

## **Invitation to Tender – COBIS Programme for Teacher Development (CPTD)**

Building on the success of the COBIS Programme for Middle Leaders (CPML) and COBIS Programme for Aspiring Heads (CPAH), COBIS is now planning to develop a sustained professional development programme for teachers in international schools who wish to develop their practice. The CPML and CPAH use a blended learning model with regional face-to-face sessions, an online platform, and a school-based Leadership Challenge project, running over ten months. These courses are delivered by trained COBIS facilitators who are based in international schools worldwide. This provides excellent professional development for both the facilitators and the participants, as well as offering the opportunity to develop regional networks of colleagues. COBIS provides support and quality assurance for the regional cohorts.

The CPML/CPAH model has proved to be very successful, with more than 200 Middle Leaders, Aspiring Heads and Facilitators taking part in 12 countries in 2018/19. COBIS would like to extend this provision by developing a new programme for teachers using a similar model. The course title is open to discussion.

COBIS is inviting expressions of interest from partners who would like to work with COBIS on the development and delivery of this new programme.

### **Background:**

COBIS is a membership association representing more than 250 high-quality British international schools in c.80 countries worldwide. The COBIS CPD calendar includes a wide range of professional development programmes for all members of the school workforce including Senior Leaders, Middle Leaders, Teachers, Teaching Assistants, Bursars, Marketing and Admissions Staff, and PAs and School Secretaries. This includes face-to-face training, online training, and blended learning.

### **Target audience:**

This course will be aimed at teachers who wish to develop their expertise in the classroom. These could be early career teachers or more experienced teachers who wish to continue to hone their classroom skills in line with the latest research. If applicable, proposals should outline the range of years of experience of the proposed target audience.

### **Delivery model:**

The preferred model for the proposed programme is a sustained course (c.6-10 months) using a blended learning approach which may include face-to-face sessions, online learning, school-based projects, independent study, personal reflection, etc. A model similar to the CPML/CPAH is preferred. COBIS works with schools in c.80 countries worldwide and we are keen to develop a course that will be relevant and accessible to teachers in as many locations as possible. In proposing a model, potential partners will need to be mindful of travel costs for both delegates and facilitators/trainers. This might be addressed through regional hub schools and/or a train-the-trainer model which will allow the course to be delivered by local staff. The successful model will need to be both cost effective for schools and scaleable.

### **Platform:**

COBIS currently uses a bespoke Moodle LMS to deliver the online components of the CPML and CPAH. This platform could be used for the new programme (more information about the LMS is available upon request). Alternative platforms will also be considered.

### **Course content:**

It is anticipated that the successful partner will lead on the development of the course content, with support from the COBIS Professional Development committee. Broadly, the course is likely to include practical, effective classroom strategies and techniques, underpinned by robust research, modelling best practice, with a focus on improving pupil outcomes. Content should support the standards in Section 7 (Teaching and Learning) of the COBIS Patron's Accreditation Standards. The international context of the schools should also be reflected. Proposals should outline the modules and learning outcomes.

### **Financial models:**

Various financial models will be considered, including commission payments. All direct costs associated with delivery of the course (e.g. travel, trainer fees, venue, catering, etc.) should be covered either by the school or

the delivery partner. COBIS will not consider financial models that involve financial risk or liability for the organisation.

**Proposals:**

Initial proposals should be no more than 6 pages, and should cover the following:

- Overview of the proposed course (title, target audience, outcomes, structure, assessment, quality assurance, theory, impact, etc.)
- Delivery model
- Course content outline (including modules and learning outcomes)
- Financial model
- Partner's relevant experience and accreditation

**Timeline:**

It is anticipated that this course would start in autumn 2019, with promotion/registration from May 2019. Proposals should be submitted by 13:00 (GMT) on 12 November 2018 to [cpd@cobis.org.uk](mailto:cpd@cobis.org.uk). Shortlisted partners may be invited for further discussions during November/December 2018. COBIS expects to confirm the selected partner following the Board meeting in January 2019.

**Contact:**

Please address any questions to Dr Fiona Rogers, Director of Professional Development and Research, [cpd@cobis.org.uk](mailto:cpd@cobis.org.uk) / +44 (0)203 826 7193.

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