CHANGE AGENT FOR ARAB DEVELOPMENT AND EDUCATION REFORM

CADER
Well known company with 144 employees: 122 dedicated qualified Master Trainers and 22 administrative staff
The Beginning...
CADER’s Consortium

2004

TU Delft
Delft University of Technology

INHolland
University of Applied Sciences

Yarmouk University

CADER

A true Public Private Partnership

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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.
CADER’s Vision

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

Integrating ICT in teaching & training

ChangeAgents® Skills

Team work skills

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

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Training in The Netherlands

International Exposure
Continuous Development = Life-long Learning

Ongoing capacity building training programs
By Dutch experts...
And by CADER...
CADER’s Services

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

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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

Total: 4002 graduate
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)**
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
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

The Embassy of the Netherlands

School that Learns Project

Towards an Active School Project

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
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.
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

From 460 trainees

To 8621
CADER Trained Teachers in 2242 Schools All Around Jordan

2242 schools

3416 schools in 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.
Future Aspirations

Growth in ...

Arab Region

Services