



Dar es Salaam International Academy

SCHOOL • HOME • COMMUNITY

DIA Teacher Training Policy
2020-2021



Mission Statement

Dar es Salaam International Academy develops internationally minded lifelong learners through a well-balanced, holistic curriculum and a partnership between school, home and community

Welcome

Thank you for your interest in Dar es Salaam International Academy Teacher Training Program 2020/21.

Please review all documentation within this package. If you have any questions pertaining to the package please email us on:

sfurtado@diatz.cc, sngoye@diatz.cc, or call us on +255 758 828 300

All components of this package must be fully completed to be considered.

Purpose

Dar es Salaam International Academy (DIA) is committed to being an internationally minded school which is locally rooted within Tanzania. It is a school which has grown out of a desire to provide affordable international education to Tanzanians as well as other culturally diverse students. As such, DIA recruits both internationally but also locally and aims to have Tanzanian staff within every teaching department.

High-quality learning at DIA is demonstrated by:

- Participation in open-minded, authentic, and constructive communication
- Effective engagement, interest, and a commitment to learning
- Development and application of Approaches to Learning skills
- Higher-order thinking, problem-solving, and inquiry
- Exploring challenging and unfamiliar content and contexts

The main objective of this program is to prepare young Tanzanian teachers to understand high quality learning in an international setting and apply the inquiry based approach in their practice to this standard. Those aspiring to this demanding role must have quality preparation and support which is what this program offers.

Aims

The DIA Teacher Training Program provides:

- knowledge of the IB programmes and current issues in international education
- tools on effectively managing and engaging student learning
- tools which can directly be applied within the teacher's existing field experience and transferred to any quality educational setting
- the opportunity for teachers to engage in professional learning and reflective practice which they can carry with them as they develop into lifelong learners.

Eligibility for Teacher Training Program

- Tanzanian citizen
- Degree in Education
- Possess a high standard of written and spoken English
- Excellent academic track record
- Able to attend all workshops as well as the Mentor Support hours if shortlisted

Areas not covered by the Teacher Training Program

- Transport
- Lunches
- Payments of any kind

Frequently Asked Questions

Is DIA an accredited school?

Yes. DIA is an accredited International Baccalaureate World School, authorized to implement the International Baccalaureate Primary Years Programme (KG - Grade 5), the International Baccalaureate Middle Years Programme (Grades 6 - 10), and the International Baccalaureate Diploma Programme (Grades 11 - 12)

DIA is also a full member school of the African International Schools Association (AISA) and the Council of International Schools (CIS)

Do I have to commit to attending the weekend workshop and weekly sessions?

No. You may opt to only attend the weekend workshop.

Do I have to commit to be an intern?

No. This is optional but a valuable practical experience that gives you the opportunity to engage in learning and teaching in an international setting.

Will I receive a certificate at the end of the weekend workshop?

Yes. You will receive a certificate of attendance from DIA at the end of the workshop and another one upon attending at least 7 out of the 9 weekly sessions.

Is there an assessment for the Teacher Training Program?

There is no formal assessment, however we require participants to submit a lesson plan for the weekend workshop and evidence for each weekly workshop as stated on page 5 in order to receive certificates.

Part 2

Weekly Workshops

The second part of the program is weekly workshops starting in January 2021. The workshops will be held every week from 3.30 - 5.00 pm for 9 weeks. The following topics will be covered:

- Elements of a well constructed lesson
- Transdisciplinary learning and teaching
- Creating summative tasks
- Feedback strategies
- Supporting Student Needs and Art
- Engagement in Literacy (ALL teachers are language teachers)
- Classroom Management
- Use of the Arts and Technology in teaching and learning
- Continuing professional development as an international educator.

**The dates of the weekly workshops will be announced during the weekend workshop.*

Internship

If a teacher is short-listed after attending the workshops and displays commitment and motivation, they will be asked to participate in an internship position at DIA.

In order to qualify for internship at DIA, the candidate must submit a police clearance and a NIDA card.

The interns will be teaching/ co-teaching and shadowing classes at least once a week at DIA and attending the weekly sessions noted above.

Health and Safety Measures

In order to maintain safety of all participants and facilitators we require the following:

- Participants must wear face masks at all times on campus
- Participants' temperature will be checked upon arrival; anyone with a temperature above 37.6 Centigrade will not be permitted on campus
- Social distancing will be observed during the sessions
- Facilitators will wear a face mask with the exception of when they are presenting when a face shield will be used.

Structure

Part 1

This program has two parts. The first part is a weekend course on **November 14th and 15th 2020** covering 7 sessions. The sessions will be on the following topics:

- Pedagogy for a Changing World and Interconnected World
- An introduction to the IB Primary Years Programme (PYP), Middle Years Programme (MYP), and Diploma Programme (DP)
- An introduction to Inquiry
- Online/Blended Learning
- Differentiating for Student Needs
- Assessment for Learning
- Planning for Learning

School Support

Weekend face-to-face workshop led by experienced practitioners in the field.

In-school support for teachers going through the program with face-to-face sessions on focussed topics.

Provide internships for selected candidates.

Provide a mentor for each Intern.

To observe participants teach and give constructive feedback.

To meet with interns twice a term to check in on the process journal and portfolio evidence collection.

Built-in time for the delivery of the sessions and mentor meetings.

Assessment

Participants will need to submit a **process journal** kept throughout the course and a **portfolio** which highlights some of the skills learned throughout the program.

The portfolio will contain a collection of carefully selected materials and reflections that provide a record of professional growth through participation in the program. Through their portfolios, candidates will demonstrate their skills, knowledge and understanding, and show that they have continually monitored their growth and reflected on their development as practitioners.

To qualify for a certificate for attending the weekly workshops, candidates must submit work for at least 7 out of the 9 sessions.

Topic	Potential Portfolio Evidence
Elements of a well constructed lesson	<ul style="list-style-type: none"> ● Mentor Lesson Observation Notes ● Lesson Plans
Interdisciplinary/transdisciplinary learning and teaching	<ul style="list-style-type: none"> ● Interdisciplinary/transdisciplinary planner
Feedback strategies	<ul style="list-style-type: none"> ● Marking and standardisation OR ● Evidence of different styles of feedback given to students (peer, verbal, written, etc.)
Creating summative tasks	<ul style="list-style-type: none"> ● An original summative task created to assess the learning within a unit
Supporting Student needs	<ul style="list-style-type: none"> ● Examples of differentiation strategies used, including Art integration
Engagement in Literacy (ALL teachers are language teachers)	<ul style="list-style-type: none"> ● Lesson plan Integrating Language in other subjects
Classroom Management	<ul style="list-style-type: none"> ● Reflections on different strategies used in the classroom
Use of technology in teaching and learning	<ul style="list-style-type: none"> ● Example activities used in the classroom
Continuing professional development as an international educator	<ul style="list-style-type: none"> ● Identify possible future courses/ qualification ● Identify goals for the future

Application process for applicants

CV and a covering letter emailed to sfurtado@diatz.cc, sngoye@diatz.cc and sjuma@diatz.cc

Covering letter should include:

- Motivation for applying for the DIA Teacher Training Program.
- Prior or current knowledge of an International Curriculum framework
- Why they feel they would be a good candidate for the internship program

Submission of two (2) references. Applicant must submit two letters of recommendation, in English:

- Letter 1: Academic reference from a current/past teacher/professor
- Letter 2: Personal Character reference from someone who knows the candidate

Note: The reference letters must include current phone number and email address of the writer, and clearly state relationship with the applicant; letters without these details will not be considered.

Timeline for applications

ALL applications must be submitted by **October 23rd 2020** to DIA.

Applications missing information will not be considered.

Applications submitted after this date will not be considered.

All applicants will receive information by **November 6th 2020** to notify them if their application has been successful.

Outcomes for the participants

The weekend workshop is a great way to get a taster of what teaching at an international school is like and learning more about the International Baccalaureate Programmes. It is an opportunity to meet and network with other educators as well as a forum to share, exchange and discuss ideas. Workshop participants should expect to leave these sessions inspired and with ideas they can apply in their current context immediately. For those selected for the longer internship opportunity, this represents an opportunity to get some hands-on experience and training alongside experienced educators. Successful interns may be offered a position to work at the school and will be well placed to continue on their journey as lifelong learners.



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