



# Global Teacher Programme: General Information 2012

GLOBAL TEACHERS PROGRAMME

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## 1. Introduction to the Global Teachers Programme

The *Global Teachers Programme* is a programme for qualified school teachers and principals centred around a five-week placement in a school in South Africa, which helps teachers to become better development educators, and also develops their leadership, management and training skills.

There are now almost 400 teachers and principals from Ireland, Northern Ireland, England, Scotland and Wales who since 2001 have taken part in the *Global Teachers Programme*.

The *Global Teachers Programme* offers teachers and principals a challenging, rewarding and motivating professional and personal development experience. Their involvement lasts 15 months, centred on a five-week placement in a school in Africa. On placement Global Teachers are based with one of LCD's project schools to share skills and expertise with peers in areas of school leadership, management and teaching practice. LCD provides the Global Teachers with comprehensive training and support before, during and after the placement. This is carefully designed so that all beneficiary groups – the participants, their placement schools, their own Irish schools and the wider education sector – can extract maximum benefit from the programme in accordance with their own education and development priorities.

*“Global Teachers is one of the most inspiring things I have witnessed in 30 years of reporting on education.”*

**Bob Doe,**  
former Editor,  
*The Times Educational Supplement*

## 2. Link Community Development

The *Global Teachers Programme* is run by Link Community Development (LCD), a registered charity which has been supporting educational development in Africa since 1989. LCD Ireland is a member of the international LCD family with partner LCD organisations in England, Ethiopia, Ghana, Malawi, Scotland, South Africa, South Africa and Wales. LCD Ireland has an Irish board of directors. A key feature of our projects is that we work in partnership with the local departments of education and together strive to improve the quality of teaching and learning for children in primary and secondary schools. LCD currently runs projects in several of Uganda's provinces, in the Upper East and Ashanti regions of Ghana, in several districts in South Africa, Dedza and Mulanje Districts in Malawi and the Woreda district in Ethiopia. In Ireland, Link Community Development raises funds for the projects in Africa. We also facilitate partnerships between schools in Ireland and Africa through our *Link Schools Programme* for the mutual benefit of staff and pupils, and work to raise awareness of global development issues.

LCD Ireland receives funding from Irish Aid and the European Commission for its *Link Schools Programme*, and funding from Irish Aid for both its *Global Teachers Programme* and for *School Improvement Programmes* in Ethiopia and Uganda. LCD also receives funding from the Big Lottery Fund, Department for Education and Skills (England), Department for International Development (UK), Eastern Cape Department of Education (South Africa), Scottish Executive Education Department, USAID, Nuffield Foundation, Rockefeller Foundation, M Foundation for HIV/AIDS, in addition to a variety of other trusts and corporate bodies, fundraising events, and individual donors.

*“The experience in the Eastern Cape has helped me improve my interpersonal skills, working with new teachers, sharing responsibility and working as a team”.*

**Carmel  
Gilboy, 2011  
Global  
Teacher**

## 3. Who can apply to be a Global Teacher?

To be eligible, you must:

- Be a qualified teacher or principal;
- Have a minimum of two years' teaching experience in Ireland;
- Be currently working in a school in Ireland – full time or subbing;
- Be set to continue working in a school until June/July 2013;

Some of these criteria may be flexible depending on the needs of our partners in South Africa.

## 4. What is the cost for participating in the programme?

There is a fee of €2,000 for participation in the programme. A deposit of €500 is payable by 23<sup>rd</sup> March 2012 to secure your place on the programme and the balance of €1,500 is payable by the 20<sup>th</sup> April 2012. This is generally non-refundable should you withdraw. This fee is a contribution towards the costs of your participation in the programme (including training, international travel, placement costs and ongoing support).

Global Teachers may want to undertake additional fundraising activities which will help us support the LCD project where your placement school is located.

As well as the fee for participating in the programme you should expect to incur travel costs for attending 4 training weekends which are held in Co. Dublin. Should you wish to travel during or after your placement in South Africa you will be expected to meet the full cost of this and of any alterations to the return flight LCD has booked. Other costs to bear in mind include the cost of vaccinations you choose to have or that are recommended to you by a health professional, transport to and from the airport in Ireland and basic living expenses whilst on placement over and above the meals and accommodation supplied by your host. You may also be asked to make a contribution to an interim leisure weekend during your placement, which you will be required to attend.

## 5. How much time will being a Global Teacher take up?

The *Global Teachers Programme* lasts 15 months (April 2012 to June 2013), although the duration of your placement in South Africa is only five weeks. You will find yourself busy with preparation for the placement and follow-up work after.

Before your placement you will attend two residential training weekends and you will also be expected to start your preparations both for your placement and for your follow-up work. The placement will last five weeks. Following your placement you will be expected to make the best use of your experiences back in your own school and community. You will also be required to attend a post-placement training weekend in September 2012 and a graduation weekend in June 2013.

Placement dates are chosen to fit in with term time in South Africa and holiday time in Ireland as far as is possible.

## 6. How will I benefit from being a Global Teacher?

Taking part in the *Global Teachers Programme* will dramatically affect your life in both the short and long term. It is highly unlikely that any previous professional development you have undertaken will affect you so deeply.

You should benefit from the experience in many ways – the main ones being:

- A once-in-a-lifetime experience working on a development project in Africa and exploring development issues at the grassroots level, giving you a unique first-hand experience of, and in-depth insight into, life and culture in a developing African country in a way which is impossible through books or holidays;
- The opportunity to develop peer support and training skills;
- The opportunity to explore the principles and practice of leadership, management, quality assurance, staff development, policy development, change management and teaching practice in a school in challenging circumstances;
- You will return to the classroom with a sense of achievement, refreshed and invigorated, ready to enthuse your pupils and colleagues!

***“This experience has been one of the most valuable of my life.”***

## 7. How will my Irish school benefit?

Equally important is the benefit to your school and the wider education sector in Ireland. Among these expected benefits are:

- Your pupils and colleagues will benefit from your first-hand experiences and up-to-date knowledge of life in an African country and of international development issues.
- Global issues and distant cultures will be brought directly into your school in a way pupils will find very exciting and motivating. Your experiences will help to enrich your school's curriculum in a meaningful way and contribute to the social, moral, cultural and ethical development of your pupils.
- Other schools and groups in your community will develop a greater global awareness through your involvement with them as part of your participation in the programme.
- Through you, your own school and others around you will be able to make contact and form lasting partnerships with schools in South Africa.
- Many of those who have the opportunity to talk to you and work with you will be inspired to take an interest in international development issues, and perhaps take action as result.
- Your own professional development will also of course benefit your school, for example in areas of management and peer support.

## 8. What will Link Community Development provide?

### A five-week placement in South Africa:

- Return flight;
- Full preparation, including briefing on health, safety and security;
- Food and accommodation with hosts in the local community;
- Professional support throughout the placement;
- Comprehensive travel insurance;
- An interim get-together weekend;
- A review and evaluation session.

*“Training was very professional and respectful of the professionalism of the people involved.”*

A comprehensive package of training and support is provided for the full course of your participation in the programme. An indication of dates is given in the Key Dates below.

**Pre-placement training:** Link Community Development will provide two residential pre-placement training weekends. The aims of these weekends are to prepare you for your work in South Africa, to enable you to meet with former and current Global Teachers and to start preparing for your follow-up work in Ireland. Training will take place in Dublin. Training will be run by LCD staff from Ireland and South Africa.

**In-country induction:** You will also receive a short induction course when you arrive at your project in South Africa. This will cover local education and political context, culture and security. It will be your first opportunity to meet district education officials and teachers from your placement school.

*“Using Global Teachers from previous years in the training adds value to the whole experience.”*

**Post-placement training:** About a month after your return from your placement, you will attend a post-placement training weekend which will focus on follow-up work. This training will provide an opportunity for sharing placement experiences, developing initial follow-up plans, exchanging ideas and learning more about development education.

You will find the exact dates of the above weekends on the final page.

**Reunion weekend:** In June 2013 you will attend a final reunion weekend. This will provide an opportunity for evaluating the success of your follow-up work, hearing about other Global Teachers' work and sharing your experiences with future Global Teachers.

**Additional advisory support:** A former Global Teacher will be asked to act as your mentor. Her/his first hand experiences of the programme will be invaluable. (S)he will be able to advise you about how to prepare for your placement and give you a realistic view of what to expect. You will be linked with a personal mentor whom you will be able to contact for support and advice about your placement and your follow-up work. Link Community Development staff will also be able to provide ongoing support.

*"The time that I spent in South Africa was absolutely amazing."*

## 9. Where are the placements?

In 2012 Global Teachers will undertake placements in Eastern Cape District in South Africa. The placement will be for five weeks. All of the schools will be Junior Secondary Schools, ranging in age from 5-15.

## 10. What will I be doing during my placement?

You will spend five weeks working on one of Link Community Development's education projects. Your role will include curriculum support, teacher mentoring, in-service training and sharing good practice. You will be placed in one school, where you will provide support to the staff and the Head Teacher. The LCD Eastern Cape Programme Co-ordinator will be responsible in supporting you in your work and welfare.

*"In sharing ideas with South African colleagues, I have gained new knowledge and understanding"*

The focus of your role will include one or more of the following area, depending on your skills and the needs of your placement school:

- Mentoring teachers for improved curriculum delivery, particularly in the area of language and literacy teaching and learning;
- Supporting management, leadership and governance through sharing your skills and expertise with the principal and others;
- Focussing on particular priorities within the existing School Development Plan, such as improving community participation in the school, improving time table management or improving pupil attendance;
- Sharing skills with the Head Teacher in particular areas of management, such as time management, resource management, information management, staff management or community liaison;
- Supporting implementation strategies in Special Educational Needs.

In each case, LCD's project is being run in partnership with the South African Department of Education and complements national education policy. Whilst it is important that your work in the school complements the ongoing work of the LCD project and the Department of Education, there will also be some flexibility, allowing you to include additional work, depending on your own areas of expertise and the school's particular needs. You are not expected to have had experience in all the areas of work given above but you will be able to use your transferable skills in many areas. You will be prepared for your role at the pre-placement training weekends and at the in-country induction.

**Spare time:** During the five weeks you will be expected to work full-time Monday to Friday. However there will be time for excursions at weekends and there will be opportunities to travel in the local area. You will probably wish to spend the evenings with your host family, absorbing the local culture and developing friendships. In addition to the short induction course, LCD will organise a brainstorming day on the weekend following your first week in your placement school. This will give you the opportunity to share your observations with other Global Teachers and the LCD Eastern Cape team. From this meeting, you will be able to focus your thoughts on what areas you would like to work on in your school for the remaining 4 weeks. An excursion will be arranged by LCD at another weekend to give you the chance to unwind and recuperate, the cost of which will need to be met by the Global Teacher. A final review weekend will be organised which will give you the opportunity to meet up with the other Global Teachers and the LCD Eastern Cape team to share your experiences. Attendance at and participation in the brainstorming and final review weekend is compulsory.

**Accommodation:** You will stay with a host in the local community. In most cases this will be with the family of one of the members of staff at your placement school. Accommodation will vary from a brick house with electricity and hot baths to a thatched mud house without running water or electricity. All the hosts will have been carefully selected and prepared by the project teams and will be paid an allowance to cover expenses. They will provide you with breakfast, lunch and an evening meal and probably treat you very much as one of the family.

It is important to remember that you will be working in a developing country and you will probably find some of the situations and conditions very unfamiliar or uncomfortable. You should be prepared to cope with such challenges as changing plans and timetables, being isolated, lack of private space, a range of weather conditions and a different diet.

## 11. What will I be expected to do when I return?

A requirement of participation in this programme is that you carry out some follow-up work in your own school and/or other schools and/or other educational organisations with which you are connected or affiliated. The nature of this work will depend on your own interests and position, the schools'/organisations' particular contexts and current improvement plan objectives and your experiences on placement.

Your personal experience of living and working in an African country will provide a unique and powerful basis for enriching the curriculum with a global dimension as well as contributing to the social, ethical and cultural development of your pupils and your local community. We encourage you to consider ways in which you can bring a *global dimension* to the curriculum and more widely to your school through raising awareness of international development issues, particularly in Africa, increasing understanding of how our world is interconnected and celebrating cultural diversity locally and globally. Your work should complement your school's existing education priorities and be designed to have a sustainable impact.

We also encourage Global Teachers to consider ways in which they can use their Global Teacher experience (both in Africa and at home) to impact on the wider professional community, e.g., through colleges of education, subject associations, or professional networks (ASTI, TUI etc.). We would encourage you to disseminate to others the learning from your experiences, as well as to promote as widely as

*In the first three years of the programme 94% of participants agreed or strongly agreed that they have new knowledge and understanding as a result of being a Global Teacher*

*"We have embedded key aspects of this 'international dimension' into the vision statement and aims of our school, so that our efforts can be sustained in the long-term, even without me."*

possible the benefits to schools of international professional development opportunities for teachers and principals, of the global dimension to the curriculum and other dimensions of school life, and of mutually beneficial educational partnerships between Ireland and Africa.

Your follow-up work should have the following level(s) of impact:

- Self
- School
- Wider education sector

You will need to identify, plan, carry out and evaluate two pieces of follow-up work ('modules'). Suggestions and guidance will be given on the follow-up work at training weekends.

Your follow-up activities may include, for example:

- Enhancing the global dimension to citizenship and other subject areas;
- Organising whole school events;
- Celebrating Africa Week/International Africa Day in your Irish school
- Developing new teaching and learning resources;
- Identifying existing development education resources and exploring them in your school
- Linking your own school with your placement school, for the mutual benefit of the staff, students and wider communities.

*"A CD Rom has been produced which is on the school network and also on the internet. The CD focuses on comparisons between the two schools/two countries/two cultures."*

Whilst we hope that your follow-up work would continue for many years, your 'official' follow-up work period will be from September 2012 to May 2013, at which point you will be required to submit evaluation reports.

You are not expected to already be an expert in development education. During training you will hear about examples of past projects and receive advice and guidance from LCD staff and past Global Teachers.

## 12. How will my involvement be monitored and evaluated?

In order to track your own learning and also the impact of your work on others, you will be required to submit some plans and reports to Link Community Development throughout your involvement in the programme. LCD will provide templates and support for producing these. The feedback we receive from you in these forms is essential for reporting back to our donors on the impact of the programme and will affect future funding for the programme. At the end of the placement the local project team will host an evaluation session for you and your host schools. Evaluation sessions will also be held at the post-placement conference and training weekend. Information will be gathered at feedback sessions and from Global Teachers' individual plans and reports and used by Link Community Development to compile evaluation reports for donors and for the wider education sector community. We are committed to capturing learning at every stage and using feedback to continually improve the programme.

### 13. Key dates

Please read through carefully and note these important dates. To take part in this programme you need to be able to attend all events before and after the placement and be available for the complete length of the five-week placement.

<b>Closing date for initial application:</b>	1 <sup>st</sup> March 2012
<b>Informing candidates short-listed:</b>	5 <sup>th</sup> March 2012
<b>Selection Day (Dun Laoghaire, Co Dublin):</b>	10 <sup>th</sup> & 11 <sup>th</sup> March 2012
<b>Notification to applicants:</b>	15 <sup>th</sup> March 2012
<b>1<sup>st</sup> pre-placement weekend:</b>	20 <sup>th</sup> – 22 <sup>nd</sup> April 2012, All Hallows College, Drumcondra, Dublin 9
<b>2<sup>nd</sup> pre-placement weekend:</b>	15 <sup>th</sup> – 17 <sup>th</sup> June 2012, All Hallows College, Drumcondra, Dublin 9

**Placements in South Africa:** provisionally 9<sup>th</sup> July – 13<sup>th</sup> August 2012, exact dates to be confirmed subject to flight dates availability

<b>Post-placement weekend:</b>	7 <sup>th</sup> – 9 <sup>th</sup> Sept 2012 (provisionally) All Hallows College, Drumcondra, Dublin 9
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<b>Final reunion weekend:</b>	June 2013, date & venue to be confirmed
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### 14. Can I speak with someone who has been a Global Teacher?

Certainly, we would encourage all applicants and people interested in finding out more to speak with a current or former Irish Global Teacher. We have current and former Global Teachers who would be delighted to explain the programme to you and answer any of your questions.

Province	Name	Mobile Number
Leinster	Fiona Maguire	087 2852727
Munster	Brid Finnegan	087 6402443
Connaught	Arlene Walshe	087 9625834
Ulster	Aine Martin	086 3792052
Northern Ireland	Mary McDonnell	0044 (0)7794470150