Training Course on Teacher Professional Development Program Design and Management

Professional Development Training Course Outline

Category	Educational Leadership and Management	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In the 21st-century learning landscape, the need for high-impact teacher professional development (TPD) programs has never been greater. As educational standards evolve and technology reshapes learning environments, education leaders must design and manage sustainable, data-driven teacher development programs to promote teaching excellence, learner engagement, and curriculum innovation. Training Course on Teacher Professional Development Program Design and Management empowers educators, administrators, policymakers, and trainers to create and implement transformative professional development frameworks aligned with global best practices, national priorities, and school improvement strategies.

Through evidence-based strategies and real-life case studies, this program emphasizes instructional leadership, competency-based learning, continuous improvement, and digital pedagogy integration. Participants will gain practical insights into needs assessment, curriculum alignment, monitoring & evaluation, capacity building, and change management to ensure that teacher development initiatives drive measurable outcomes in both student performance and educator growth.

Programme Curriculum

Training Course on Teacher Professional Development Program Design and Management

Introduction

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Course Objectives

1. Define the principles of effective professional development for educators.
2. Analyze the educational needs and skill gaps among teaching staff.
3. Design data-informed TPD frameworks tailored to school goals.
4. Develop blended learning models for teacher training.
5. Integrate digital tools and EdTech into training delivery.
6. Manage the logistics and budget planning for development programs.
7. Align TPD initiatives with curriculum standards and policies.
8. Apply monitoring, evaluation, and learning (MEL) strategies.
9. Incorporate coaching and mentorship models in PD.
10. Foster collaborative professional learning communities (PLCs).
11. Promote equity, diversity, and inclusion (EDI) in TPD programs.
12. Scale successful models across multi-school networks.
13. Evaluate impact and ROI of TPD investments.

Target Audiences

1. School Administrators
2. Curriculum Developers
3. Teacher Trainers
4. Education Policymakers
5. District Education Officers
6. Education NGO Leaders
7. Instructional Coaches
8. EdTech Coordinators

Course Duration: 10 days

Course Modules

Module 1: Foundations of Effective Teacher Development

- Define professional development in contemporary education.
- Explore adult learning theory in teacher training.
- Understand national and global standards for TPD.
- Identify teacher performance indicators.
- Assess core competencies in instructional delivery.
- *Case Study: Finland's National Teacher Training Framework*

Module 2: Needs Assessment and Gap Analysis

- Conduct surveys and interviews with teachers.
- Use student performance data to identify gaps.
- Prioritize training needs based on goals.
- Analyze existing TPD initiatives.
- Develop strategic PD plans.

- *Case Study: USAID’s Needs Assessment Model in East Africa*

Module 3: Designing a TPD Program

- Develop learning objectives and outcomes.
- Choose delivery methods: in-person, online, hybrid.
- Plan session structures and timelines.
- Design inclusive and differentiated content.
- Create facilitator guides and learner materials.
- *Case Study: UNESCO’s TPD Design Toolkit Implementation*

Module 4: Digital Tools in Teacher Development

- Introduce digital learning platforms (e.g., LMS).
- Select and evaluate EdTech tools.
- Use virtual classrooms for PD delivery.
- Monitor online engagement and learning analytics.
- Address digital literacy gaps among teachers.
- *Case Study: Kenya’s DigiSchool PD Initiative*

Module 5: Coaching and Mentorship Models

- Define roles of coaches and mentors.
- Train mentors to support classroom practices.
- Facilitate peer coaching sessions.
- Develop feedback and reflection systems.
- Measure mentorship outcomes.
- *Case Study: New Teacher Center Model, USA*

Module 6: Leadership for Professional Development

- Build capacity of school leaders.
- Foster leadership pipelines through PD.
- Encourage shared decision-making.
- Promote instructional leadership.
- Integrate vision-driven leadership models.
- *Case Study: Singapore's School Leadership Academy*

Module 7: Budgeting and Resource Mobilization

- Estimate costs of training components.
- Identify funding opportunities and donors.
- Develop cost-effective TPD plans.
- Allocate resources equitably.
- Track financial accountability.
- *Case Study: DFID's Budgeted PD Rollout in Nigeria*

Module 8: Curriculum Alignment and Policy Integration

- Align TPD with national curriculum frameworks.
- Integrate competencies and learning outcomes.
- Ensure policy compliance.
- Bridge TPD with pre-service teacher education.
- Update PD plans with policy changes.
- *Case Study: South Africa’s Curriculum-Linked PD Approach*

Module 9: Inclusive and Equitable PD Strategies

- Address marginalized teacher needs.
- Train on inclusive teaching practices.
- Develop gender-sensitive PD materials.
- Promote diversity awareness.
- Build equitable access systems.
- *Case Study: Girls' Education PD Program in Rwanda*

Module 10: Monitoring, Evaluation, and Learning (MEL)

- Define KPIs and indicators for PD success.
- Use evaluation tools (pre/post assessments).
- Create dashboards for TPD monitoring.
- Implement feedback mechanisms.
- Analyze and act on MEL findings.
- *Case Study: RTI International MEL Toolkit for TPD*

Module 11: Creating Professional Learning Communities

- Establish peer-learning groups.
- Use collaborative lesson planning.
- Facilitate reflective practice.
- Promote action research.
- Build sustainable PLC models.
- *Case Study: Japan’s Lesson Study Model*

Module 12: Continuous Learning Culture

- Promote lifelong learning among teachers.
- Design microlearning and modular content.
- Recognize and reward growth.
- Use digital credentials and badges.
- Create self-paced learning pathways.
- *Case Study: Google for Education PD Badging System*

Module 13: Managing Multi-Stakeholder Engagement

- Identify key stakeholders (government, NGOs, schools).
- Facilitate participatory planning.
- Manage communication channels.
- Build public-private partnerships.
- Align roles and responsibilities.
- *Case Study: GPE Stakeholder Collaboration in Bangladesh*

Module 14: Scaling and Sustainability

- Document best practices.
- Create replicable models.
- Train trainers at scale.
- Build institutional capacity.
- Ensure long-term financial models.
- *Case Study: TPD Sustainability in India’s RMSA Program*

Module 15: Measuring ROI and Impact

- Define ROI indicators for PD.
- Analyze impact on student achievement.

- Report outcomes to funders.
- Adapt models based on impact.
- Use storytelling and visuals for results sharing.
- *Case Study: World Bank's Impact Evaluation of TPD Projects*

Training Methodology

- Interactive Workshops using adult learning principles
- Case-Based Learning for real-world relevance
- Blended Delivery with in-person and online components
- Group Work & Peer Review for collaborative learning
- Project-Based Assignments for practical application
- Continuous Assessment through reflections, quizzes, and evaluation rubrics

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

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