Expression of Interest for Educators to Receive Training as Trainers in the Learning Outcomes Framework Project (ESF 1.228)

1.0 Aims of this Expression of Interest

The National Curriculum Framework (2012) proposed a Learning Outcomes Framework (LOF) as the keystone for learning and assessment throughout the years of compulsory schooling. The aim of the Learning Outcomes Framework is to free schools and learners from centrally-imposed knowledge-centric syllabi, and to give them the freedom to develop programmes that fulfil the framework of knowledge, attitudes and skills-based outcomes that are considered national education entitlement of all learners in Malta. The LOF is thus intended to eventually lead to more curricular autonomy of colleges and schools, so as to better address the learning needs of their students.

The ESF 1.228 tender – Design of Learning Outcomes Framework, Associated Learning and Assessment Programmes and related training is intended to deliver this Learning Outcomes Framework approach to the educators within compulsory schooling and all relevant stakeholders.

As regards the implementation of these recent developments in Maltese classrooms, one important vehicle used by the DQSE is the Continuing Professional Development (CPD) experiences for teachers. Teachers and educators within the teaching grades of the pre-primary, primary and secondary levels of both the state and non-state sectors of education are required to regularly engage in continuing professional development. INSET courses and PD sessions are organised by the Directorates for Education with the aim of upskilling teachers in line with the new reforms and policies being implemented in schools.

Typical of many countries on a global stage, the education system in Malta is undergoing constant reform. This invariably impacts on the teachers and teacher educators involved. This present Expression of Interest is intended to ensure that a team of trainers working within a number of schools across both state and non-state sectors will provide training and support to educators within schools. The latter will eventually be required to use the learning outcomes approach in their teaching and learning processes. The educators involved will enhance their individual learning needs arising from new demands which they will encounter as a result of the implementation of the Learning Outcomes Framework approach in schools. Concurrently, it will maximize the potential effectiveness of the ESF 1.228 project by ensuring that the material being written in the form of a Learning Outcomes Framework and Learning and Assessment Programmes will be clearly understood by the educators involved, who will, in turn, make the best use of it once they have the knowledge, competencies and dispositions to embrace this approach within their methodologies and pedagogies.
Educators across all levels and sectors are hence required to develop teaching and learning experiences based on the learning outcomes approach. The development of trainers for this project is intended to ensure a smooth implementation process by delivering and supporting CPD experiences for educators.

The need for these trainers arises from the acknowledgement that there is the need for a cohort of Educators, across all levels, cycles and sectors of education (ranging from Early Years to Secondary Schooling in state and non-state), who can develop knowledge and competencies in the way this learning outcomes approach can be implemented in Maltese classrooms, and skills on how to inspire, coach, mentor and support educators to implement this learning outcomes approach with their own pupils. These curriculum drivers will, through the training received, support other educators to become conversant with the learning outcomes approach and to be able to develop personalised strategies on how to teach and assess their pupils in a manner which can enhance their educational journey and promote their potential educational achievements.

This Expression of Interest is dependant on the successful adjudication process of Tender CT3026/2015: A Train the Trainer Programme for a Learning Outcomes Framework Approach, in which a bidder is selected to bring this tender to completion.

2.0 Engagement of educators for the Train the Trainer training programme

2.1 Eligibility Criteria

Educators who potentially have a role in implementing the learning outcomes framework approach in their educational context are eligible to apply to undergo the train-the-trainer programme. Potential candidates who are eligible to apply for this Expression of Interest include those serving in the role of Teachers in ECEC/Primary/Secondary Sectors, Support and Specialist teachers, Heads of Department, Education Officers, Senior Management/Leadership Teams in both primary and secondary sectors, Curriculum Service Managers/Assistant Directors and Faculty of Education Staff. These roles need to be based in the local educational context in a state or non-state educational institution or at the Faculty of Education, University of Malta.

The Eligibility Criteria for the engagement of candidates for the Train the Trainer programme shall be:

Category A

- At least a post-graduate degree in the subject or area
- At least ten years of experience in the teaching and/or pedagogy of the subject or area
- Evidence of competence /dispositions to work as a trainer and mentor
- Evidence of competence in English
In the absence of applications from eligible officers according to the above paragraph and/or in the absence of successful candidates, eligibility shall be extended to:

Category B

- At least a first degree in the subject or area
- At least five years of experience in the teaching and/or pedagogy of the subject or area
- Evidence of competence/dispositions to work as a trainer and mentor
- Evidence of competence in English

2.2 Selection Criteria

The Selection Criteria for the engagement of candidates for the Train the Trainer programme shall be:

- Experience in the development of syllabi, learning outcomes and/or learning and assessment programmes;
- Demonstrated competence and ability in conceptualising learning in terms of learning outcomes, and ability to evaluate or develop the Learning Outcomes Framework and Learning and Assessment Programmes;
- Knowledge of the key competences framework, the learning outcomes paradigm, the NCF and other related documentation;
- Qualifications in the subject or area (over and above the eligibility criteria);
- Years of experience in the teaching and/or pedagogy of the subject or area (over and above the eligibility criteria).

Preference will be given (according to marks allocated at selection stage) to candidates having higher qualifications related to the subject of training (education, curriculum development and CPD), and who exhibit qualities which will enhance their role as trainers.

3.0 Selection Process

The choice of candidates to undergo the Train-the-Trainer programme will be based upon consideration of the following aspects:

(i) the total cohort of chosen candidates includes representatives of DQSE together with representatives from state, church, independent schools and Faculty of Education;
(ii) the total cohort of chosen candidates includes a spread of Early Year, Primary and Secondary cycles;
(iii) each chosen candidate is able to complete the responsibilities outlined below in Section 4.0.
Each prospective trainer is required to produce:

(i) An updated CV;
(ii) A pass at MQF Level 3 in English language or equivalent;
(ii) A motivational letter not exceeding 1000 words in which the candidate communicates:

- his/her understanding of the application of learning outcomes in the teaching and learning environment;
- a description of how he/she is in a position to disseminate the use of learning outcomes pedagogy amongst colleagues;
- suggestions for the implementation of learning outcomes in Maltese schools, including how to implement this approach through Continuing Professional development and School Development Plans;
- suggestions as to how the learning outcomes may be assessed at classroom level and at a national level, through ongoing and summative assessment.

Selection of candidates will be carried out by means of an analysis of a motivational letter, CV and academic qualifications. Results will be published and will be categorized by educational sector and by educational role in such a way as to respect the demographics of our educational system.

All participants for the Train the Trainer programme funded through ESF 1.228 shall be selected through this Expression of Interest. Applications, together with a European CV and a motivational letter will be received in the first instance at Room 312, Great Siege Road, Floriana (VLT 2000), by not later than noon (CET time) of 10th July 2015. Applications can also be submitted through learning.outcomes.mede@gov.mt. In this case, an acknowledgement by email will be sent within three working days. Applications submitted after this date will be considered if and when the need arises.

4.0 Responsibility of the chosen candidates

4.1 Successful completion of the Train the Trainer programme

The Train the Trainer programme is fully funded through this ESF 1.228 project. The successful candidates will be required to sign a contract in which they agree that they will be expected to successfully complete a Train-the-Trainer programme consisting of 30 European Credit Transfer and Accumulation System (ECTS) value for a total amount of between 150 and 210 hours, provided by the contractor of the tender. The certification of this programme is level rated at EQF Level 7 or equivalent.
The Train the Trainer programme will include three distinct but related components:

- face-to-face sessions between the trainer/s and trainees for a total of 40 hours;
- a study visit abroad (in Europe) of at least 5 working days (40 hours) duration (excluding travelling) possibly before the start of scholastic year 2015-2016 to observe a learning outcomes approach in primary and secondary schools;
- online sessions created specifically for this Train the Trainer programme consisting of mentoring, coaching and support given by the trainer/s to the trainees and participation in an online forum for the remaining hours (a total amount of between 70 and 130 hours).

4.2 Commitment to contribute to the professional development of educators based in Maltese schools

During scholastic years 2016-2017 and 2017-2018 the successful candidates must be available for:

- Conducting INSET courses focused on the Learning Outcomes approach;
- Supporting the implementation of Learning Outcomes in schools as necessary;
- Evaluating the initial implementation phases of the Learning Outcomes approach.

Chosen candidates in the grade of primary school teachers may be engaged on a definite two-year contract in a role of responsibility in the same grade, on a full time basis and hence released from classroom duties for the period of the contract.

All other chosen candidates are expected to dedicate at least one working day per week to the above tasks.

MEDE will facilitate such an arrangement with schools, as required.

Any additional CPD sessions required after school/office hours will be paid at the normal teachers’ training rate as applied by DQSE.

4.3 Commitment to keep abreast of developments in the Learning Outcomes approach

Successful candidates are expected to keep abreast of developments in the area of learning outcomes by attending information meetings organized by DQSE, as necessary, during a period of 3 scholastic years following this training.