

A Model for Individual and Whole School Development

*Synergy in teacher and school
development*

"If you change the way you look at things,
the things you look at change."

~ Wayne Dyer



LEARN & LEA
Centre of Innovatio

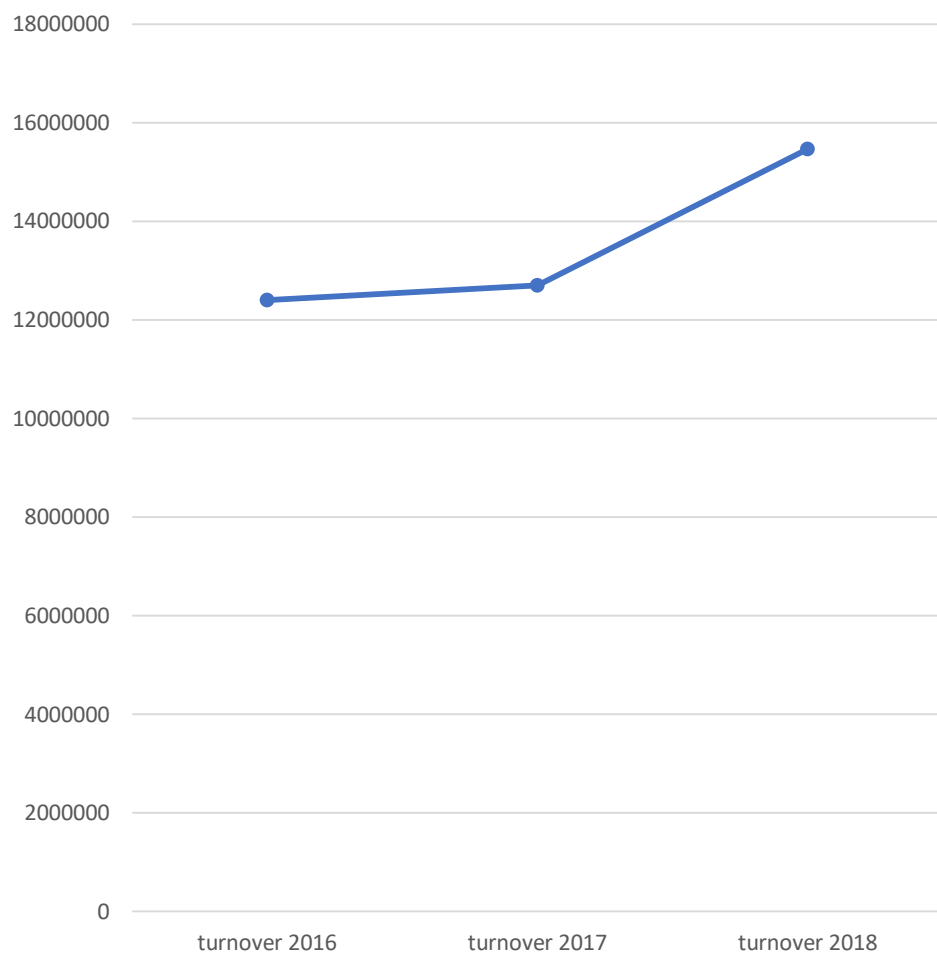


A **future** of
a foreign
language
teacher in a
language
school

...is created
NOW



100 LS in Slovakia - turnover



100 LS in Slovakia - profit in %



PROLANTcap



Task 1:

Andrea is an English trainer. She has got more than 25 years of teaching English experience in top quality methodology and classroom management. She takes part in project work, participates in mobilities, is a holder of the Learn&Lead certificate and also the author of the innovative teacher-training course accredited by the Ministry of Education in SR. She has got potential to grow personally, professionally and also financially.

What opportunities would you offer her in your organisation?

What tasks would you give her?

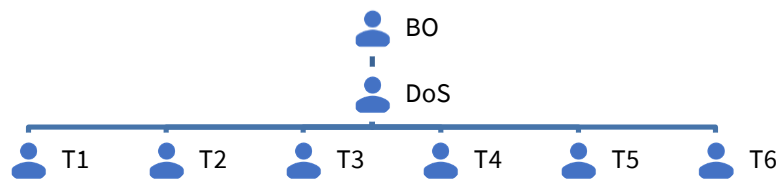
What would she be responsible for?

What income would you offer her?

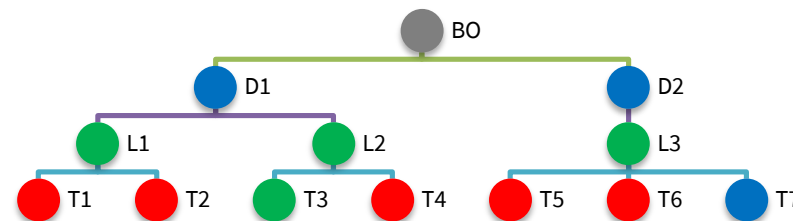
What further development options would you offer her?



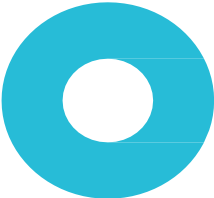


The Traditional Course Management Model



The Learn&Lead Course Management Model



The Learn & Lead course management roles

Role	Focus	Functions
 DEVELOPER	A <i>mind</i> for the business	Developing relationships with new clients, leading teams, initiating creation of new courses, searching new opportunities, finance, business, people and project management.
 TRAINER	A <i>heart</i> for the people	Lesson delivery and classroom management, developing relationships with clients/parents, leading students in class, updating lesson plans and course materials, project work.
 LEADER	A <i>body</i> for action	Leading trainers, quality and performance management, developing relationships with clients, parents and HR departments, updating and creating new course syllabi, project work.

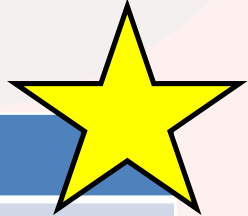


The Learn&Lead Module in AMBER School Manager

<https://www.youtube.com/watch?v=be4mlfKlQmY&t=4s>

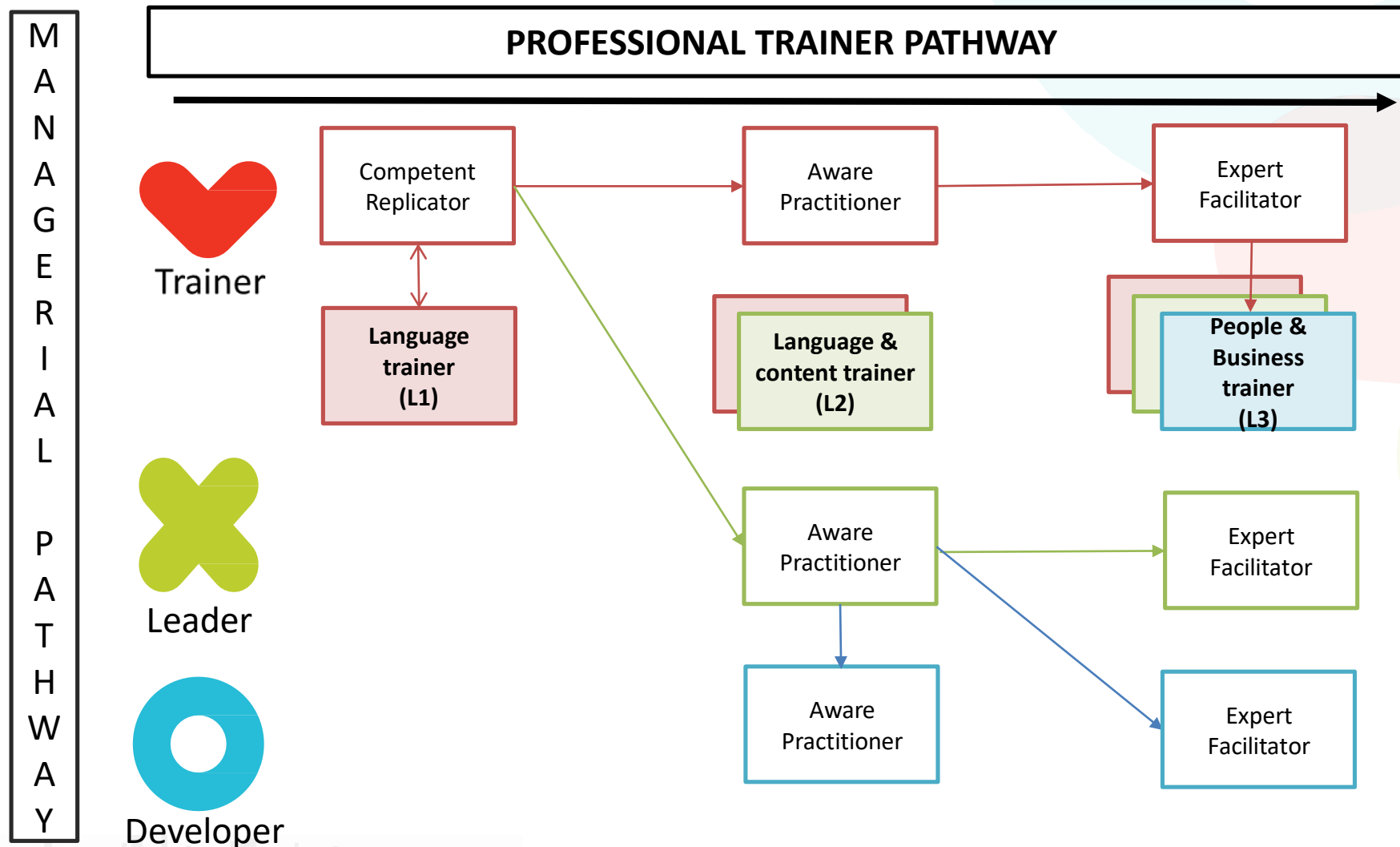


Remuneration of people



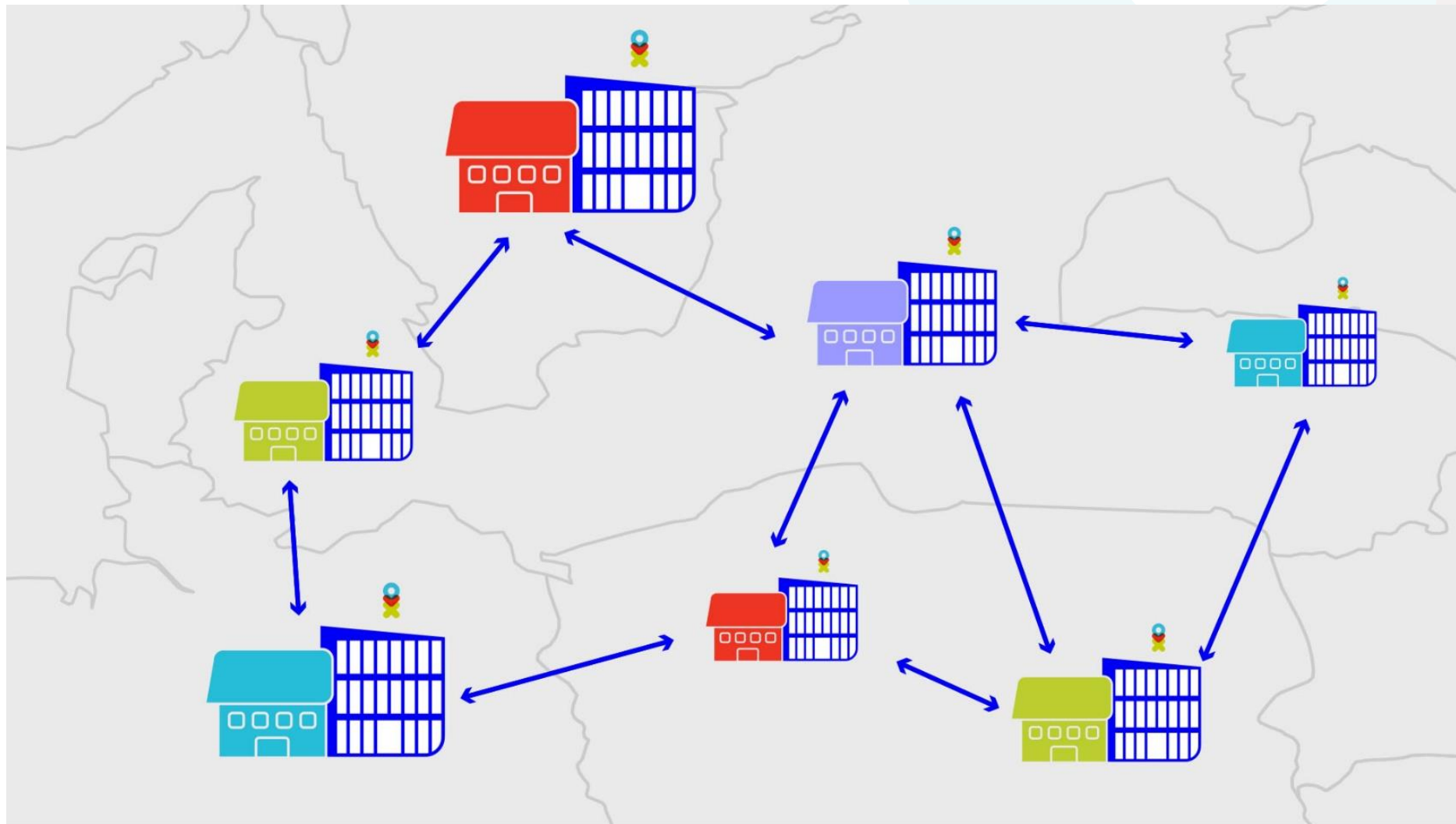
Role	Basic Pay	Bonus Pay			
		Admin	Quality	Performance	Further training
Trainer	X (80%)	X	X	X	X
Leader	X (60%)	n/a	X	X	X
Developer	X (50%)	n/a	n/a	X	X

Trainer Career Development – 2 pathways



Progression is made by gaining experience and building knowledge through teaching and CPD within the *Learn & Lead Training Structure*

Learn&Lead – [smart schools](#)



Example solution of TASK 1 in the Learn&Lead system:

What opportunities would you offer her in your organisation?

Expert facilitator of English language development

Leader in courses for PSA and Streit

What income would you offer her?

Trainer: LEVEL 1- EF.A, EF.B, EF.C, LEVEL 2- AP.D, AP.E, AP.F

Leader: LEVEL 1- L.A, L.B, L.C, LEVEL 2- L.D

What tasks would you assign to her?

Lesson delivery and classroom management, leading students in class, updating lesson plans and course materials, project work. Leading trainers, quality and performance management, developing relationships with clients, parents and HR departments, updating and creating new course syllabi, project work.

What would she be responsible for?

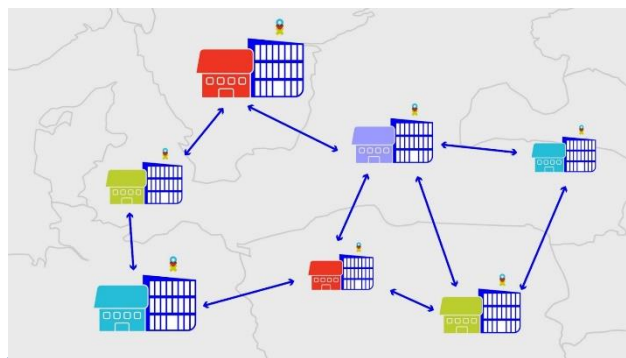
Quality and performance of her lessons, quality and performance of the lessons of the trainers she leads, leadership (specific training, mentoring, consultation) of trainers in her courses

What further development options would you offer her?

Support in her further development to deliver more language-content courses (LEVEL 2) as well as people&business development courses (LEVEL 3), participation in sales, becoming a course developer



The Learn & Lead network potential



Learn & Lead
Schools



Body

Learn & Lead
Trainers



Heart

Learn & Lead
Consultants



Mind

Links for further study of Learn&Lead

Foundation of Learn&Lead at HARMONY ACADEMY

https://prezi.com/r_5tihozrgl9/public_the-learnlead-discovery/

Introductory Learn&Lead video

<https://www.youtube.com/watch?v=L1vIQivR92I>

Learn&Lead HR Modul set up in Amber School Manager

<https://www.youtube.com/watch?v=be4mlfKIQmY&t=4s>

Amber School Manager

<https://app.amber-sm.com>

EPG – European Profiling Grid

<https://egrid.epg-project.eu/>

Prolant Cap Framework

http://learnandlead.eu/wp-content/uploads/2019/06/IO2_ENG_FINAL.pdf

THANK YOU FOR YOUR ATTENTION!

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