

Enhancing teacher quality: Low cost, big impact

A Varkey GEMS Foundation initiative



**VARKEY
GEMS
FOUNDATION**

Changing lives through education

The issue: Teacher quality



“The benefits from an educated child will affect not only the child itself, but his or her family and the wider community. The Varkey GEMS Foundation’s commitment will bring that opportunity to millions more children around the world.”

President Bill Clinton, Honorary Chairman of the Varkey GEMS Foundation

At the Varkey GEMS Foundation, we know that a quality education can transform lives and bring sustainable change.

Yet in many parts of the world, a quality education is a distant dream.

- **61 million** primary school-aged children and **71 million** secondary school-aged children are **out of school**
- As many as **250 million** children could be **failing to read and write** by the time they reach age 10

Simply building schools is not enough. **Evidence tells us that it is the quality of the teacher that has the greatest impact on a child’s educational outcomes.**

Unfortunately, experience shows us that quality is rarely distributed equally and it is often the schools most in need, which have the least well-trained teachers. Indeed, the focus on achieving universal education (one of the UN Millennium Development Goals) and the rapid expansion of schooling by many governments, has led to a **shortage of adequately trained staff.**

- Estimates are that the world needs almost **7 million new trained teachers by 2015** just to address primary education needs
- Over the past decade many developing countries have tried to control teacher costs by bringing in **large numbers of unqualified or less-qualified teachers** or by supplementing school capacity with teacher aides and community volunteers. This has had the effect of lowering the average qualification and experience level of the teaching force
- In many sub-Saharan African countries such as Congo, Tanzania and Mozambique **less than 60%** of primary teachers are **professionally qualified**

Our aim is to raise standards of teaching by training teachers in core skills; and to be the foremost advocate for classroom excellence.



Our solution

Varkey GEMS Foundation low cost teacher training.

The Varkey GEMS Foundation has designed a low-cost teacher training programme that will address the issue of teacher quality in developing countries.

The 5-day face-to-face course, aimed at school principals and senior management team members, will focus on the skills required to improve pedagogy within the school and will include an embedded “train-the-trainer” course so that principals can cascade their learning and deliver the content to teachers at their schools.

Once the training is completed, Varkey GEMS Foundation trainers will travel to each school to provide **coaching and support** to the principal in embedding the programme, thus improving practices within the school and providing quality assurance.

Day 1: Train the Trainer

Understanding learning needs and styles, principles of adult learning, mentoring and coaching, evaluating and training

Day 2: Creating Professional Learning Communities

Building capacity, team development, delegation, negotiation, collaboration and planning, effective feedback, classroom observational strategies and tools, mentoring and coaching, development of PDP for staff and lead teacher

Day 3: Large Class Teaching in Resource Constrained Contexts

Areas of lesson design and sequence, higher order skills, action-oriented student centred pedagogy, student engagement and critical thinking, teaching models and strategies, creating instructional learning aids from surrounding environment, improving classroom environments

Day 4: Student Centred Assessment and Planning

Student centred learning methods, reflection skills, learning objectives, complex problems, constructive feedback, goal setting, the teacher/student relationship, child psychology

Day 5: English as a Second Language

Skills and strategies in teaching children and teachers with ESL backgrounds. Specifically reading and writing strategies in order to improve English language development

Cascade & Support

Impact

Our teacher training solution is focused on providing the biggest impact for the lowest cost. In order to achieve this, we will have the following steps in place:

Flexibility to meet local needs

Full assessment of local conditions

Joint reflection

Emphasis on trainer quality

In-school mentoring

Sharing network

Strategic direction

In-country steering committee & council

Alignment with in-country policies & priorities



“There is mounting evidence that the quality of teachers is the key ingredient to student performance.”

**Eric A. Hanushek and Ludger Wößmann,
The Role of School Improvement in
Economic Development**

Teacher quality has been shown to directly correlate to **key economic indicators** - higher lifetime earnings, low teen pregnancy and female empowerment. Teacher quality also has a direct impact on student's achievements and their later **performance as employees**. Recent analysis has demonstrated a very close link between cognitive skills of a country's population and the country's rate of economic growth. In particular, countries that perform better on international **mathematics and science** tests have **stronger economic growth**.

Impact of the teacher training programme will be measured through observing and recording improvements in the process of teaching and learning inside the classroom.

Throughout the programme design and delivery, the Varkey GEMS Foundation will collect and analyse data to **measure the impact**. This will include **participant surveys** (to assess the effectiveness of the training and the impact on practice) and **project reviews** (to identify operational improvements). We will appoint an **independent partner to evaluate** the approach and the results delivered by the programme in each country.

About the Varkey GEMS Foundation



The Varkey GEMS Foundation is an independent registered charity. It was founded by GEMS Education, which has a global network of award-winning schools providing high quality education. As a result of their experience and support, we know the power that education has to change lives.

We are committed to improving the standards of education for underprivileged children. Through our collaborative approach in harnessing resources, networks and commitment to work with like-minded partners, we ensure that our projects are impactful and make a difference.

We run a number of projects in two key areas: providing access to education, and improving global teacher capacity.

1. Improving global teacher capacity

- Training 10,000 School Principals in Kenya, Ghana, and India on leadership & effective management
- Investing in capacity building initiatives to promote the advancement of girls in science, technology, and mathematics in Lesotho & Kenya

Both programmes are in partnership with UNESCO

2. Providing access to education

- Rebuilding a school in Kibera, which is Africa's largest slum community
- Establishing low-cost learning resources centres in India to provide supplementary education to children
- Rebuilding schools in Pakistan's flooded regions
- Improving sanitation & providing clean water to schools in Tanzania
- Distributing school uniforms for children in Lebanon, Egypt and India

Our **Advisory Board** is responsible for the strategic focus of the Varkey GEMS Foundation and its projects:

- **Hon. William Jefferson Clinton** served as the 42nd President of the United States from 1993 to 2001 and is the Honorary Chair-man of the Varkey GEMS Foundation
- **Hon. Bertie Ahern** served as Taoiseach of Ireland from 1997 to 2008
- **Aliko Dangote** is the President and Chief Executive Officer of the Dangote Group (Nigeria)
- **V. Shankar** is the Group Executive Director and member of the Board of Standard Chartered PLC and the CEO of Europe, Middle East, Africa and Americas (Dubai)
- **Nizan Guanaes** is the Chairman of Grupo ABC de Comunicação (Brazil)

“Education is the biggest gift an individual and a family can receive. It is also a powerful tool for economic and social development. We believe that through education we can alleviate poverty, reduce gender inequality, ensure sustainable development, and promote peace, empowerment and democracy.”

Sunny Varkey, Chairman and Founder of GEMS Education

How you can help



**VARKEY
GEMS
FOUNDATION**

Changing lives through education

How you can help

Our aim is to train 250,000 teachers over the next 10 years, but we cannot do it alone. **We need your help** to bring our low cost teacher training programme to more communities in need.

Can you fund a training programme for 100, 1,000 or 10,000 teachers?

Our **low cost, big impact** approach means that for every teacher whose training you fund, we will reach ten teachers through our **cascade strategy** - so if you invest in training 10,000 teachers, that training will reach 100,000 teachers!

In addition, your employees can get involved and make a difference, through our **volunteering** programme and **fundraising / advocacy** campaigns

- Employees who wish to volunteer will be matched with tasks that fit their skill set
- We encourage employees to support our work by getting involved in fundraising events and advocacy campaigns

Our dedicated team would be delighted to work with you on a tailored programme of activity which supports your business objectives, aligns with the core values of your company and helps to change lives through education.

**“Good teachers teach.
Great teachers transform.”**

**Her Majesty Queen Rania Al Abdullah
of the Hashemite Kingdom of Jordan**



Ten reasons to get involved

1. Be part of this noble cause and support us in reaching our target to train 250,000 teachers over the next 10 years
2. Make a real and lasting difference to communities in need
3. Position your organisation as one that believes in the importance of education
4. Demonstrate that your organisation is socially responsible
5. Increase awareness of your humanitarian work
6. Gain recognition for our partnership and your achievements through local media and international press
7. Promote products and services to assist the communities we work in
8. Meet other, like-minded organisations through our in-country events
9. Meet local government representatives and other influential local leaders
10. Develop your people through our volunteering programmes



**VARKEY
GEMS
FOUNDATION**

Changing lives through education

For all enquiries about the Varkey GEMS Foundation, contact:

Vikas Pota, Chief Executive,
Email: vikas.pota@gemseducation.com
Tel: +44 (0) 20 7593 4049

The Varkey GEMS Foundation is a charity registered with the Charity Commission for England and Wales under charity number 1145119 and a company limited by guarantee registered in England and Wales under company number 07774287. Registered office: 5 New Street Square London EC4A 3TW.

@VarkeyGEMS
www.facebook.com/VarkeyGemsFoundation

