



GLOBAL
SCHOOLS
FORUM



Early Childhood Education Learning Series

Module 3, September 2020

In Attendance Today

18 GSF-Member organisations which run or support over **6000** schools in **26 countries** and impact over **1.5 million children**.



About the offer:

- Based on members' needs to improve their ECE programmes
- Specific to the context and needs of low-resource environments in which our members operate
- It is not a one-time webinar/session; it is a six-month long engagement with peers and Hippocampus
- Designed for individuals who make ECE decisions for their organisations



Objectives of Module 3

The Role of Teacher-Selection In An ECE Learning Centre

Participants will be able to:

Reimagine the skills, competencies and aptitudes that make successful ECE teachers, and how to look for these traits in your selection process.



How we'll spend our time today: 65 minutes

Re-imagining the role of an ECE teacher; skills and competencies required for this role: 10 minutes:

Hippocampus' approach to Teacher-Selection: 15 minutes:

Break-out rooms: 15 minutes:

Questions & Answers: 15 minutes:

Closure & Update about Module 4: 5 minutes



Norms and to-do's:

- Keep the video on, if possible
- Stay on mute when not speaking
- Please type your questions in the chat-box. The moderator will either read them out or ask you to say the question out loud.



Pedagogy & Curriculum

Activity based learning, Play way, Montessori, IB, Reggio...

Statutory

- Policy
- Curriculum guidelines
- Regulation



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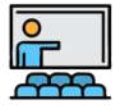
Age groups

- 6 months -2 years
- 3 years
- 4-6 years



Classrooms

- Pupil to Teacher ratio
- Investment per classroom



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Parents

- Parent aspiration
- Parent engagement



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Teachers

- Teacher ability & qualification
- Teacher support, training and mentoring



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Re-imagining The Role of an ECE Teacher

Rural settings



- Limited pool of candidates
- Geographically distributed
- Very difficult to visit regularly
- High training and support costs

Limited Budget



- Multiple roles played by the teacher
- Teacher
- Marketing in charge
- Administrative in charge
- Financial in charge
- Centre Leader

Attrition backlash



- Small centres: 2-3 teachers
- Face of the centre
- Disruption in learning



Teacher Competencies and Skills

Inherent skills

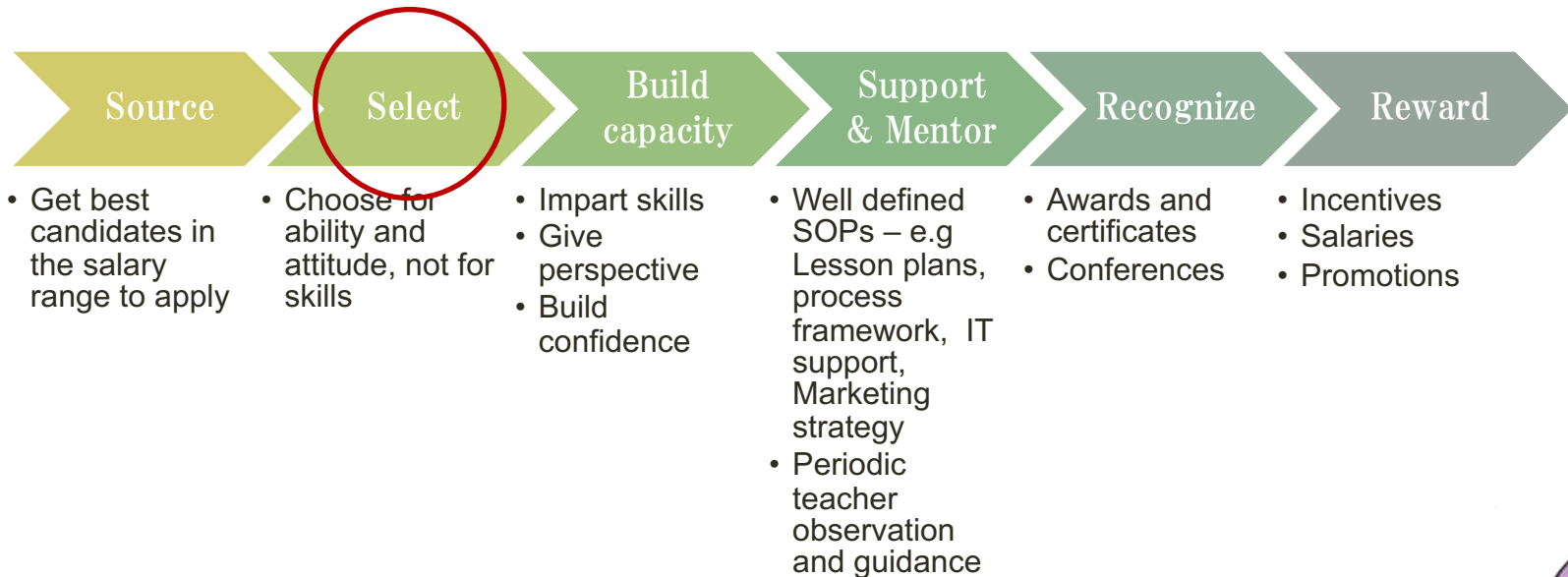
Responsibility, integrity, punctuality	Temper	Networking
Interpersonal intelligence	Child behavior intelligence	Communication & Presentation
Learnability	Willingness to follow guidelines	Willingness to be a child

Trainable skills

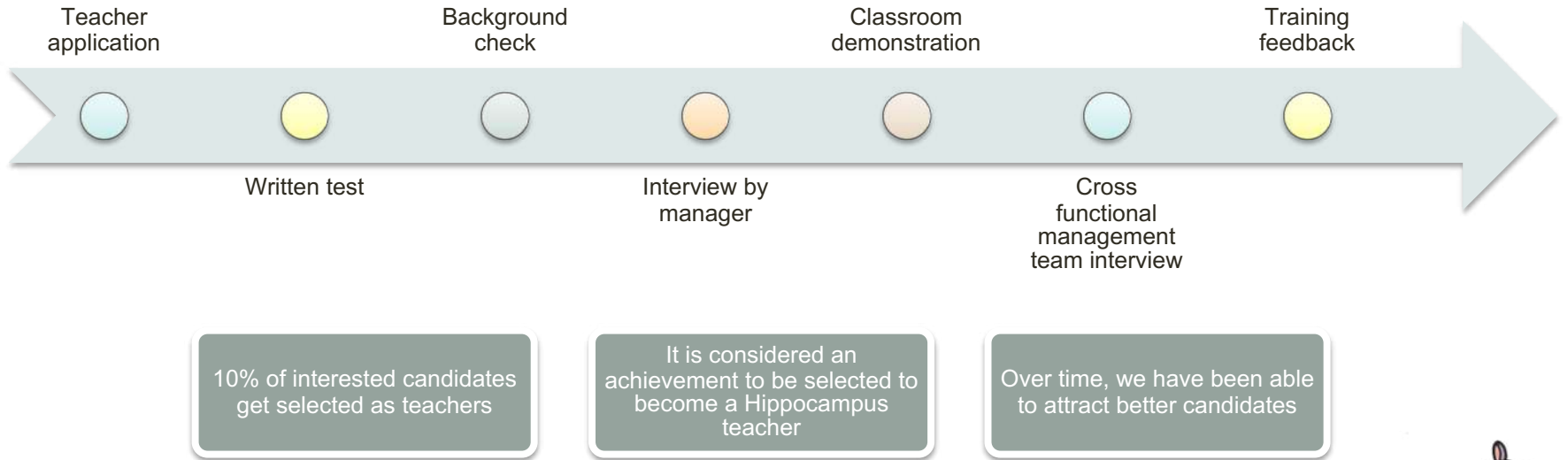
Curriculum	Classroom management	Child management
Computers	Administrative management	Financial management
Marketing skills	Product knowledge	People management



Human Resource Development - Hippocampus



Teacher Selection Process at Hippocampus



In your Break-out Rooms (15 minutes)-

- Introduce yourself briefly – name and organisation; use alphabetical order for the introduction.
- State one or two important competencies that you think are necessary for an ECE teacher in your context. Does your selection process look at identifying those? How?”





Reflections and Q&A

