

Our training program adopts a Fellow-centered approach, promoting independent learning to enhance both teaching and leadership skills. Through interactive sessions, personalized mentoring, coaching, and structured classroom observations, we develop key competencies in lesson planning, classroom management, student engagement, assessment, and mindset development.

Fellows develop essential leadership qualities such as adaptability, critical thinking, collaboration, and advocacy, preparing them to become transformational leaders. Rooted in our core values of collaboration, commitment, value orientation, courage, and empathy, our program empowers Fellows to create lasting impact in education.

The Leadership journey

The Journey Begins

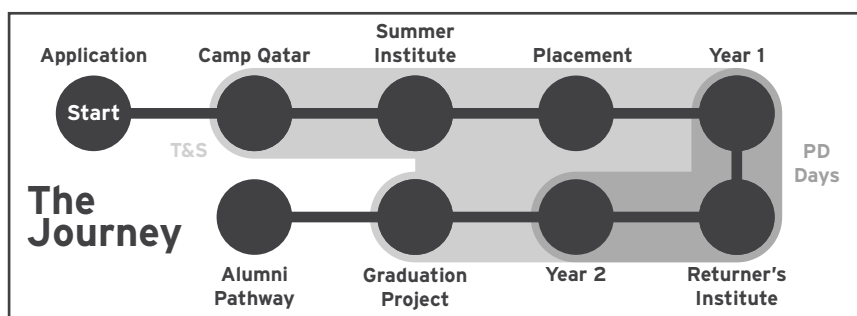
The Leadership journey at Teach For Qatar (TFQ) begins with a precise and selective recruitment process aimed at choosing graduates and young professionals who possess pre-acquired skills, in-depth knowledge of their subject areas, and a passion for developing others. Upon acceptance into the program, they are invited to attend matriculation events that provide them with the opportunity to meet fellow cohort members. They will also gain insight into classroom life through visits and by hearing the perspective from Fellows of previous cohorts.

Training & Support

Delivered in Arabic, the training program is tailored to address the specific needs of the education sector in Qatar, in line with the national professional standards established by the Ministry of Education and Higher Education. It also incorporates the global best practices through collaborations with the Teach For All alumni network.

The TFQ Leadership Journey is a two-year leadership development and teaching program that begins with a seven-week induction at the Summer Institute. The Fellow - Mentor relationship with their Training Specialists begins at Summer Institute and continues throughout their Journey, with ongoing support provided along the way.

Teach For Qatar provides its Fellows with continuous training and support throughout their two-year journey. In the first year, Fellows focus on developing their leadership skills, both in self-management and in guiding their students within the



classroom. A key aspect of this process involves setting a clear vision for themselves and their students and actively working toward achieving it within their educational environment. In the second year, Fellows are encouraged to embrace new challenges and engage in diverse opportunities that further strengthen their leadership skills and professional growth.

Summer Institute

The Summer Institute (SI) is a seven-week program which begins in June and ends in August. It is an essential part of the Fellowship experience, as it is how TFQ develops the Fellows' teaching and leadership skills and prepares them for their teaching placement. During the SI, Fellows delve in the theory of problem and theory of change while working closely with their Training Specialists and peers on their subject matter. Here, they will build a supportive network of like-minded individuals and form a strong bond with their Training Specialists, who will continue to support their development throughout their Fellowship. At the Summer Institute, Fellows will acquire the necessary skills and knowledge to embark on a teaching journey that will positively impact at least 60 students a year.

The Summer Institute will train Fellows through the following sessions:

- Educational theory and pedagogical training
- Practical teaching and learning sessions
- Team-building exercises
- Classroom teaching experience with summer school students
- Classroom teaching modeling with professional teachers and other Fellows
- Personalized coaching, mentoring and feedback from assigned Training Specialists
- Teach For Qatar and Teach For All classroom best practices
- Networking opportunities with like-minded leaders and pioneers to build lifelong connections

Camp Qatar

Camp Qatar is a two-week summer program within the SI, where Fellows apply what they have learned by teaching students from grades 3 to 9 in a real classroom setting. During this period, participants focus on essential skills such as classroom management, lesson planning, and other fundamental teaching practices. They are observed and assessed based on their subject knowledge, leadership competencies, and teaching methods.

Placement

Upon successfully completing the training at the SI, Fellows will be assigned by the Ministry of Education and Higher Education to a government school based on available vacancies, to teach in primary or preparatory levels. Once placed at the beginning of the academic year, Fellows will be allocated a number of classes and are expected to teach between 12-18 hours per week. They will be treated as regular full-time teachers employed by the Ministry, and are expected to abide by their school's policies and procedures.

We currently have Fellows and Alumni placed in 53 Partner Schools around Qatar.

Professional Development Days

Professional development (PD) days take place throughout the two-year fellowship journey, with 7 to 8 days organized annually. The program includes a series of training sessions designed to meet the needs of each cohort based on their stage in the program. The sessions cover a range of subject-specific and general topics, creating a balance between leadership skills and enhancing teaching effectiveness. A part of these days is dedicated to recognizing achievements and rewarding best practices, allowing Fellows to exchange experiences and celebrate successes.

The curriculum is designed according to specific standards, with flexibility to adapt to the evolving needs of the Fellows. The first year focuses on building foundational leadership and teaching skills, while the second year offers Fellows an opportunity to further develop their leadership abilities in a more advanced manner.

Year 1

Teach For Qatar will provide Fellows with continuous support throughout every

stage of their journey. Training Specialists regularly visit Fellows to guide their teaching development and empower them to maximize their impact within the classroom. They will also receive support in the form of peer learning circles and Fellow Mentors.

Returner's Institute

After completing the first year of the Journey, Fellows return to join the next cohort for their SI in what is called the Returner's Institute. This provides a valuable opportunity for Fellows to reconnect with their peers, and share their personal experiences with new Fellows.

With a year of teaching experience under their belt, Fellows have much to offer the new Fellows by sharing their strategies, challenges and success stories, inspiring the new cohort to take full advantage of their own SI experience. The SI provides Fellows with the chance and space to reflect on their first year. It also helps them realize that the past year has not only enabled them to develop as a leader in the classroom, but has also given them insight about themselves.

Fellows will build on the skills acquired in Year 1, and develop new professional soft skills such as effective communication, learning how to leverage these abilities to optimize their impact on students. While the challenges in the second year will differ from those in the first, Fellows' ability to evolve and innovate in the classroom will continue to inspire their students to success.

Year 2

Fellows return to the classroom with a fresh perspective as they seek to enhance their impact on every student. The skills, knowledge and leadership development gained during the first year will allow them to further inspire their students as they

help them unlock their full potential. In their second year, Fellows also engage more deeply into the leadership curriculum focusing on career-related skills such as change management, leadership and communication which will serve them well in pursuing any of the four alumni pathways.

Alumni Pathways

To drive systemic change, TFQ equips its Fellows with the skills and opportunities needed to pursue professional growth across various careers and industries, both within and beyond the education sector. Over the course of two years, TFQ works closely with the individual Fellows, to tailor their leadership development through coaching and mentorship, professional training, and networking opportunities. Statistics from Teach For All show that up to 70% of recruits choose to stay in the education sector and develop their country's system as teachers, curricular consultants, education strategists, or policy makers. Teach For Qatar's leadership believes that some alumni must assume key roles within Qatar's education sector to drive sustainable change envisioned in the Teach For Qatar model. At the same time, it recognizes the importance of Alumni advocating for systemic change within the education sector, from the outside, through the provision of support, knowledge, expertise and strategy – from key positions within private institutions and the wider community.

Alumni can also make a meaningful impact in Qatar's education sector by pursuing social entrepreneurship or launching initiatives designed to address some of the challenges they observed during their teaching placement.

Graduation Project

To successfully graduate from the program, Fellows must meet the core requirements that demonstrate their readiness to teach effectively. The graduation project reflects the Fellows' mastery of the skills they have acquired and

their ability to apply them, as well as their impact on students, schools, and the educational community. The project also measures the sustainability of this impact, creativity in problem-solving, and the clarity of presentation. The graduation project serves as a fundamental proof of the Fellow's readiness to assume their

leadership role in the classroom and create a lasting and sustainable impact in their educational environment.

