



International Baccalaureate®
Baccalauréat International
Bachillerato Internacional



IB AFRICA, EUROPE & MIDDLE EAST
REGIONAL CONFERENCE 2013

THE HAGUE 24TH - 27TH OCTOBER

IB Professional Development

Developing leaders in international education



IB Africa, Europe, Middle East Annual Regional Conference The Hague 2013

Anthony Tait: Global PD Director

Liza Tercero: Global Head of PD: DP

Bukky Okunnuga Otono: Global PD Associate Manager: DP

Schools division

Mission

To provide excellent service, enabling an ever-expanding number of schools to benefit fully from IB programmes

Vision

Quality

Based on quality assurance models that demonstrate high quality throughout our services and schools

Satisfaction

A school-focused approach that achieves year-on-year improvements in school satisfaction

Scalability

So that growth becomes an opportunity to expand the community rather than a constant challenge.

Consistency

Based on the best of existing international practice, more innovation and new global systems

Global solution to PD consistency and quality

Past

Four different approaches



Present

Unified global approach

- ✓ Workshop architecture
- ✓ Face-to-face workshop development
- ✓ Workshop leader training development
- ✓ Online evaluations
- ✓ PD provider contract design
- ✓ Online PD development and delivery
- ✓ IB educator certificates
- ✓ Quality assurance framework (QAF)

Three regions serving schools worldwide

4,479 programmes in 3,591 IB World Schools



IB AMERICAS
2,523 programmes
2,142 schools

IB ASIA PACIFIC
812 programmes
576 schools

**IB AFRICA,
EUROPE,
MIDDLE EAST**
1,144 programmes
873 schools

Concentrations of IB World Schools

1. United States
2. Canada
3. United Kingdom
4. Australia
5. India
6. Mexico
7. China
8. Spain
9. Ecuador
10. Germany



PD workshops held globally from Jan-Jun 2012



Collaboration



Collaborative planning and reflection address the requirements of the programme(s).

Professional development workshop categories

Category 1

Teachers who are new to an IB programme will:

- Receive a general introduction to IB philosophy and programme
- Understand the structure of the programme (including assessment procedures)
- Create drafts or refine and improve course outlines/designs and application
- Be prepared to begin teaching the programme upon completion of the workshop

Professional development workshop categories

Category 2

Teachers who have attended a category 1 workshop and currently teach in an IB programme will:

- Share best practices, teaching and learning methodologies and resources
- Explore IB assessment in more depth
- Enhance the quality of pedagogy and international mindedness

Professional development workshop categories

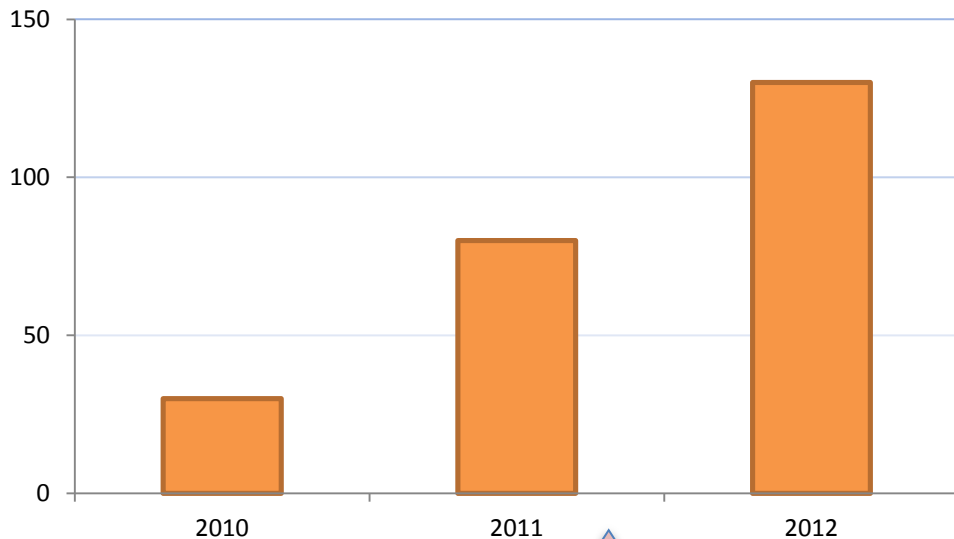
Category 3

These workshops shift from implementation and programme delivery to impact and influence and provide a forum for experienced educators to build on and enhance their professional development portfolios. Participants will:

- engage in in-depth investigation into specific areas of interest and expertise
- engage in detailed discussions around topics such as learning theory, pedagogy, assessment, and other scholarly interests, subject-specific seminars (i.e., changes to the IB curriculum), subject-specific content, administrative leadership, and pedagogical leadership

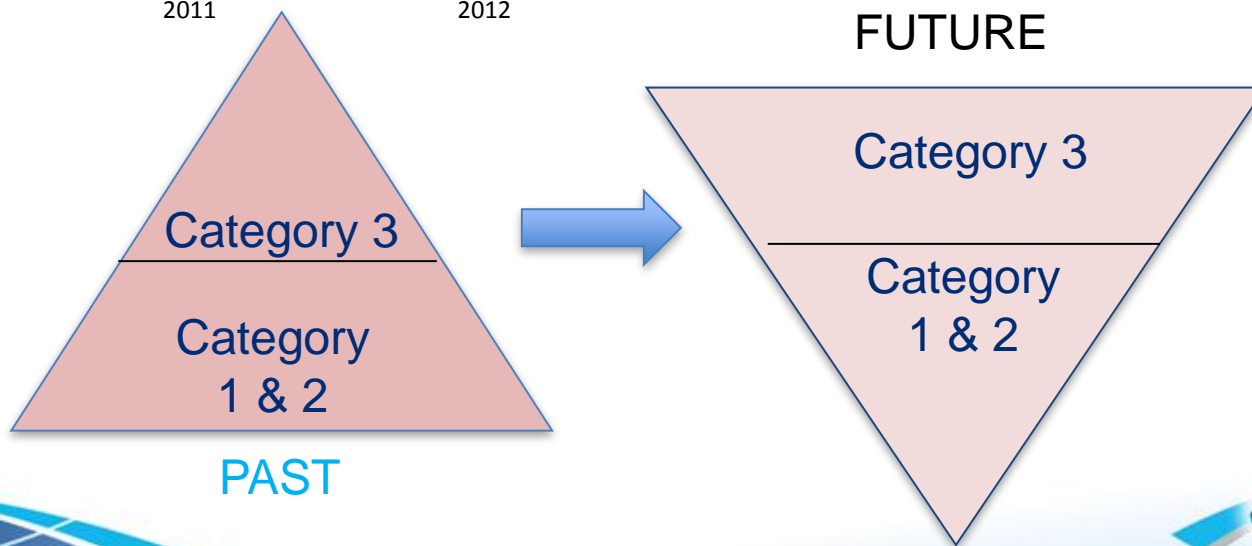
Mature IB World Schools require advanced PD

Category 3: new offerings

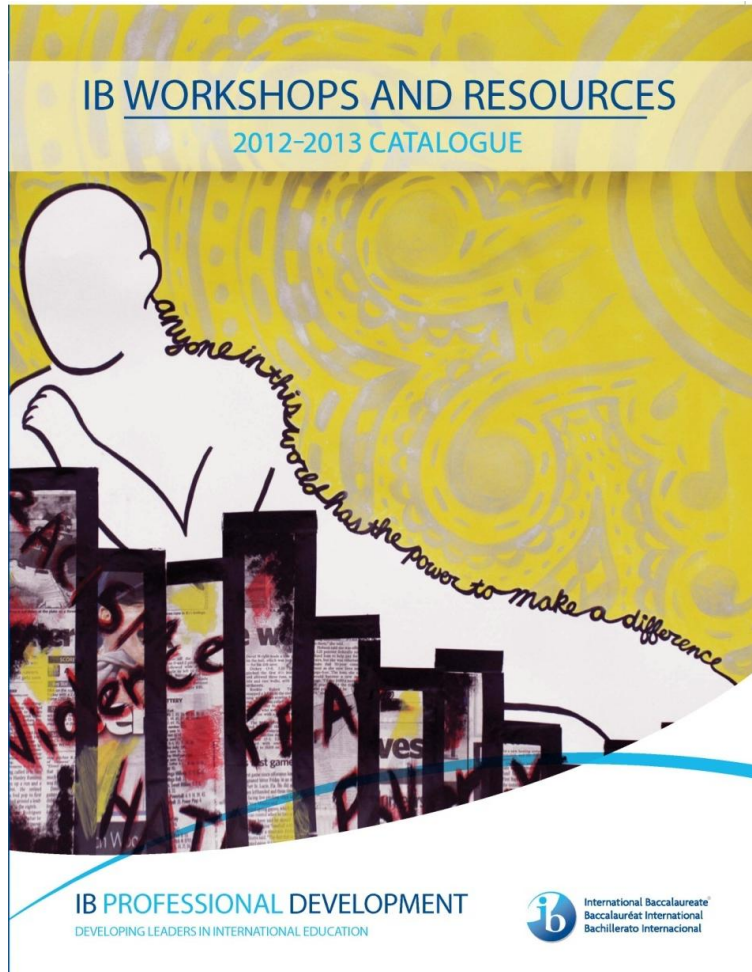


- ❖ Cat 3 examples:
 - content: math
 - pedagogy
 - assessment
 - student learning
- ❖ Online PD growth
- ❖ Blended models

FUTURE



Professional development catalogue



Category 3 workshops	175
Face to face category 3 workshops	140
Online category 3 workshops	35

175 Category 3 workshops

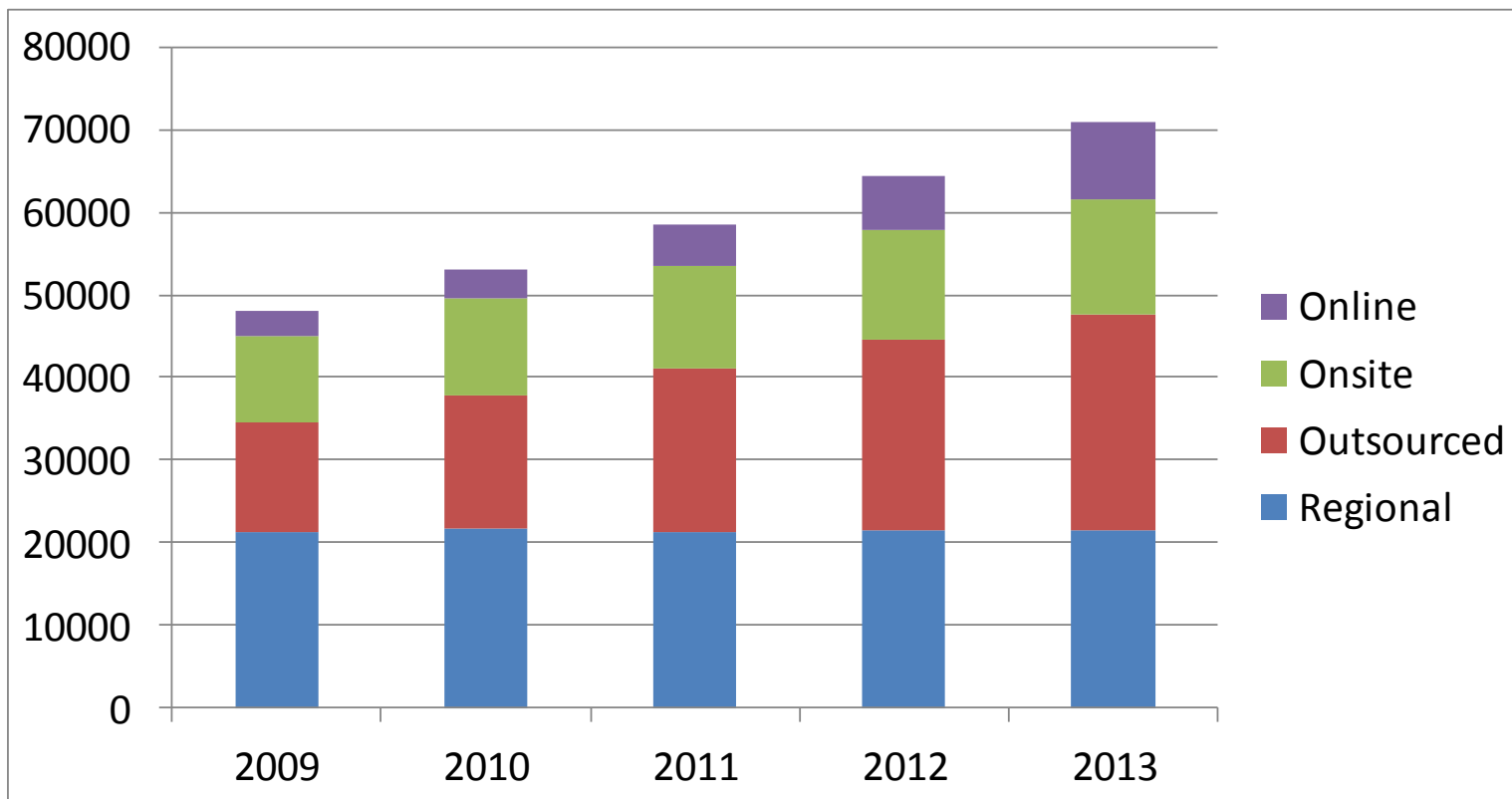
- Teachers as **researchers**
- Designing authentic **assessments** for 21st century learners
- Education for **international mindedness**
- **Backward mapping** the IB curriculum from the DP to the MYP
- **Subject specific seminars**



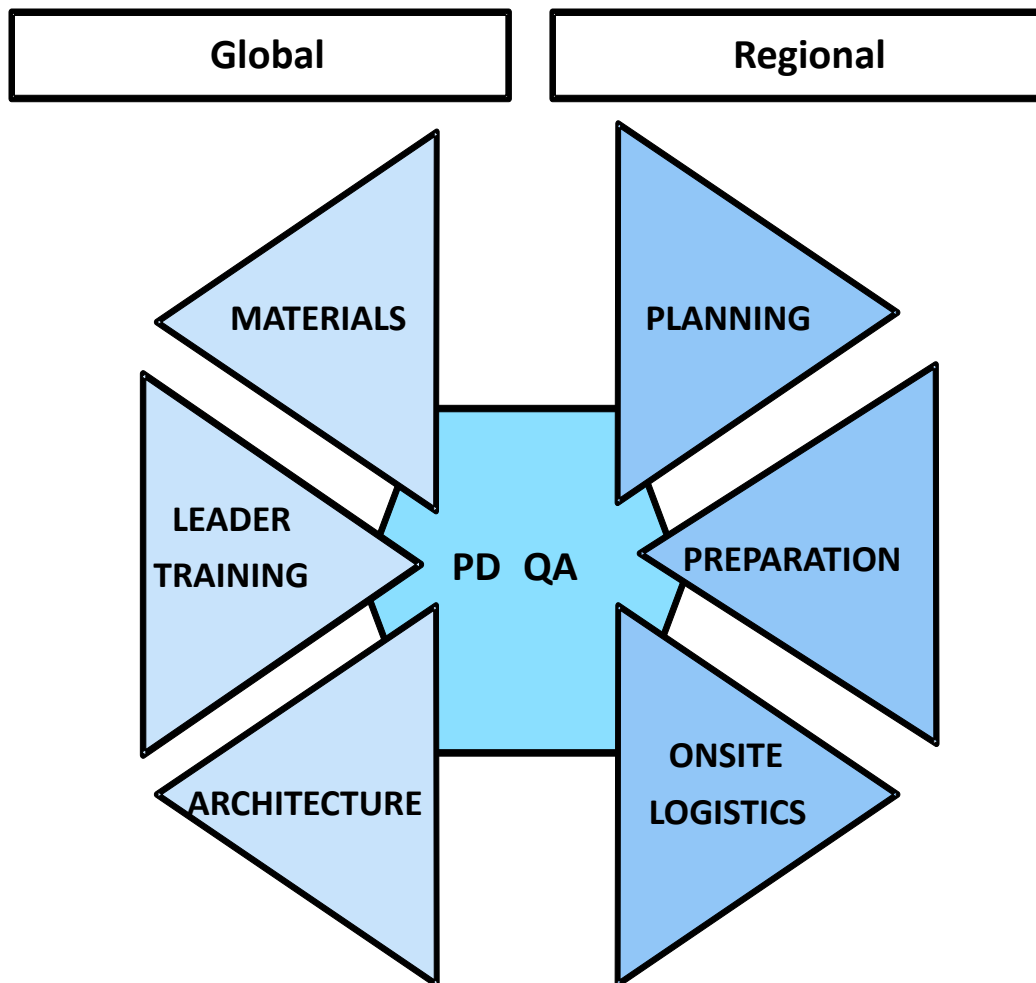
January 2010 – January 2012

***Quality Assurance for Professional
development***

Growth in professional development



Global & regional PD collaboration



PD quality assurance: Instruments

1. Participant surveys (2)
2. Field rep instrument
3. WSL self-evaluation
4. Session observer instrument

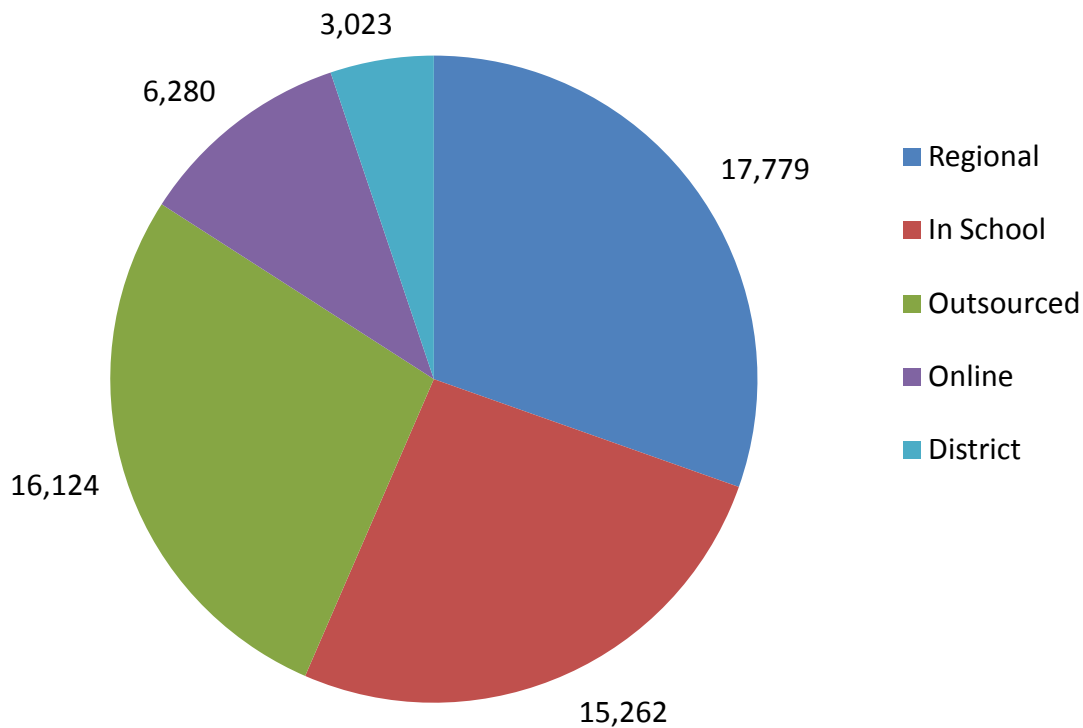
PD QA: Participant baseline survey

Survey design

1. Participant information
2. Logistics and format
3. Leader evaluation
4. Content
5. Activities
6. Emphasis
7. Overall appraisal

62,000+ Workshop participants

Participants by workshop type



Participant Profile

From 180 countries

71.1% female

Average age 40.62 years

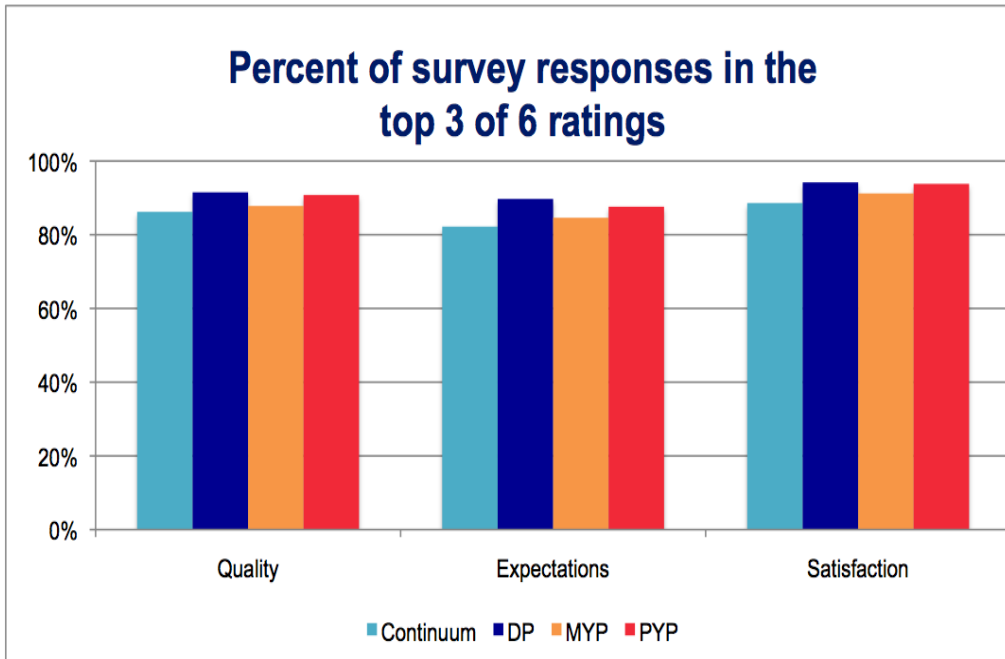
45.9% Master's degree

60.1% return attendees

86.6% English
 10.3% in Spanish
 3.1% in French

QAF: High satisfaction with PD

Percent of survey responses in the top 3 of 6 ratings



Key drivers of quality

- Variety of teaching and learning strategies
- Programme philosophy
- Programme implementation
- Practical application of theory

Research partners

Thomas Guskey

Australian Council for Educational Research

American Institute of Research

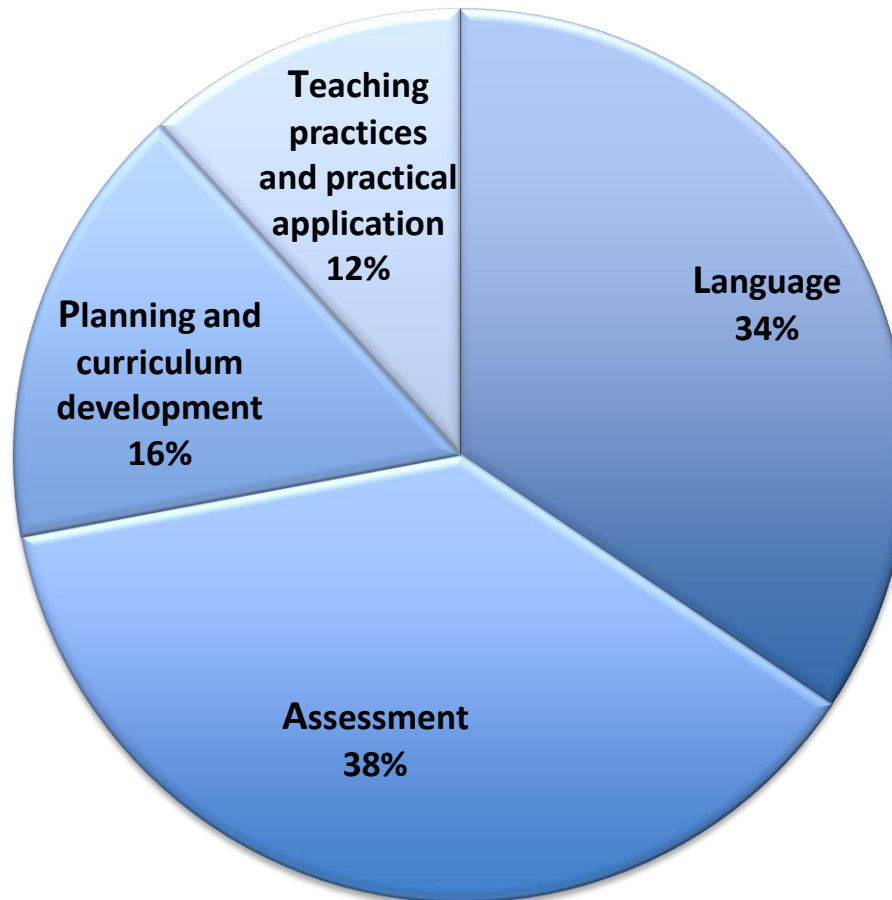
PD quality assurance

Participant Follow-up Survey

PD quality assurance: Participant follow-up survey

Specify the degree to which you agree or disagree with the following...	Overall	PYP	MYP	DP	IBA	IBAEM	ABAP
I have successfully used resources discussed/shared at the workshop	90.8%	91.9%	87.4%	92.1%	90.5%	91.1%	91.4%
I have successfully used classroom practices discussed/shared at the workshop	91.3%	93.4%	89.1%	91.1%	91.3%	90.2%	92.2%
Attending the workshop helped me to improve my teaching	90.5%	91.7%	87.6%	91.4%	89.6%	90.6%	92.5%
Attending the workshop helped me to improve the coordination of the IB programme in my school	92.3%	90.4%	89.9%	94.6%	92.9%	92.2%	90.9%
There is an active professional development/learning community in my school.	91.9%	94.2%	91.4%	90.2%	91.8%	90.8%	92.9%
IB does enough to encourage and support the professional development/learning community in your school.	85.4%	87.9%	82.3%	85.1%	84.7%	85.0%	87.2%

Future PD interests: Participant baseline data



QA data informs all schools division services



PYP category 3 workshops

3- to 5-year-olds

Beyond Symbolism—Indigenous ways of knowing

Concept-based learning

Creating inclusive classrooms: Access for all students in the PYP (Special Needs)

Encouraging children's creative instincts in the classroom

The exhibition

Inquiry

The learning environment and inquiry

Personal, social, and physical education—well-being

Play-based learning

Reading and writing through inquiry

The role of arts

The role of the coordinator

The role of information and communication technology (ICT)

The role of language

The role of mathematics

The role of physical education

The role of science & social studies

Science throughout the Programme of Inquiry

Science Discoveries: Exciting ways to weave science into the programme of inquiry

Sustainability as international -mindedness

Teachers as researchers: From planning to publication

Transdisciplinary Learning

MYP category 3 workshops

Action in the MYP

Creating inclusive classrooms: Access for all students in the MYP (Special Needs)

Dynamics of authentic assessments for 21st century learners

Designing authentic assessments for the 21st century learner

Differentiating authentic assessments for 21st century learners

Evaluating your MYP

From library to MYP media hub: The central role of librarians in supporting student inquiry

Global contexts for teaching and learning

Inquiry in the MYP

Integration of MYP technology

Interdisciplinary teaching and learning in the MYP

Interdisciplinary teaching and learning in the MYP at the American Museum of Natural History

Managing Assessment in the MYP

Optimizing the stand-alone MYP

Paving the way for MYP success

Pedagogical leadership

Personal project

DP category 3 workshops

Biology: A focus on internal assessment

Chemistry: A focus on internal assessment

Chemistry: The role of inquiry-based learning

Core Assessment: Roadmap for improving student performance in TOK, CAS and EE

Creating Inclusive Classrooms: Access for all students in the DP (Special Needs)

Developing a culture of thinking and assessment for understanding

Environmental systems and societies: Incorporating fieldwork

Evaluating your DP

Geography: Teaching and learning to support HL paper 3

IB visual arts: Promoting the use of emerging media

ICT to support practical work in biology and chemistry

Insights, inspirations and resources

Interdisciplinarity and the world studies extended essay

DP category 3 workshops, continued

ITGS: Incorporating web 2.0, developing thinking and writing skills for external assessment, managing the project

Language A: Exploring literature in translation

Language A Literature: Teaching poetry for enjoyment and assessment

Language B in Spanish: Building thematic units

Managing the extended essay

Maths SL & HL: A focus on internal assessment

Navigating school-supported self-taught literature

Physics: Promoting the use of ICT

The role of the supervisor in extended essay

Successfully navigating university recognition

A theoretical and practical approach to developing links between TOK and CAS

TOK for subject teachers (In-school workshop)

TOK integration across the subjects

Continuum category 3 workshops

Backward mapping the IB curriculum from the DP to the MYP

Common Sense: IB and the Common Core

Creating inclusive classrooms: Access for all students in the PYP/ MYP/DP (Special Needs)

Education for international-mindedness

EF Tours—Inquiry into Germany and Prague

EF Tours—Inquiry into Peru

Governance: Introduction to the IB for school owners and board members

Inquiry and the librarian across the three programmes

Lead the way: How to develop and sustain IB programmes

Learner Profile

Model United Nations (MUN): Bridging the DP and MYP

Music and inquiry

The power of language to transform school culture: Developing a school language policy

What's the big deal?

Your district, your IB

Innovation and accessibility – Online PD



The rationale for IB online workshops

- Accessibility
- Scalability
- Consistency of experience
- Promotion of a global intercultural collaboration
- Cost effectiveness for schools
- Greater opportunity for reflection on practice
- Increased choice
- Responsive to the needs of stakeholders

Where and when are workshops offered?

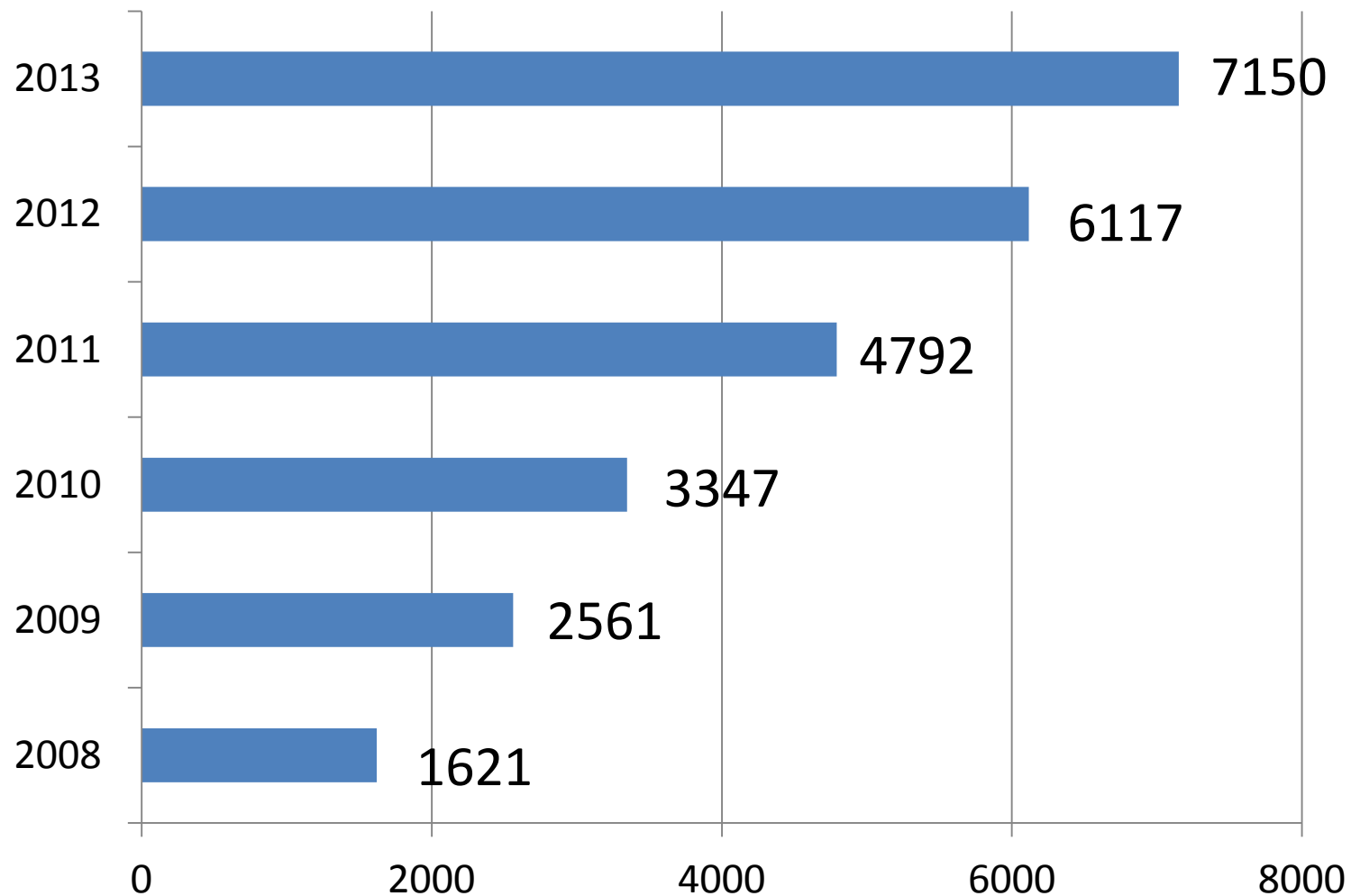
- Anywhere Internet access is available
- 24/7 in a password protected online learning environment
- In a scheduled asynchronous format
- Offered at regular intervals throughout the year



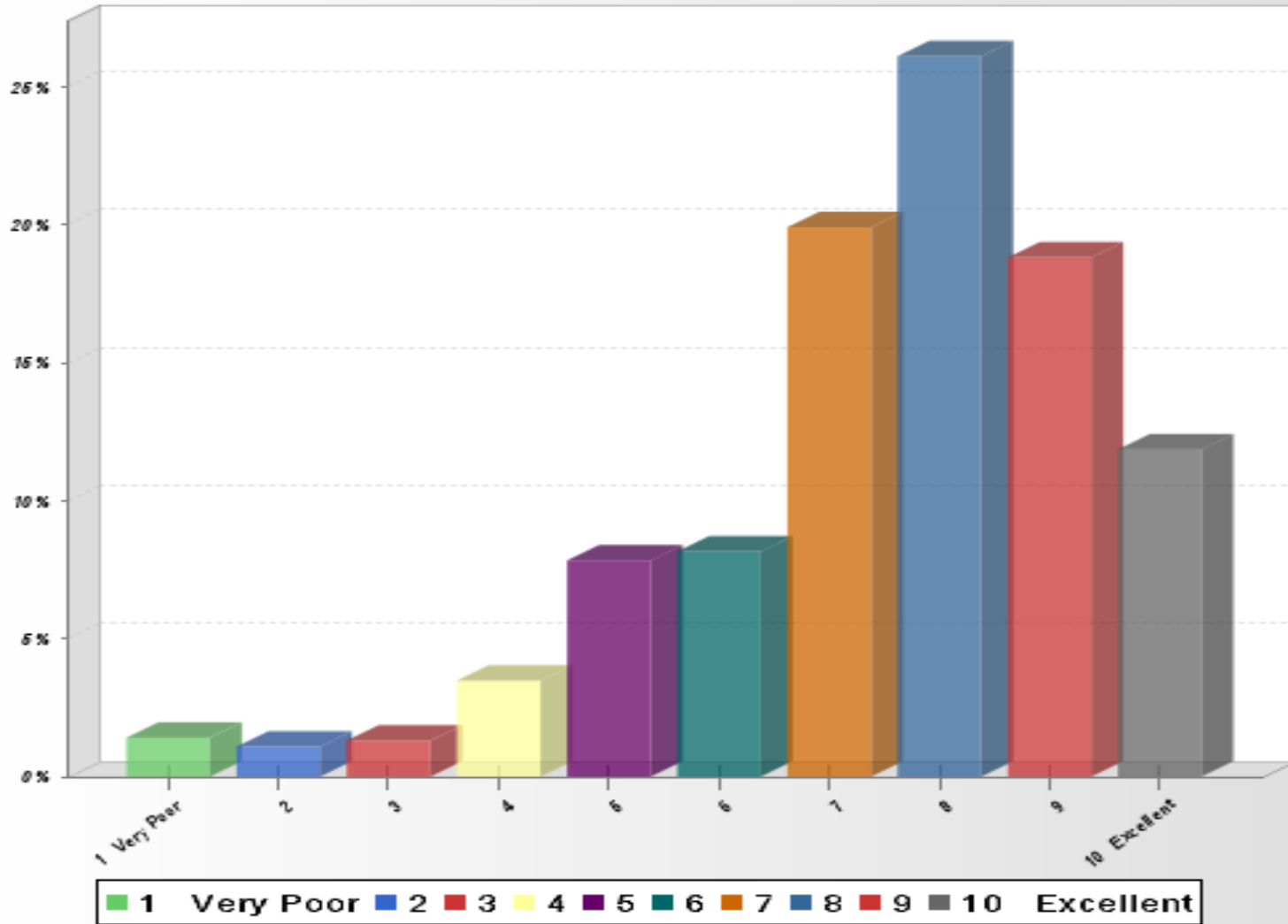
Online PD – connecting teachers around the world



Online Participants

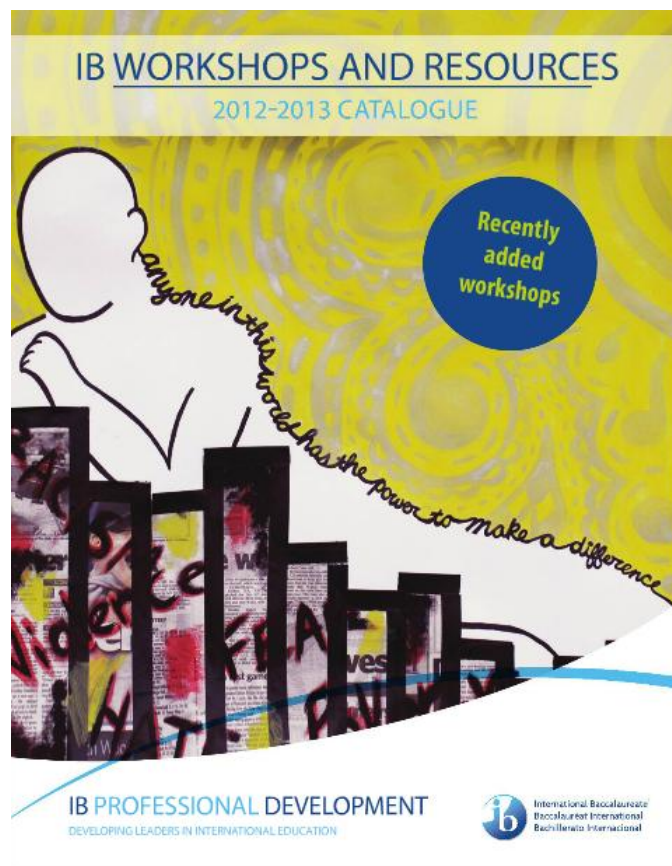


Overall, please rate the quality of the online environment.*

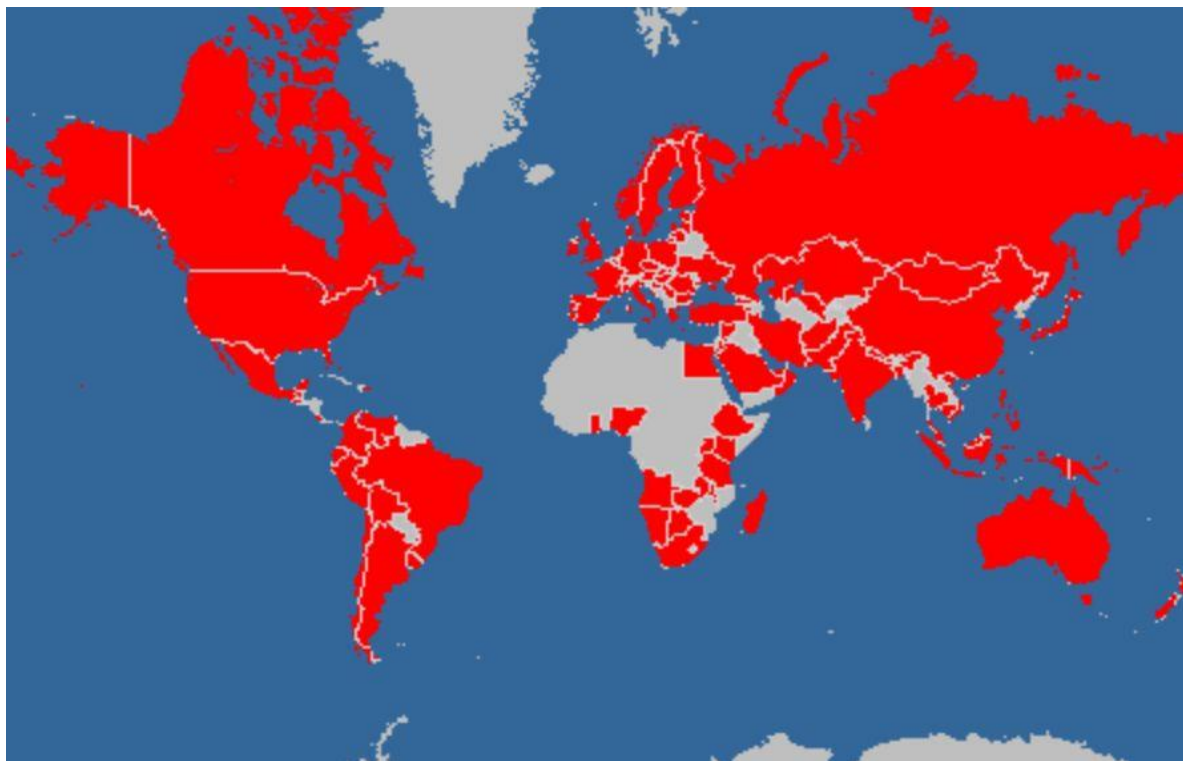


IB workshops and resources catalogue

ecatalogue.ibo.org

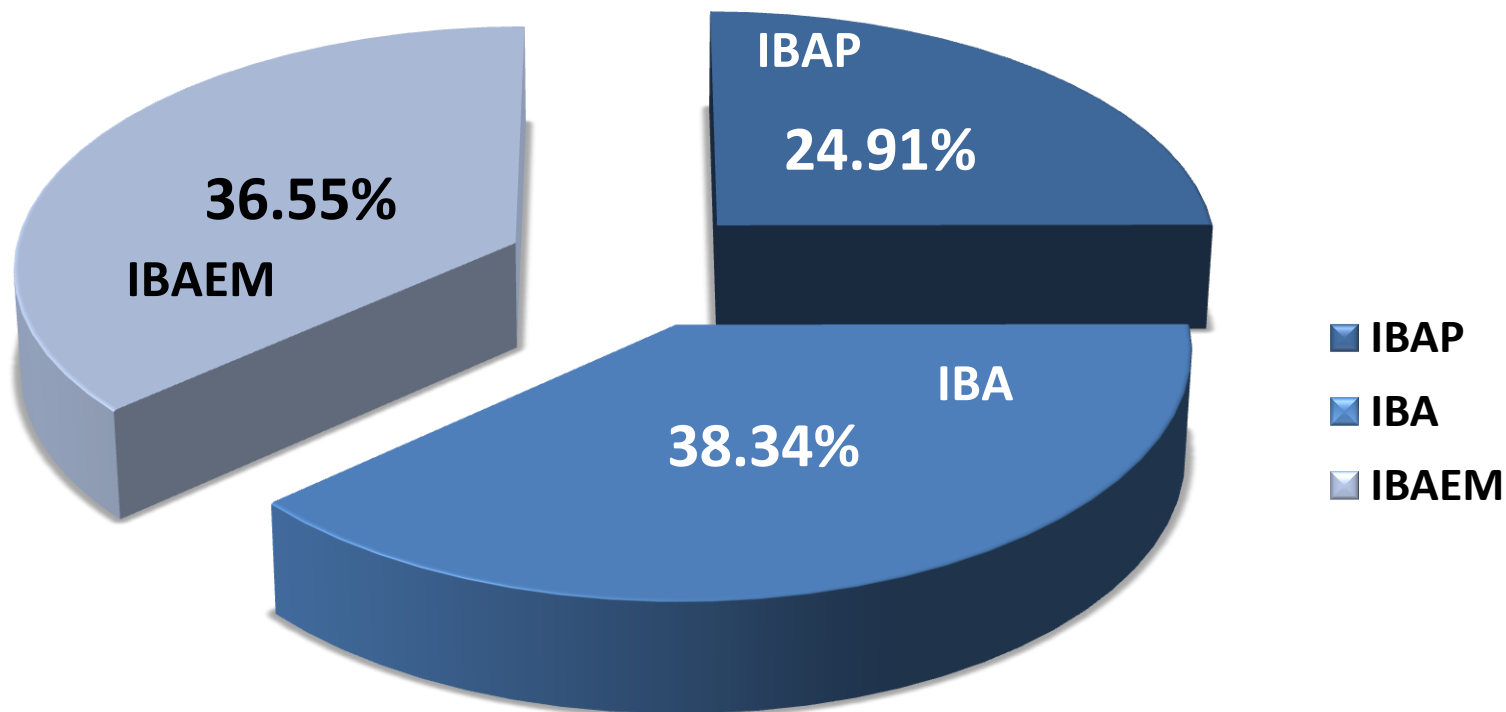


Where do our participants come from?



5,000 teachers from 135 countries participated in 350 online workshops (2011)

Which IB regions do teachers come from?



More choice in online workshops

PYP

Category 1

All

Category 2

- Collaborative planning
- Pedagogical leadership
- Teaching and learning
- The written curriculum

Category 3

- Teachers as researchers
- Inquiry
- Concept-based learning
- Transdisciplinary learning

MYP

Category 1

Implementing the Middle Years Programme (for all subject areas)

Category 2

Delivering the Middle Years Programme (for all subject areas)

Category 3

- Objectives and assessment (English, Spanish and French)
- Assessment recording and reporting (English, Spanish and French)
- Personal project
- Interdisciplinary teaching and learning in the MYP
- Managing assessment in the MYP

More choice in online workshops

DP

- **Group 1**
(English A1)
- **Group 3**
(Social anthropology, Business and Management, Economics, History, Geography, ITGS, Philosophy, Psychology)
- **Group 4**
(Biology, Chemistry, Physics, Design technology)
- **Group 5**
(Computer science, Maths)
- **Group 6**
(Music, Theatre, Film, Visual Arts)

- **TOK**

- **CAS**

Continuum

- Developing a language policy
- Inquiry into the learner profile
- Librarianship

New Spanish online workshops

Category 2

- DP Lengua A: Literatura
- DP Lengua A: Lengua y literatura
 - DP Lengua Ab Initio
 - DP Mathematics SL (sp)
- DP Mathematical Studies (sp)
 - DP Mathematics HL (sp)
 - MYP Humanities (sp)
 - MYP Language B (sp)

New French online workshops

Category 2

- DP Langue A: Littérature
- DP Langue A: Langue et
- DP Langue Ab initio
- DP Mathematics SL
- DP Mathematical Studies
- DP Mathematics HL
- MYP Humanities
- MYP Language B



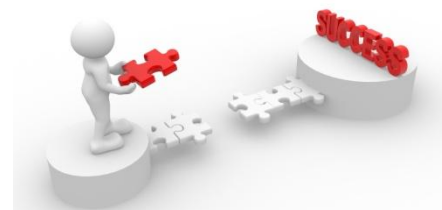
Online PD supports **community** needs

- “The online workshop benefitted me because it is low in cost, I did not have to go away from home or miss school time, I was able to get the details I needed quickly and I could go back over and restudy repeatedly.”
- The course affirmed my good practices and made me improve on my “grey areas.” It developed my confidence in choosing texts for my syllabus.
- The longer term nature of the workshop allowed for greater consolidation of understanding. Because of the flexibility of timing of online workshops, it allowed me to complete the training before teaching the course.
- As a coordinator at an IB World School, I have found the online training to be extremely beneficial to new teachers to our programme. The teachers leave the online course fully versed in IB unit planning with a unit they have written, taught, and reflected upon.

New products and services



**E-learning
modules**



Podcasts

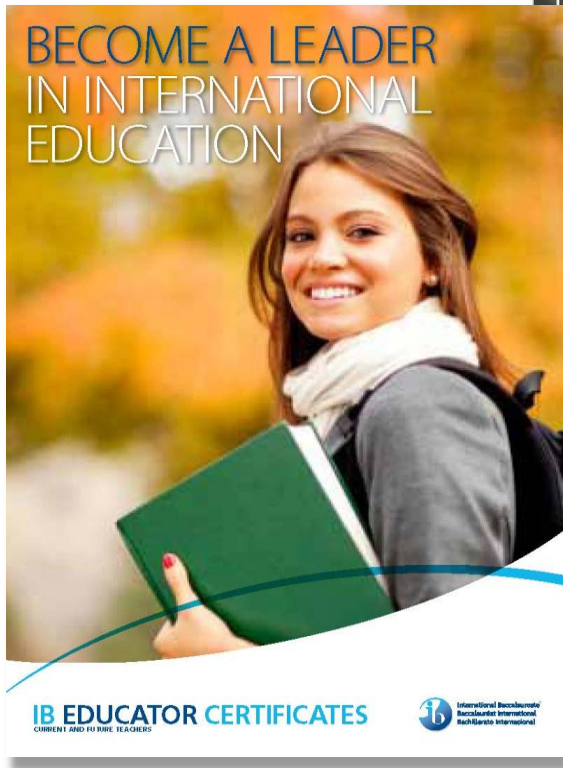
Webinars

**PD subscription
package for
schools**

Videos

**Online
coaching**

IB educator certificates



Underlying principles

- Support effective teaching and learning
- Foster collaboration and collegiality
- Encourage innovation and risk taking
- Promote international mindedness and intercultural understanding
- Facilitate reflection and professional learning
- Develop leadership capacity

Student profile

- Come from over 45 different countries, with the majority of students coming from the United States, Australia and United Kingdom
- Are experienced educators
- Teach in over 50 countries such as Vietnam, South Africa, Russia and Barbados



Entry points certificates in teaching and learning

Undergraduate (B.Ed)

Post-graduate initial teacher education
(e.g., Master of Arts in Teaching or
graduate certificate in Education)

Master of Arts in Education

Portfolio offered through
ECIS International Teaching Certificate

Master of Arts
in Education



IB CERTIFICATE
IN TEACHING AND LEARNING

**IB ADVANCED
CERTIFICATE**
IN TEACHING AND LEARNING RESEARCH

Framework: IB certificate in teaching and learning

DOMAINS OF KNOWLEDGE

- A. International education, and the role and philosophy of the IB programmes
- B. Curriculum frameworks (Principles, structures and practices)
- C. Curriculum and instructional design
- D. Curriculum articulation

DOMAINS OF KNOWLEDGE

- N. The principles and processes of reflective practice
- O. Collaborative working: planning, implementation and evaluation
- P. The use of ICT to support the building of communities of practice

Inquiry

Action

Reflection

AREAS OF INQUIRY

Curriculum processes

Teaching and learning

Assessment and learning

Professional learning

PRINCIPLES

- Effective teaching and learning
- Collaboration and collegiality
- Innovation and risk taking
- International-mindedness and cultural understanding

DOMAINS OF KNOWLEDGE

- E. Learning theories, strategies and styles
- F. Teaching methodologies and the support of learning
- G. Differentiated teaching strategies
- H. Selection and evaluation of teaching and learning materials

DOMAINS OF KNOWLEDGE

- I. The principles of assessment
- J. Developing assessment strategies
- K. Designing assessment tasks and rubrics
- L. Differentiation of assessment
- M. Effective feedback

IB recognized courses around the world



Americas

- Bethel University, USA
- George Mason University, USA
- Oakland University, USA
- California State University San Marcos, USA
- Royal Roads University, Canada

IB recognized courses around the world

Africa, Europe, Middle East

- Bilkent University, Turkey
- ECIS, UK
- Institute of Education University of London
- Universidad Camilo José Cela, Spain
- University of Bath, UK
- University of Bremen, Germany
- University of Dundee, UK
- University of Durham, UK
- University of Sussex, UK



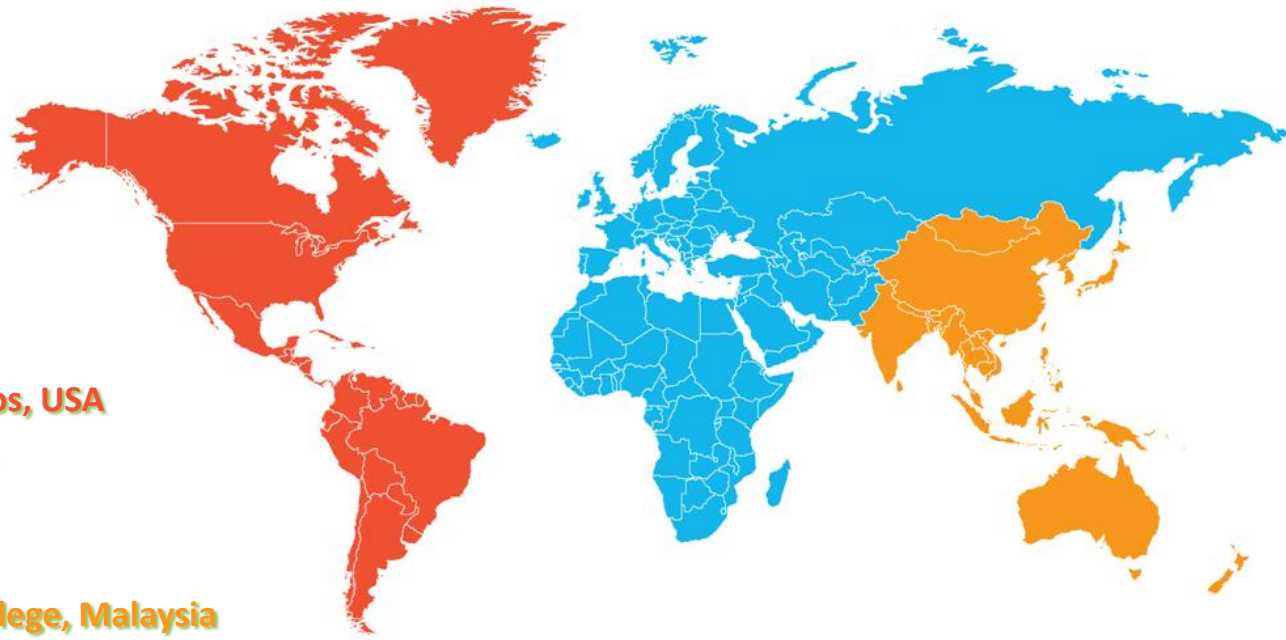
IB recognized courses around the world



Asia Pacific

- University of Hong Kong, SAR China
- Melbourne University, AUS
- Flinders University, AUS
- Murdoch University, AUS
- Curtin University of Technology, AUS
- Hong Kong Institute of Education
- Fairview International University College Malaysia

IB recognized courses around the world



Bethel University, USA

Bilkent University, Turkey

Bremen University, Germany

California State University San Marcos, USA

Curtin University of Technology, AUS

ECIS, UK

Flinders University, AUS

Fairview International University College, Malaysia

George Mason University, USA

Hong Kong Institute of Education HK

Institution of Education University of London

Melbourne University, AUS

Murdoch University, AUS

Oakland University, USA

Royal Roads University, Canada

Universidad Camilo José Cela, Spain

University of Bath, UK

University of Dundee, UK

University of Durham, UK

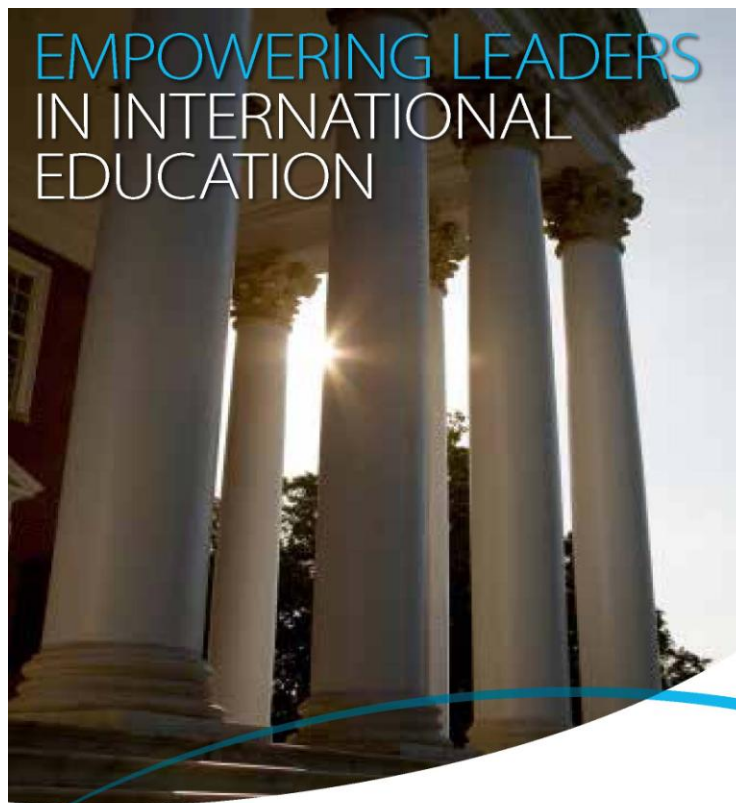
University of Hong Kong, SAR China

University of Sussex, UK

Benefits of IB educator certificates

- For educators:
 - A valued credential
 - A competitive advantage in the international school market
 - Access to the rich resources of the IB community
 - Opportunities for collaborating with IB educators at regional conferences and other events
- For IB World Schools:
 - Confidence in hiring individuals who can immediately begin implementing the IB programmes
 - Training dollars can be spent on higher level workshops and lifelong learning opportunities

IB leadership certificates



IB LEADERSHIP CERTIFICATES



Rationale: IB leadership framework

- To recognize high quality leadership capabilities in IB World Schools
- To develop leadership capabilities in an IB context that transcend cultural boundaries
- Provide a basis for developing a range of leadership development offerings in the near future

Framework: IB certificate in leadership practice

DOMAINS OF KNOWLEDGE

- 1. Curriculum design and implementation
- 2. Instructional design
- 3. Curriculum articulation and coherence
- 4. IB Assessment strategy, policy and practice
- 5. Reporting and feedback
- 6. Evaluating learning

DOMAINS OF KNOWLEDGE

- 1. Partnerships, networks and alliances
- 2. Participation and involvement
- 3. External relations and communications
- 4. The legal and political environment
- 5. School parent relationships

IB World School Authorization

KEY PROCESSES

- EVALUATION
- INNOVATION
- IMPROVEMENT
- SUSTAINABILITY

CONTEXTUAL LEVELS

Students and their learning

Professional relationships & behaviours that support learning

Schools as learning focused organizations

Working within the wider IB community to support learning

Programme Implementation

DOMAINS OF KNOWLEDGE

- 1. Creating learning communities
- 2. Professional development planning and policy
- 3. Developing leadership capacity
- 4. Team building and deployment
- 5. Appraisal and performance

DOMAINS OF KNOWLEDGE

- 1. Philosophy and mission
- 2. Strategic planning
- 3. Policy development
- 4. Organizational structure and roles
- 5. Culture and ethos
- 6. Resources and infrastructure

IB certificate in teaching and learning for IBCC

Available 2013

New pilot

For vocational and high school teachers

Complements DP



IB leadership certificate pilot programs

Africa, Europe, Middle East

Institute of Education, University of London

Asia Pacific

- Hong Kong Institute of Education
- Flinders University

The Americas

- Oakland University
- California State University San Marcos
- Royal Roads University

PD product development

Academic/programme requests
QA data
Satisfaction survey data
Regional requests
IBEN requests
District requests
EIS projects

Global Professional
Development
Pipeline

Face to face workshops
Online workshops
Blended workshops
IB educator certificates
IBEN upskilling
New PD products

Category 3 proposal process

- Commissioned workshops
- Proposals
 - Two-part process
 - Reviewed by Global Heads of PD

New product overview



Professional development

Flexible

Inquiry-based

Grounded in research

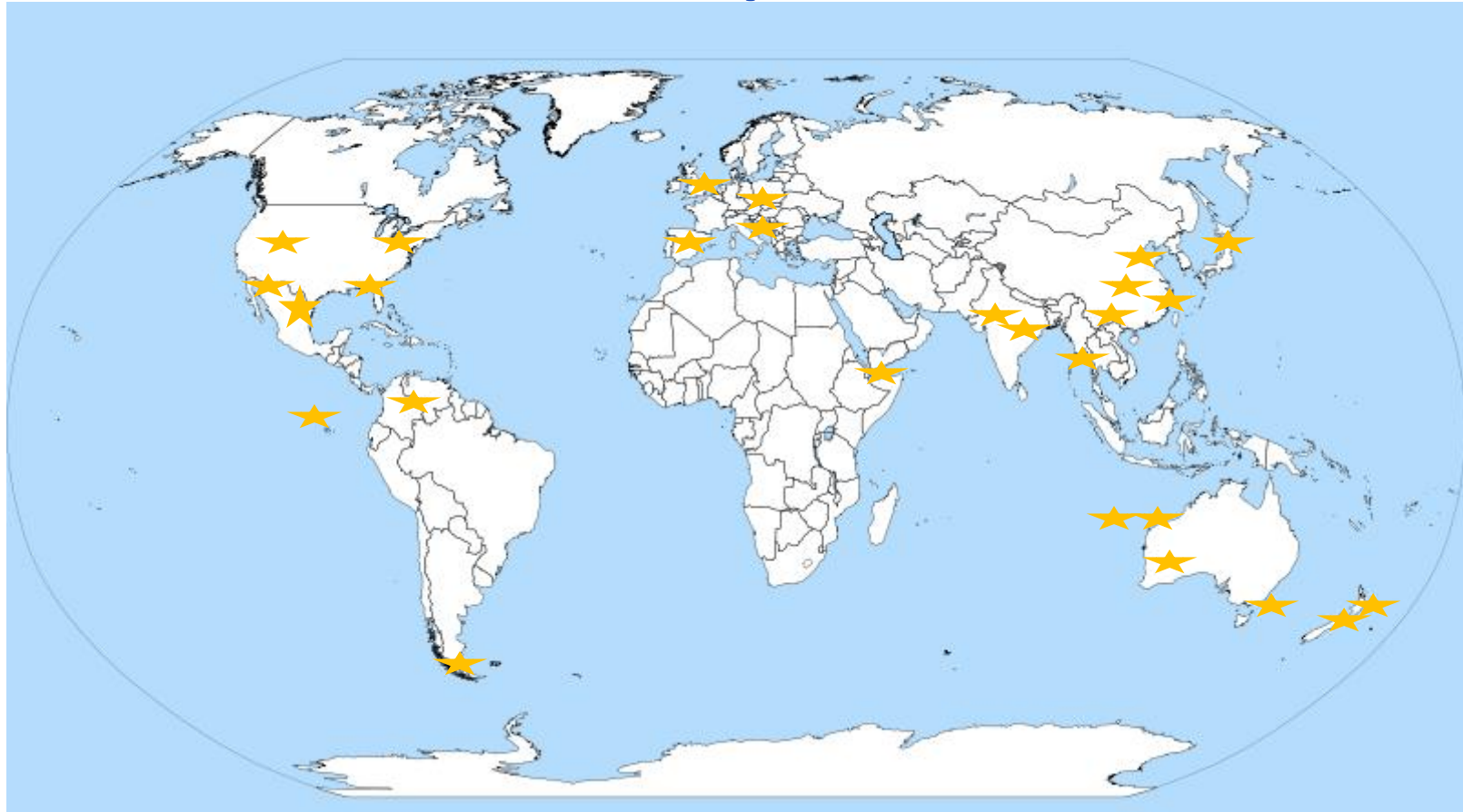
Concept-based

Backwards by design

Action oriented

Worldwide professional learning communities

Creative opportunities for experienced workshop leaders



Locations of workshop developers

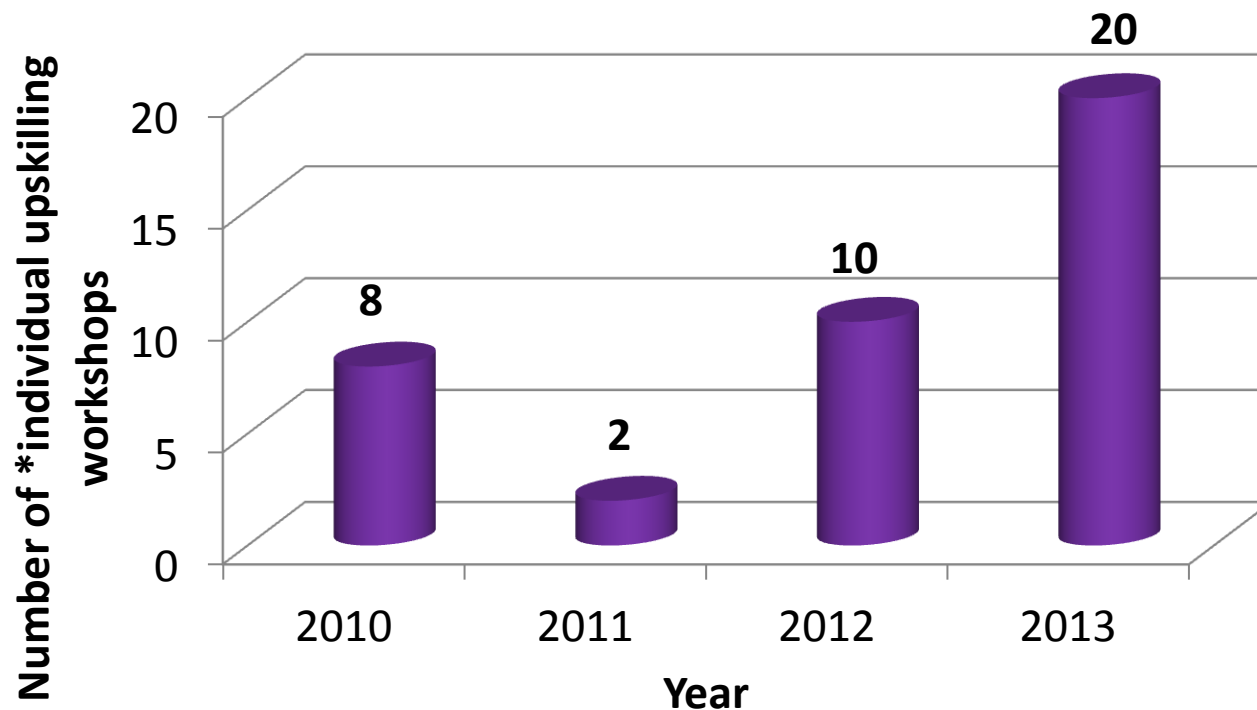
Workshop developer course

A facilitated online blended course for current or prospective IB PD workshop developers

- Participants refine a draft Workshop Development Proposal into a fully developed workshop plan
- The course supports with the development of activities/assignments, assessment strategies, schedule, etc.

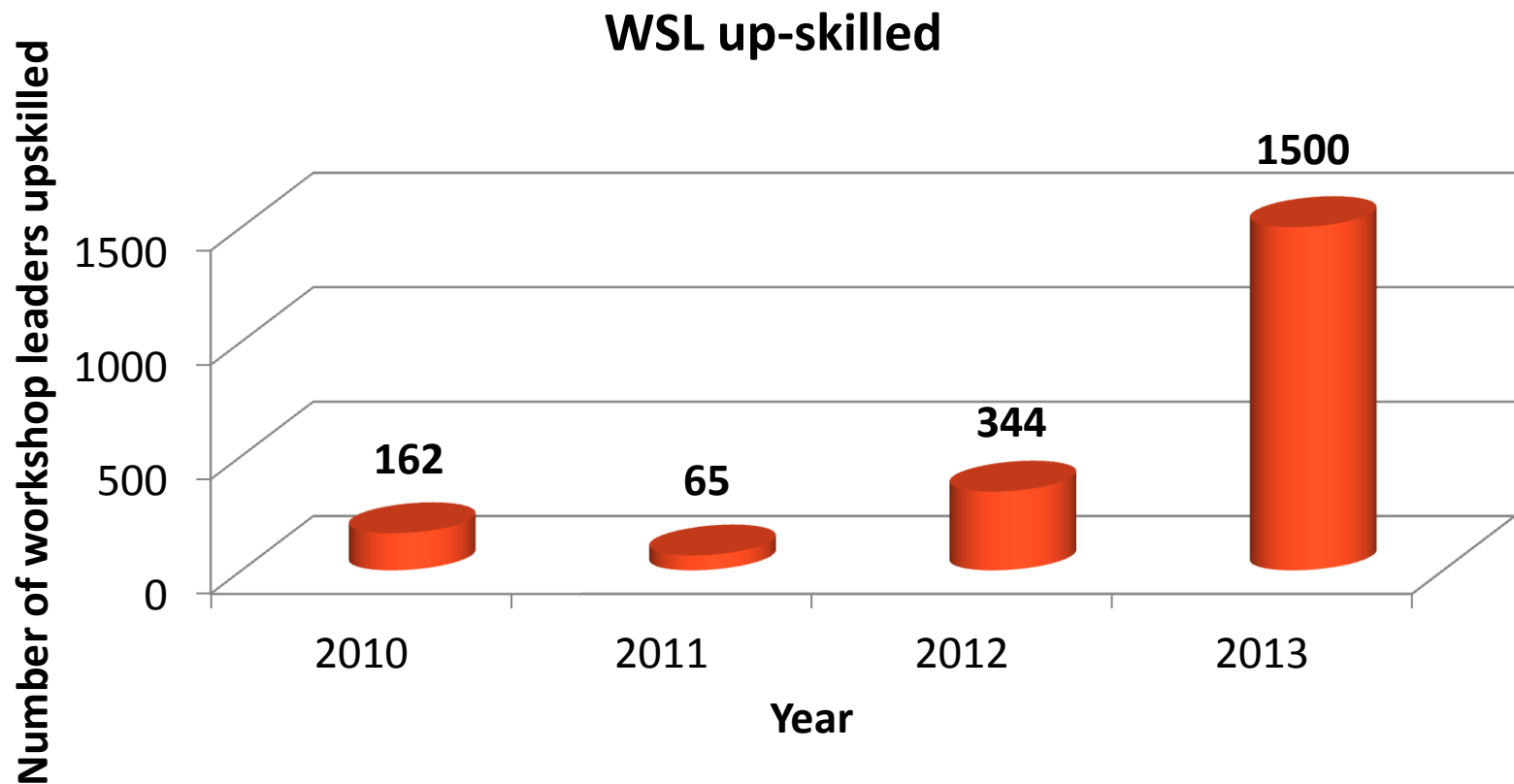
Upskilling workshops

Upskilling workshops



***Individual** = counting each version and language separately

Number of workshop leaders up-skilled



TOK upskilling in Moodle



TOK WSL Upskilling (1)

The workshop will guide participants through the new curriculum guide, highlighting important changes and providing the rationale for those changes. It will offer assistance in interpreting and understanding the significance of those changes and enable participants to begin to develop their own workshops to train teachers on the new curriculum.

- Workshop Homepage
- Module 1 - Introduction to the Workshop
- Module 2: Aims and Objectives
- Module 3: Curriculum Content
- Module 4: Assessment
- Module 5: The Webinar
- Module 6: Development
- Topic 7

Settings

- Course administration
 - Turn editing on
 - Edit settings

Welcome to

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TOK WSL Upskilling (1)

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Module 1 - Introduction to the Workshop

Welcome to the Theory of Knowledge Workshop Leader's Training for the new TOK Curriculum.

Let's start by getting to know each other! In the forum below post an introduction.

Let's meet our Learning Community

Now read about the structure of the workshop. Then open the book to access the resources and activities for this module. If you have any questions or concerns, raise them in the Discussion Forum.

- Structure of the workshop
- Module 1 - Introduction to the Workshop
- Discussion Forum for Module 1

Participants

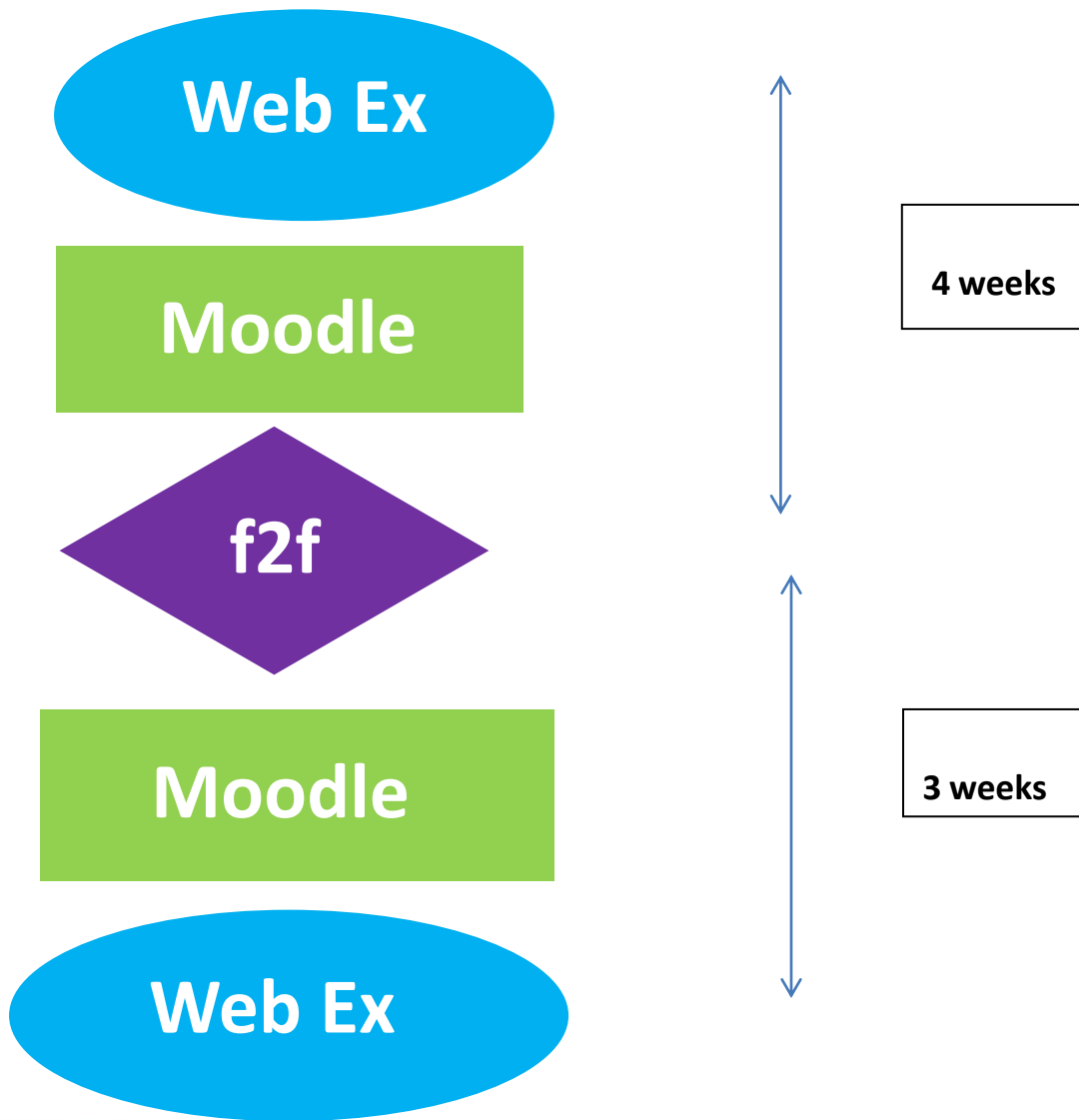
Recent posts

4/10/12 Religious and Indigenous Knowledge Systems
I am currently teaching in the middle
[more...](#)

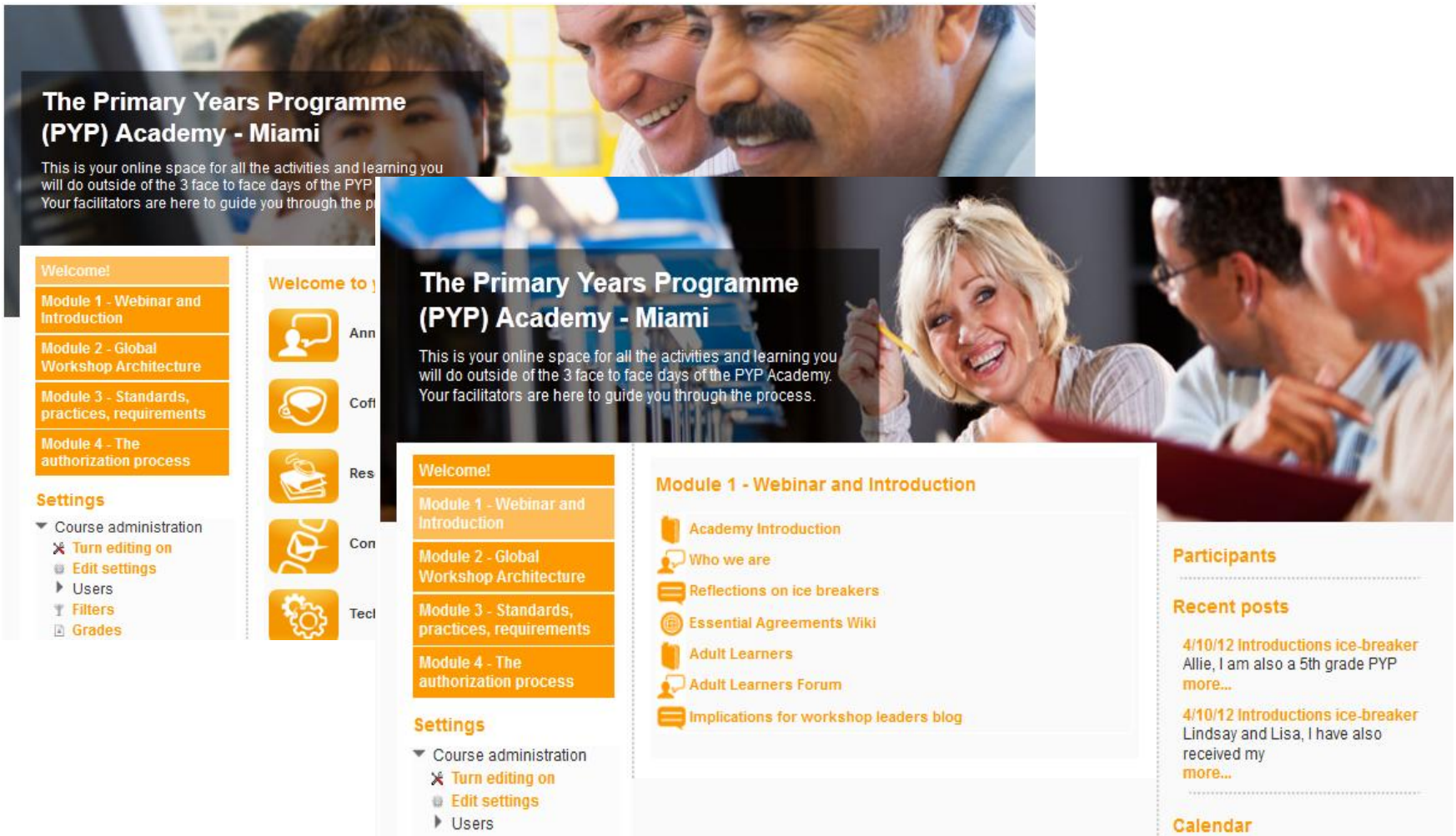
4/10/12 Ideas for a lesson
Gio--did you post this in the lesson
[more...](#)

Calendar

Blended Academy pilot



Blended Academy in Moodle



The Primary Years Programme (PYP) Academy - Miami

This is your online space for all the activities and learning you will do outside of the 3 face to face days of the PYP. Your facilitators are here to guide you through the process.

Welcome!

- Module 1 - Webinar and Introduction
- Module 2 - Global Workshop Architecture
- Module 3 - Standards, practices, requirements
- Module 4 - The authorization process

Settings

- Course administration
 - Turn editing on
 - Edit settings
 - Users
 - Filters
 - Grades

Welcome to

- Announcements
- Conferences
- Resources
- Content
- Technical

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- Module 4 - The authorization process

Settings

- Course administration
 - Turn editing on
 - Edit settings
 - Users

Module 1 - Webinar and Introduction

- Academy Introduction
- Who we are
- Reflections on ice breakers
- Essential Agreements Wiki
- Adult Learners
- Adult Learners Forum
- Implications for workshop leaders blog

Participants

Recent posts

4/10/12 Introductions ice-breaker
 Allie, I am also a 5th grade PYP
 more...

4/10/12 Introductions ice-breaker
 Lindsay and Lisa, I have also received my
 more...

Calendar



IB Journal of Teaching Practice



International Baccalaureate
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IB Journal of Teaching Practice

This journal provides a forum for an exchange of ideas focused on teaching and learning practice that will be of interest to practitioners in International Baccalaureate schools and beyond. The journal is based on the premise that teacher research is one of the most powerful forms of professional development that can have a positive impact on student performance.

Announcements

We are now accepting submissions!

The *IB Journal of Teaching Practice* invites all educators to submit their research for consideration in our publication. We welcome research that:

- has a clear applicability to the IB programmes
- addresses a relevant issue in classroom practice or organization
- supports and describes collaborative learning

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English

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Other professional development initiatives

Professional Development Framework and
roadmap for projects

MYP Next Chapter project

Malaysia
Project

Gates

API grant

Opening
classroom
doors

“Opening classroom doors” videos

- Multimedia resource in three languages (English, French and Spanish)
- Shows written, taught, assessed curriculum
- 30 videos
- Hundreds of related resources
 - Unit plans
 - Student samples
 - Teacher assignments
 - Lesson plans

professionaldevelopment.ibo.org/

Inside IB classrooms

- 21 video clips of IB teachers and students
- <http://inside-ib-classrooms.ibo.org>

Working with the best



Australian Council for Educational Research



TEACHERS COLLEGE
COLUMBIA UNIVERSITY



Graduate credit for workshops

Kent State University

- One hour of graduate credit granted for attendance at an IB workshops in MYP, PYP and DP in all 3 categories.
- Registration is required prior to workshop
- Tuition is charged
- An additional assignment is required

Nurturing IB educators

Upskilling

Career path

Performance management

Rewards program

Professional development



Workshop leaders

Verification visitors

Evaluation visitors

Application readers

Session observers

Field representatives

Workshop developers

University recognition visitors

Online workshop developers and leaders



We depend on IB educators

Thank you

For more information, please visit:

<http://ibo.org/events>