

## **EIKEN Teacher Training (& Educational Leadership) Program Unit Descriptors (expanded)**

### **Unit 1: Understanding & teaching language**

In this introductory unit, we explore different perspectives towards English language use in the current global context, and the implications that this has on English Language Teaching. We explore how language and culture are embedded and what that means for teachers and students.

**Outcomes:** After this unit, participants will be able to identify cultural considerations in English Language Teaching. Participants will be able to use this understanding to identify appropriate resources, strategies and approaches towards teaching and organising English language programs in their own cultural context.

### **Unit 2: Leading & supporting teaching in organisations**

In this unit we explore key concepts in educational leadership. We look at the concept of the learning organisation and how this applies to schools and other educational organisations in a contemporary context. We identify the importance of crafting a teaching philosophy, both individual and institutional.

**Outcomes:** After this unit, participants will be able to gain an understanding of foundational educational leadership principles which can be used to ensure high quality support of English teaching staff. Participants will be able to work on both an individual and institutional level to support teachers and colleagues.

### **Unit 3: Managing organisational change and communication**

In this unit we explore best practice principles in organisational communication, considering both large and complex organisations. We identify common phenomena that occur in educational organisations, including resistance to innovation and change. We explore how we can promote change and innovation while supporting staff.

**Outcomes:** After this unit, participants will be able to guide staff through changes to the organisation. Participants will be able to understand why staff resistance occurs and implement strategies to support staff experiencing change. Participants will gain an understanding of the importance of clear communication through varied channels.

#### **Unit 4: Supporting professional development #1: mentoring and coaching conversations**

In this unit we look at approaches to supporting individual staff members' professional development. We focus on the role of mentorship and explore practical strategies in mentoring, including how to structure coaching conversations.

**Outcomes:** After this unit, participants will be able to implement a range of practical and effective strategies to promote mentorship and coaching within organisations. Participants will be able to hold coaching conversations with their staff and colleagues, identify areas for professional development, and guide individuals in making progress towards their professional goals.

#### **Unit 5: Supporting professional development #2: communities of practice**

In this unit we continue looking at approaches to supporting staff's professional development, this time looking at how to foster collaborative, staff-led professional development. One key model, that of communities of practice, will be identified and strategies for supporting formal and informal professional development will be discussed.

**Outcomes:** After this unit, participants will be able to further support professional development within organisations through both formal and informal contexts. Participants will be able to facilitate communication, collaboration, and creativity in the organisation through the support of communities of practice.