

S.T.E.P. TRAINING OF TRAINERS

The State Teacher Enhancement Plan or S.T.E.P. is aimed at establishing a nucleus of trainers who will be trained by ELTC to develop and implement programmes for English teachers in their respective states. The objectives of S.T.E.P. are to enhance continuing professional development (CPD) of teachers, provide ELT curriculum support, to engender ownership of programmes developed for and with states and to network with teachers and state education departments.

This course comprises 4 phases and is developmental in nature. There are four phases to this course.

In Phase I, Training of Trainers, teachers will undergo a course on knowledge, skills and attitudes in preparing them for their role as trainers.

In Phase II, Module Induction, these new trainers will be inducted into the content of the modules they will be delivering on courses at the state/district level. ELTC will design and write modules on Principles and Practice in TESL-Teaching Listening, Speaking, Reading and Writing.

In Phase III, Implementation, trainers will operationalise their trainer skills when conducting courses for the state.

In Phase IV, Review of Training, there will be an evaluation of the Modules to help designers make informed decisions for improvement. This phase will also include topping-up skills to motivate trainers and ensure their commitment to Continuing Professional Development and training

Objectives

The objectives of this course are to:

- Develop training skills and confidence among teachers who are part-time trainers
- Raise awareness of key principles and best practice for the purpose of training
- Provide a springboard for thoughtful reflection, critical thinking, action and change
- Facilitate the transition from teacher to trainer for training and beyond

Content

STEP Training of Trainers

Phase I - Training of Trainers (4 days ; 24 hours)

Topics covered include:

- Beliefs and Change
- Personal Professional Development
- Training vs Teaching
- Adult Learning Principles
- Managing & Motivating The Client

Phase II - Module Induction (3 days; 20 hours)

Topics covered include:

Overview of Course Content and Design

- Facilitation Strategies & Techniques
- P&P of Teaching Listening, Speaking, Reading & Writing
- Demonstration of Content Delivery
- Planning for Action

Phase III - Implementation (State/District training as scheduled)

Stages include:

- Training - delivering the content
- Monitoring
- Professional Support
- Feedback and Data collection

Phase IV - Review of Training (3 days; 15 hours)

Topics covered include:

- Feedback on P&P Modules
- Developing Trainer Personality
- Leadership and Me
- Thinking Hats

Duration

Phase I: 4 days (24 hours)

Phase II: 3 days (20 hours)

Phase III: State/district training as scheduled

Phase IV: 3 days (15 hours)

Modes of Delivery

The training methodology is based on the loop input using the 'learning by doing' approach. Workshops, demonstrations, group discussions, reading, structured exercises, presentations, role-play and micro-training, are some of the strategies and techniques used. The sessions are iterative and spiral in structure

Participants

This course is designed for trained English language teachers who are also state key

personnel and are occasionally called upon to conduct training.