



CENTER OF ISLAMIC LEARNING (CIL)

TEACHER DEVELOPMENT REPORT 2015

Vision: *Unlocking Teacher Potential to Build a Stronger Future*

Mission: *Taking a Student-Centered Approach to Learning*

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Executive Summary

The genesis of CIL-Teacher Development program was at the 2012 Annual Nasimco Conference theme “Islamic Education in the New Era” which was attended by Jamaats across North America. A similar need for excellence in our madaris was identified by Madrasah Teachers from across the world, at the World Federation Madrasah Retreat 2011 in Dubai.

Many of the concerns raised at both conferences were around student engagement, teaching resources, behavior management, lesson planning and creative teaching methods to make Islamic education practical, meaningful and appealing. Teachers feel they need the support and resources to be effective in the classrooms to maintain the attention of the generation “Z” children who have grown up with information at their fingertips. Traditional and modern ways of teaching compete at the Madrasah resulting in teacher retention issues and impacting student satisfaction.

Fully cognizant of the challenges, the CIL-Teacher development team has consistently focused on "learning" as opposed to "teaching". Using this “Student Centered” approach to learning, CIL has two programs that have been developed to meet the needs identified by Teachers. The programs are aimed at teachers who want to enhance their teaching skills to build a stronger future for our children and increase their potential as Madrasah Teachers. The programs have been gratefully embraced by the Madaris across North America.

1. Teacher Skills and Tools (TST) program

This program is created by CIL and is running independently with great success as the Madaris continue to reach out to CIL for this training. It aims to provide teachers with practical skills and tools that follow current teaching methodologies to bridge the gap between School and Madrasah. So far 5 Madaris have had this training and the 6th one planned in October 2015.

The program was developed by two professional teachers; Sis. Salma Jaffer, Sr. Sophia Dewji and certified facilitator; Sis. Siddika Jessa. This core team has developed professional material at gratis that would otherwise have been at a considerable cost to CIL.

2. Neuropsychology of Learning (NPL) Program

This program is created by Susan Nash, an expert in the field of adult learning. The program has been adopted by NASIMCO CIL and MCE. It aims to provide teachers with an understanding of core needs and communication style to be able to effectively motivate the students.

In November of 2013, four facilitators from North America were trained by Susan Nash to be able to conduct this training and have since facilitated two training sessions in North America. This April 2015, CIL and MCE led a train the trainer program in Toronto where additional 14 facilitators have started their training with Susan Nash. Their training will be complete by mid-June. The original facilitators will provide mentorship to the 14 new trainees.

This document provides information on programs held to date and highlights of these programs.

North American Madaris are encouraged to take advantage of these programs as CIL will now be able to have trained resources available to them.

Programs Held to Date

Teacher Skills and Tools (TST) Program

1. Jan 18-19, 2014 – Seattle – 12 participants

Testimonial from Sameer Tejani, Principal of Iman School in Seattle:

"The excitement I sensed from the teachers at the end showed me how valuable all that effort was. I got an e-mail from a teacher requesting to buy some new supplies so that she could try new things out – I happily approved that! Another teacher has paired a slower Qur'an student with another peer who he looks up to - It's the new tools and ideas that teachers got that I believe will help them a lot going forward. Knowing that kids learn in different ways and mixing up instruction are some of the things that will make a big difference for them."

2. Feb 8-9, 2014 – Orlando – 24 participants



Testimonials from Orlando participants

"Absolutely fantastic! Fun, practical, engaging and touched on many notes".

"Realized that my perception of a successful class and what successful class is are quite different!"

"First time it was student oriented and you went through the teaching showing us how it's done practically instead of just telling us how."



“The seminar was empowering for both young and veteran teachers.”

“The teachers were inspired to teach using contemporary methods that are conducive to learning.”

3. Sep 27-29, 2014 – Los Angeles – 20 participants

Testimonials from Los Angeles participants

“I gained valuable tools and practical steps that will help me, not only teach, but also in my personal life.”

“Connecting the dots from instructional to practical was amazing.”

“We know that as volunteers we don't always have the answers to many questions at the Madrasah. Last weekend you helped us close the gap.”



4. Oct 10-11, 2014 – Brampton, Ontario – 30 participants

Testimonials from Brampton participants

“The breakouts and interactions were great. It allowed us to put in practice the materials.”

“The number of activities was really eye opening and effective and it made the day and modules very enjoyable.”



“Very thoughtful compilation of workshops.” “Admirable team; constantly complementing each other.”

“The workshop was very informative, educative and I can’t wait to implement it in my daily life.”

“The program has given me a lot of motivation to take my classroom to the next level.”

“This is a first teacher training program that I attended, it was an eye opener, all the teachers should go through this program.”



5. Feb 7-8, 2015 in Minnesota, Minneapolis – 22 participants

“A great experience on how to be a better person, teacher and a good parent.”

“Gives the teacher the motivation to prepare the lessons appropriately.”

“We appreciate this program are we are thankful to the facilitators and NASIMCO for setting up such good training program for Madaris.”

“The program was great and on task with delivering the message.”



“I can honestly say that the program content and delivery were superb. The transition between each module and the facilitators were seamless and the quality of facilitation was fantastic! I am really motivated to put what I have learnt into practice.”

6. Oct 9-10, 2015 – Planned in London Ontario.

Neuropsychology of Learning Program (NPL)

1. April 19-20, 2014 – Toronto – 15 participants



Testimonials from Toronto participants:

“I will try to value the strengths of each student and teach in ways that cater to the core needs and interactions styles”

“I will observe the students, figure out their strengths and use the info to inspire them”

“I have learnt to understand my students to create life-long learners. Also use the TEACH method of teaching”

2. November 29-30, 2014 – Orlando – 18 participants

Testimonials from Orlando participants:

“This program allowed me to understand myself as well as those around me.”

“The activities were meaningful and gave opportunity to reflect and develop self.”



“As a teacher I will adjust to teaching to all different temperaments.”

3. Train the Trainer – Neuropsychology of Learning Program

A Train the Trainer program, developed and facilitated by Susan Nash, an expert in the field of learning, has already started. The aim is to be able to run additional programs at several Madaris in 2015-16.

Participants will undergo an eight day intensive training program, of which first four days were completed in Toronto in April and the next four days are scheduled to run in Los Angeles June 11-14, 2015.



Comments from the Train the Trainer NPL participants:

"My motivation to join the program is to offer a better madrassah experience compared to my own experience which was not good."

"I want to make a difference because of my daughter's experience in madrassah. She completely refused to go to madrassah after her interactions with her teachers"

Teacher Development Program Highlights

The following chart provides additional information on the highlights of each of the programs. Both of these programs are available to all North America Madaris through NASIMCO - CIL:

1. The “Teacher Skills and Tools” (TST) Teacher Development Program

Providing teachers with practical skills, tools and resources that follow current teaching methodologies to bridge the gap between School and Madrasah.

The 2 day program highlights include:

- a. Understand the learning needs of Today’s learner; the Generation Z
- b. Experience the processes to create a Student Centered learning environment
- c. Hands-on experience in planning, creating and delivering effective lessons that provide practical ways of connecting Islam to a child’s daily life
- d. Appeal to various learners using the understanding of multiple intelligences to harness student strengths
- e. Apply Emotional Intelligence (EQ) skills to teaching whilst increasing students EQ
- f. Effective use tips and techniques on behavior management
- g. Deliver lessons with impact in the classroom using the understanding of content and delivery

2. The “Neuropsychology of Learning” (NPL) Teacher Development Program

Providing teachers with an understanding of core needs, drives and communication styles to effectively motivate and engage students.

The 2 day program highlights include:

- a. Identify core needs, drives and interaction styles; and its effects on how you teach
- b. Understand what motivates various learners to effectively engage students
- c. Utilize student natural talents and strengths to build student confidence and maximize learning
- d. Better manage a classroom by understanding the stressors that result in behavior challenges
- e. Enhance lessons by applying the TEACH model to increase student learning and involvement using the knowledge of core needs and interaction styles
- f. Be able to identify behavior patterns that tend to be influenced by inner drives and effectively use this information in the classroom

For further information and/or to schedule a Teacher Development Program at your Madrasah please contact cil@nasimco.org