم  
CHANGEAGENT FOR ARAB DEVELOPMENT AND EDUCATION REFORM  CADER





Well known company with **144** employees: **122** dedicated qualified Master Trainers and **22** administrative staff

2004

# The Beginning...

## CADER's Consortium



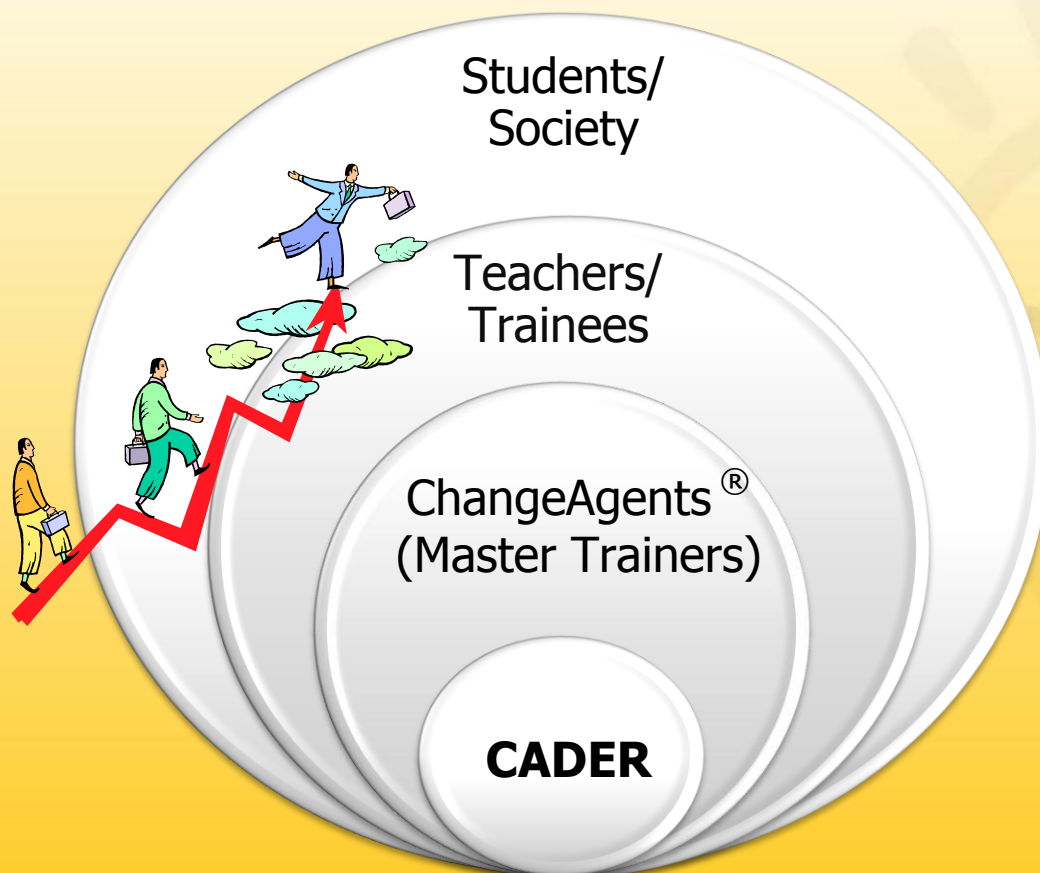
A true  
**P**ublic  
**P**rivate  
**P**artnership

# CADER's Field of Work

- ❑ CADER's core business is human capacity building and professional development for educators.
- ❑ CADER offers comprehensive professional development programs that are based on change management methodology and on integrating ICT (Information and Communication Technology) to promote the processes of teaching, learning and working.



## To Enable Knowledge Economies in the Arab World.



# *CADER's Philosophy*

For CADER, human capacity building is all about change.

CADER's change is a long journey that is much more human than it is technological. It is not about providing people with new knowledge and new tools. Rather, it is about transforming and supporting them develop new attitudes, set of values and skills that redefine their work processes and enable them to start new practices that is integrated into their daily work.

# *CADER's Innovative Model*

- CADER's experience shows that effective professional development is primarily based on:
  - Tailor-made solution that is competency driven and takes into consideration the culture, language and needs of the target groups.
  - Practical solution that is hands on, "On the job" training & follow up and coaching approach.
  - Solution that is based on changing attitude & set of values and building commitment & ownership through raising awareness and belief in the need for change and development.



# CADER's Master Trainers, The Differentiator

- ❑ CADER's major resource in implementing its professional development programs is its Master Trainers.
- ❑ For the first time in the Arab region: the preparation of teams of Master Trainers especially to deliver teacher professional development programs.
- ❑ CADER teams undergo a 6 month intensive full-time training program on the hands of renowned Dutch and Jordanian educational experts.



# From 20 to 106 Master Trainers



First batch: February 2005: **20** Master Trainers

Second batch: July 2006: **22** Master Trainers

Third batch: January 2008: **13** Master Trainers

Fourth batch: January 2009: **18** Master Trainers

Fifth batch: September 2009: **20** Master Trainers

Sixth batch: May 2010: **16** Master Trainers

Seventh batch: Oct 2010: **17** Master Trainers

# 6 Months of Intensive Training


From 8:00 AM. to 5:00 PM.



Dutch Experience








New ways of  
teaching &  
learning

# ChangeAgents® Skills



Team work skills



Integrating ICT in  
teaching & training

- Leadership skills
- Communication skills
- Training & facilitation skills
- Coaching skills
- Project management skills
- Change management skills



# Training in The Netherlands



## International Exposure





Ongoing capacity building  
training programs

By Dutch experts...

And by CADER...



## **Professional Development Programs**

- Academic Programs
- Professional Development Programs

## **Consulting Services**


- Whole-school development and change
- Strategic planning
- Leadership and supervisory development
- Program development and evaluation





More than 4650  
teachers from  
2005 till now.

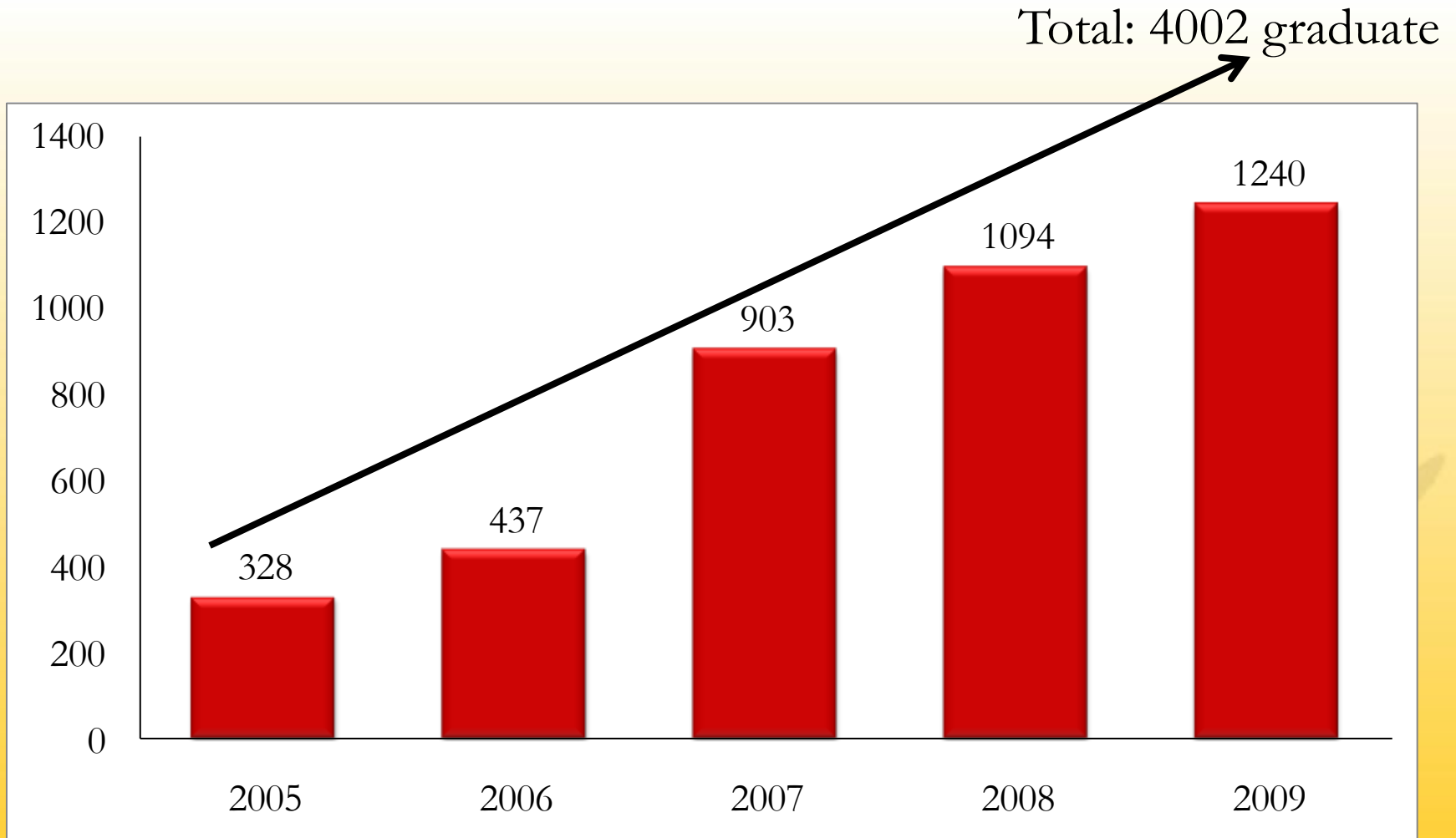
# CADER 's High Education Diploma Program: **ICT In Education**



More than 72%  
3348 graduates  
are female  
teachers.

- Earned Prince Hassan Award for Excellence.
- A graduate degree after the B.A. in cooperation with INHOLLAND University and Yarmouk University.
- The first of its kind in Jordan and the Arab World: came in response to MOE's needs for a national program for teacher training.
- A one-year-program that specializes in enabling teachers to use modern pedagogies and integrate them with ICT tools in the classroom.

## *Growth in CADER's HED*



## Extension to the classrooms





In partnership with Creative Associates CADER today is undertaking the largest professional development project in Jordan.

## **Education Reform Support Program (ERSP)**



CREATIVE ASSOCIATES INTERNATIONAL



## *ERSP Programmes*

- ERSP aims at building the capacities of 33,000 educators all over Jordan over the period of five years (2009-2014).
- The professional development component that falls under ERSP provides 17 training comprehensive programmes for three target groups: induction, in-service and leaders.
- The programmes will be implemented in 831 schools in 40 (MoE) directorates.
- The programme will train 444 ToTs to build the capacity of MoE employees, to ensure scalability of programmes and sustainability of new practices.

- ❑ It is a comprehensive approach that integrates the efforts of all school stakeholders from the principal to all teachers, administrators, students and school community.
- ❑ It follows a change management approach that aims at creating new attitudes of learning and working in the participating schools.

**Interpersonal skills**  
**Commitment**  
**Planning skills**  
**Institutionalise new practices**  
**Change management**  
**Project management skills**



# **Jordan Schools Project (JSP)**

In collaboration with CAI, AST&R, CDM and funded by USAID:

- An innovative design that reflects latest findings on improving educational environments and the learning outcomes.
- CADER offers a comprehensive PD model that targets the involvement of all the stakeholders to create better educational opportunities.
- The PD program aims at enabling various stakeholders to maximize the utilization of the new space and all the new resources created and to allow them to carry out their future roles more effectively.

# Different Projects

**Saraya Aqaba**



**Towards an Active  
School Project**

**The Embassy  
of the  
Netherlands**



**School that  
Learns Project**

**JEI &  
Microsoft**

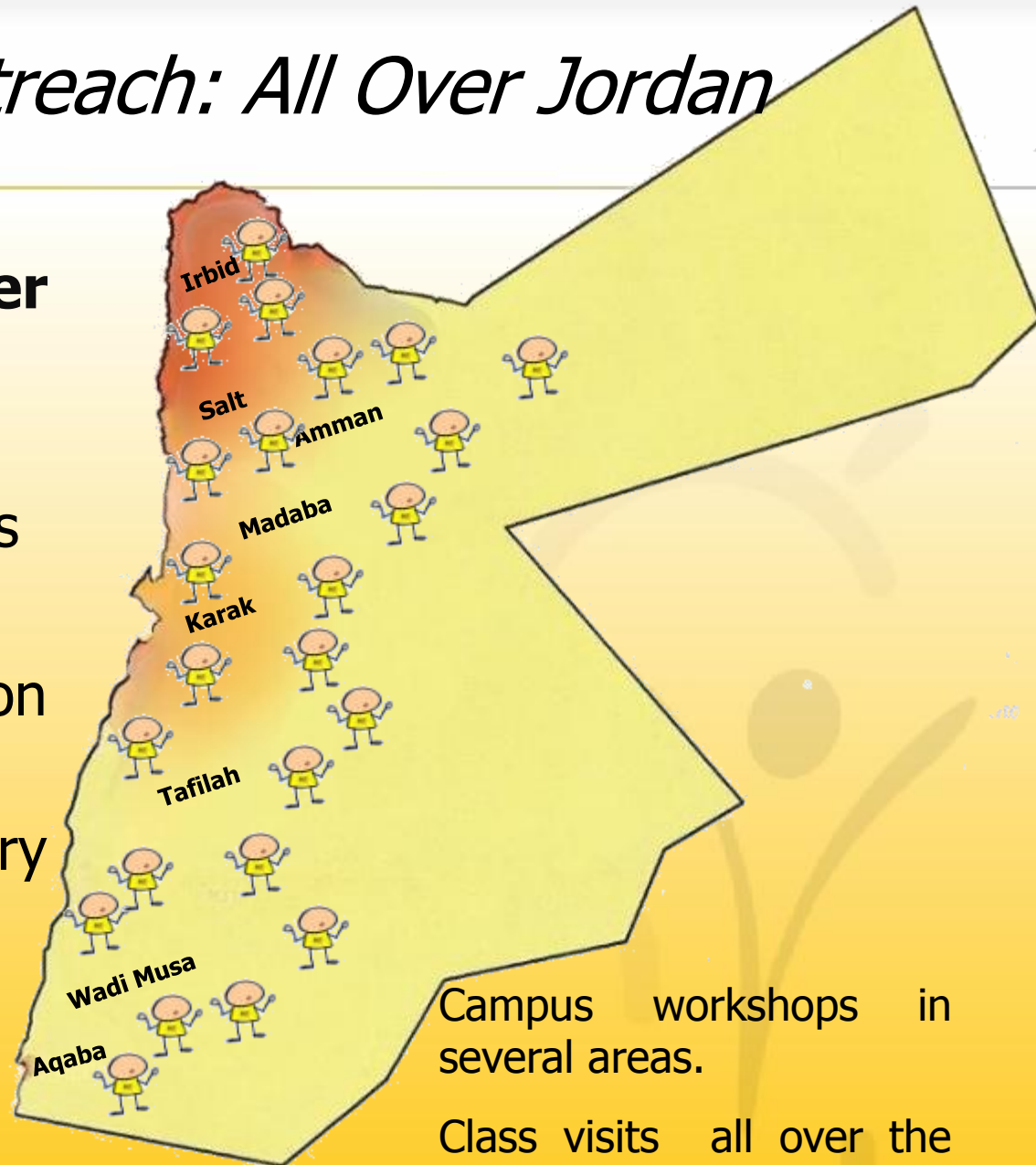


**Towards a New School  
Attitude Project**

## *Wide Outreach: All Over Jordan*

### **Average operation per semester:**

- **3200** teachers
- **48** campus workshops
- **202** onsite workshops
- More than **150** location all around Jordan
- **1100** class visits every month



Campus workshops in several areas.

Class visits all over the kingdom.

# Not only in Jordan... but in the region







**In Palestine**

# ICT in Education Project Bethlehem University/ Palestine

Implemented in partnership with Maastricht School of Management and funded by Netherlands Organization for International Cooperation in Higher Education/ NUFFIC.



The target group of the project was the faculty members of Bethlehem University and the trainers and consultants of its Institute for Community Partnership.



## In Qatar Two Training Programs



Sponsored by Supreme Council for Information and Communication Technology (ictQATAR):

### **1. Training for Middle and Secondary School Teachers**

It focused on training teachers to use the available ICT tools in their schools (mainly the LMS) in the process of teaching and learning, implemented in 12 Independent Schools.

### **2. E- Leaders Training Program**

A teacher leadership training program that CADER is proud to be the first to introduce into the region. It aimed at promoting teachers' educational leadership skills.

# CADER's Content



- ❑ Locally designed and developed in Arabic by Arab Master Trainers.
- ❑ Tailor-made according to local needs/in light of needs analysis.
- ❑ Modern pedagogy and innovative cutting edge ICT unite to construct powerful learning environments.
- ❑ Incorporates Meta-cognitive and communication skills to create life-long learners.



NOT one... but many programs



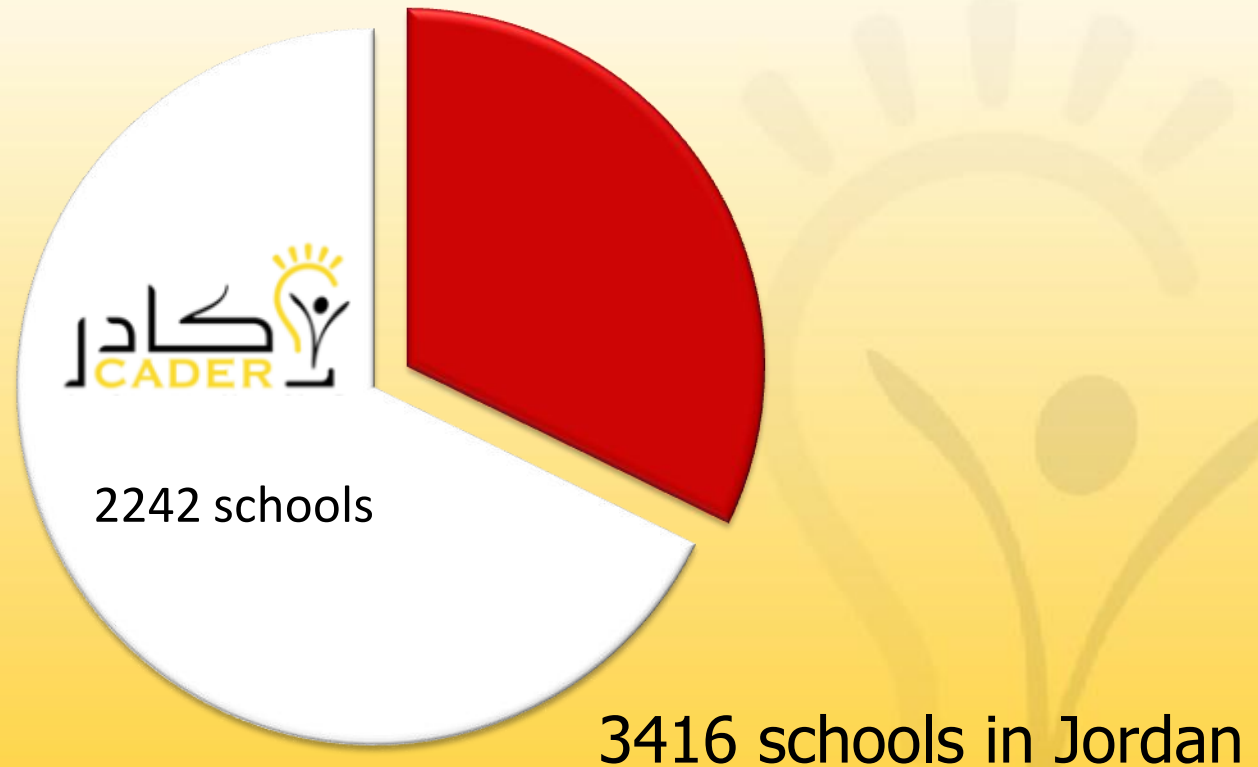
# Trainee Explosion

To **8621**

From **400** trainees



# CADER Trained Teachers in 2242 Schools All Around Jordan





## *CADER's Next Steps*

- Establish a new model of teaching and learning professionalism in the region that has the solid base of knowledge production and not consuming.
- Continue to grow CADER's impact to provide responses to education reform goals in the MENA Region.
- Target the youth sector in the MENA Region whose capacity to contribute to national development and to compete in the global economy will determine the region's future.
- Mission will be accomplished when the new school graduates will be critical & analytical thinkers, exposed & open, skilled & entrepreneurial and pro active citizens.



**Growth in ...**

