A Cascading Training Model for Academic Excellence and Innovation

Khitam Y. Shraim PhD
Abdel Karim Daraghmeh PhD
An-Najah National University
&
Gregory Light PhD
Northwestern University

Center for Excellence in Learning and Teaching

Searle Center for Teaching Excellence

AMIDEAST
Expanding Opportunity through Education and Training

USAID
FROM THE AMERICAN PEOPLE
An-Najah University & CELT
An-Najah by Numbers

Students 2010-2011
20,227

Bachelors Students
19,116

Masters Students
1,111

University Staff • 1,789
Professors • 848
Professors holding Phds • 545
Professors holding MAs • 303
Background: CELT mission and partnership initiative

Center established in February 2011

To facilitate transition to learner-centered teaching by training faculty.

Main activities include: NFW, EFW, innovation grants, and teaching and learning research, and team and individual consultations

An-Najah Northwestern partnership
CELT Faculty Needs Assessment

Method

- Structured Interviews
- 30 faculty from education, arts, science, engineering, medical sciences

Results

- Training required in five areas
  - critical thinking
  - active learning
  - problem-based-learning
  - e-learning
  - new methods of assessment
<table>
<thead>
<tr>
<th>Challenge</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditional assessment policies</td>
<td>• 3 exams per semester</td>
</tr>
<tr>
<td>Faculty perceptions of learner readiness</td>
<td>• Only want to target higher level courses</td>
</tr>
<tr>
<td>Older faculty readiness and resistance</td>
<td>• Low proportion prepared to make transition</td>
</tr>
<tr>
<td>Large number of faculty</td>
<td>• Requires a team of teaching fellows (faculty developers)</td>
</tr>
</tbody>
</table>
CELT Program Structure - Overview

June-July 2011
- ANU-NU Workshop Planning
  - Teaching Fellows (Train the Trainers) workshop (6 Senior Fellows - 15 Trainers) ANU
    - Two 2-day Learning & Teaching Workshop for 40 (Part 1)
      - New ANU faculty (~8 groups of 5)
  - 2 week CELT Fellows (6) Study Tour to NU
    - CELT Workshop
      - CELT Consult
    - CELT Workshop
      - CELT Consult
    - CELT Workshop
      - CELT Consult
  - Existing and Senior ANU Faculty
    - 2-day Learning & Teaching Workshop for 60-80 (Part 2)
      - New ANU faculty (~12 groups of 6)

July 2011 Nablus

Nablus Aug 2011

U.S. Oct 2011

Nablus Sep 2011 - May 2012

Nablus June 2012
Train the Trainers Program: (A Cascading Model)

ANU-NU Workshop Planning

Teaching Fellows (Train the Trainers) workshop
(6 Senior Fellows - 15 Trainers) ANU

Two 2-day Learning & Teaching Workshop for 40 (Part 1)
New ANU faculty (~8 groups of 5)

2 week CELT Fellows (6) Study Tour to NU

CELT Workshop

CELT Consult

CELT Workshop

CELT Consult

CELT Workshop

CELT Consult

CELT Workshop

CELT Consult

Existing and Senior ANU Faculty

2-day Learning & Teaching Workshop for 60-80 (Part 2)
New ANU faculty (~12 groups of 6)
New Faculty Programs

ANU-NU Workshop Planning

Teaching Fellows (Train the Trainers) workshop
(6 Senior Fellows - 15 Trainers) ANU

Two 2-day Learning & Teaching Workshop for 40 (Part 1) New ANU faculty (~8 groups of 5)

2 week CELT Fellows (6) Study Tour to NU

CELT Workshop

CELT Consult

CELT Workshop

CELT Consult

CELT Workshop

CELT Consult

2-day Learning & Teaching Workshop for 40 (Part 2) New ANU faculty (~8 groups of 5)

Existing and Senior ANU Faculty

June-July 2011

July 2011 Nablus

Nablus Aug 2011

U.S. Oct 2011

Nablus Sep 2011 - May 2012

Nablus June 2012
ANU-NU Workshop Planning

Teaching Fellows (Train the Trainers) workshop (6 Senior Fellows - 15 Trainers) ANU

Two 2-day Learning & Teaching Workshop for 40 (Part 1) New ANU faculty (~8 groups of 5)

2 week CELT Fellows (6) Study Tour to NU

CELT Workshop

CELT Consult

CELT Workshop

CELT Consult

CELT Workshop

CELT Consult

2-day Learning & Teaching Workshop for 60-80 (Part 2) New ANU faculty (~12 groups of 6)

Existing and Senior ANU Faculty

June-July 2011

July 2011 Nablus

Nablus Aug 2011

U.S. Oct 2011

Nablus Sep 2011 - May 2012

Nablus June 2012
Selection Criteria for Trainers

- Teaching reputation & record
- Sufficient experience as a teacher
- College and program representation: Diversity across disciplines
- PFDP workshop on course design and redesign Seminar workshop share experience.
- Sustainability of the model: participation is voluntary (TFs not paid) and influence in their departments.
Train the Trainer Modules

Core Modules

- Course Design (2 days)
- Assessment (2 days)
- Active Learning (2 days)

Specialized Modules

- Critical Thinking (1 day)
- Problem Based Learning (1 day)
- E-learning (1 day)
Collaborative model
(An-Najah Team & Northwestern Team)

<table>
<thead>
<tr>
<th>Step</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 month for Module development: general and specialized modules</td>
</tr>
<tr>
<td>Paired teams (ANU &amp; NU) per workshop exchange ideas &amp; materials by email &amp; Skype</td>
</tr>
<tr>
<td>Team pre-planning for 2 days in Nablus.</td>
</tr>
<tr>
<td>Workshop facilitation-Palestinian colleagues led – 2 day long workshops</td>
</tr>
<tr>
<td>A debriefing afternoon in Nablus.</td>
</tr>
</tbody>
</table>
New Faculty Workshops

- Modules in Course Design, Assessment, Active learning,
- General course design and assessment becomes a component in the more specialized workshops
- Core trainers work in pairs to develop plans
- Core trainers facilitate sessions
- Workshop Format: Interactive Presentations & Activities
Specialized Workshops
Project-based Training

• Seminar/special topic course redesign: to include multi-topic teams

• Blended learning module- team effort by teaching fellows in e-learning assessment, course design collaborating.

• To-be-reworked in the Fall- implementation will happen in the Spring.
Impact of the ToT: Preliminary data

- Six Senior Teaching Fellows
- Ten faculty Fellows (trainers) Department
- Multiple Interactions with other faculty
- Consultation topics - new faculty workshop participants coming back for consultation
- Beginning of communities in individual schools (e.g. Medical School)
Fellows visit to Northwestern

- Immerse trainers in Searle Center activities
- Meet with Faculty; observe courses, teaching & learning initiatives
- Meet with other Center partners: e.g. writing center; Technology groups; Medical Simulation
- Strengthen ongoing relationships and the partnership
- Develop research ideas & initiatives
Evaluation of July Workshops

Formative Evaluation (designed collaboratively)

- participant survey for each workshop
- debriefing with fellows re their perceptions
- Fellows/Trainers

External Evaluators for summative evaluation
Preliminary Data (self Report)

On Workshop Design & Impact
On Trainer (Fellow) Expertise
On Participant Experience & Learning
Workshop Design & Impact
(based on 45 ratings)
Trainer (Fellow) Expertise
(based on 45 ratings)
Participant Experience
(based on 45 ratings)

Q3_1 I enjoyed the workshop
Q3_2 workshop inspired me to design my own workshop
Q3_3 workshop gave me knowledge to be a facilitator
Q3_4 workshop gave me opportunity to practice my skills as a facilitator
Q3_5 workshop prepared me for work as a consultant
Trainer Focus Group Results

- Gained greater confidence in designing and facilitating workshops
- Felt part of a team
- Felt that they were building a community both within the CELT and at An-Najah
- Exchanging ideas with colleagues from other disciplines was very worthwhile
- Were impressed by the dedication and commitment of workshop participants