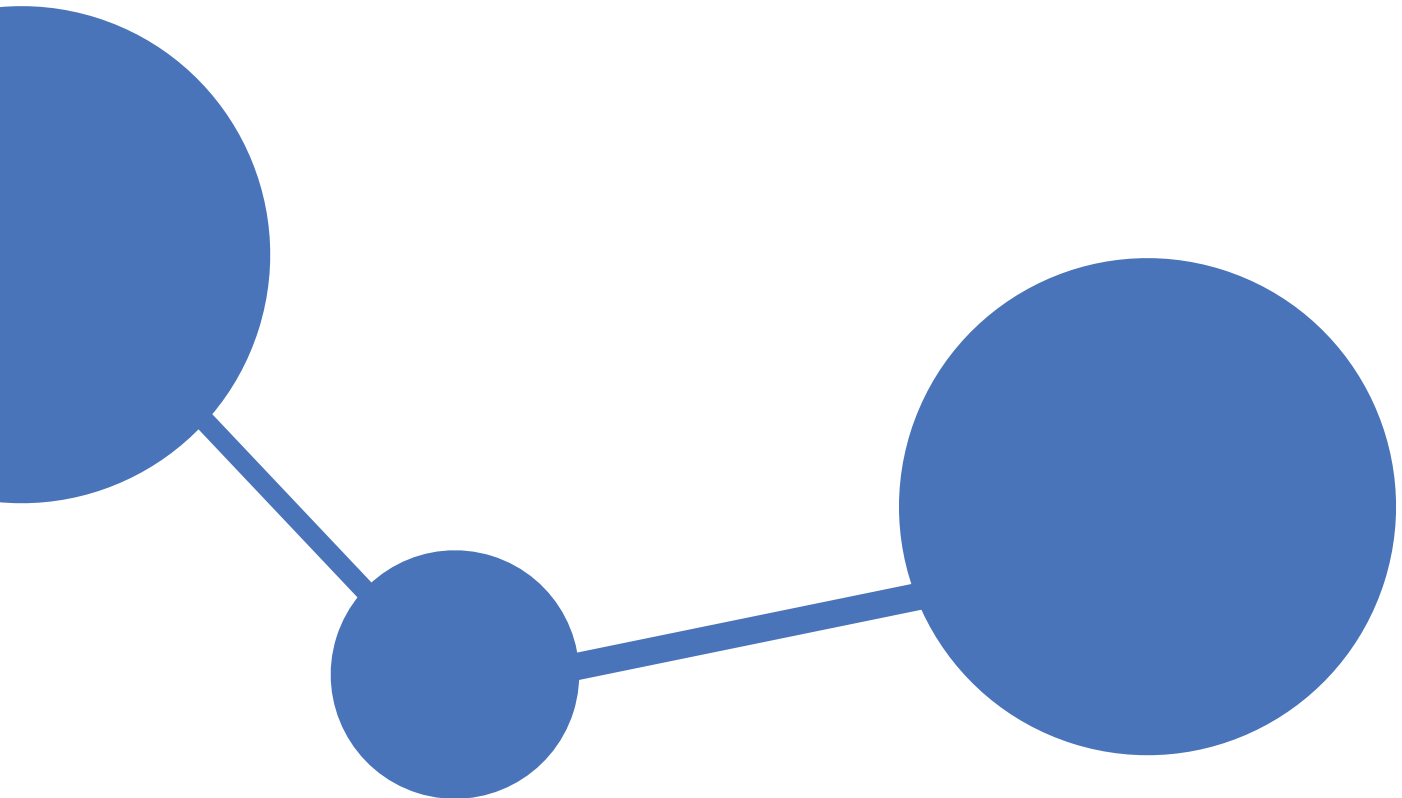


THE FUTURE TEACHER KIT

A Mobile Teacher Training to Empower Educators
for the 21st Century

Implementation Guidelines



“We must support the women and men on the frontlines of education: teachers.”

António Guterres
Secretary-General of the United Nations

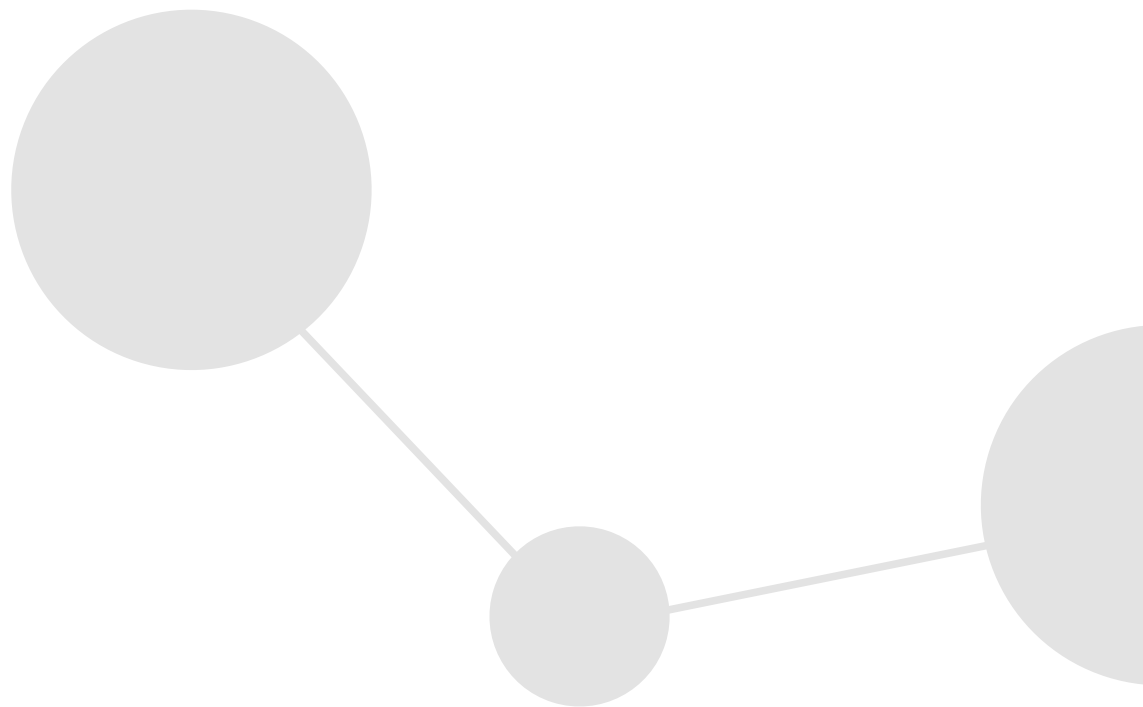
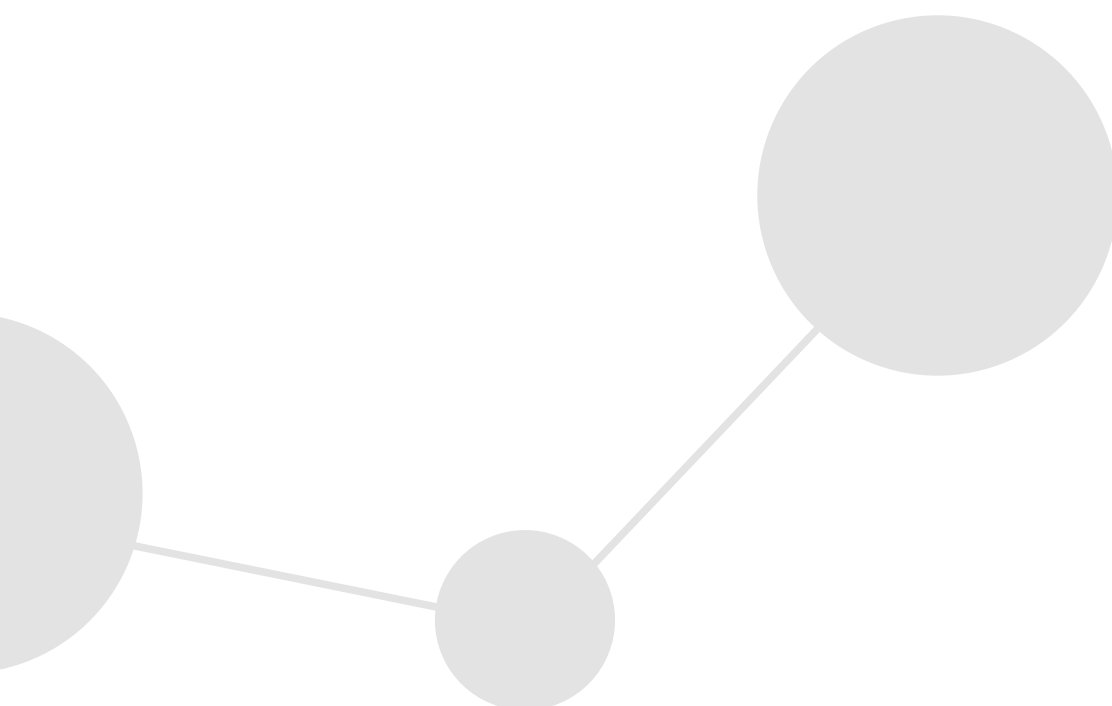


Table of Content

The Future Teacher Kit at a Glance	4
Introduction	5
The Future Teacher Kit Solution	8
Key Strengths	8
The User Experience	8
The Learning Process	10
Content and Goals of Modules	11
Implementation	12
Prerequisites	12
Preparation	13
Choice between Manual or Automated Implementation	14
Selection of Teachers and Ambassadors	15
Let's collaborate	18



The Future Teacher Kit at a Glance

Mission



The Future Teacher Kit delivers efficient, scalable, and adaptive 21st-century skills training, empowering educators to prepare future generations to thrive as informed, active participants in an ever-evolving world.

Challenge



With growing challenges in education and the rapid digitization of our world, teachers must possess 21st-century competencies to adequately prepare students for the future. However, many education systems struggle to implement large-scale training programs capable of addressing these needs effectively.

Vision



Our vision is to close education gaps while ensuring that no one is left behind by empowering teachers as the key players in overcoming the global learning crisis.

Solution



The Future Teacher Kit is a scalable, low-tech solution that capitalizes on the widespread use of mobile phones and messaging systems to deliver adaptive teacher training efficiently. It also builds a robust community of practice, fostering a sense of belonging and collaboration among educators.

User-Centeredness



Co-created with teachers, the Future Teacher Kit is adaptive and designed to consider their constraints, ensuring accessibility and practicality. Educators receive hands-on training via their phones and engage in collaborative teacher communities on platforms to exchange knowledge and provide mutual support.

Impact



The Future Teacher Kit has been implemented successfully in Ethiopia, Botswana, Jamaica, and Ecuador. Remarkably, 97.7 % of teachers reported an immediate positive impact on their teaching practices.

Context and Partners



An award-winning initiative, The Future Teacher Kit was recognized as one of the most promising projects by a jury including GIZ management, the UN WFP Accelerator, and the OECD Innovation Unit. Today, in partnership with UNESCO and UNICEF, the Future Teacher Kit seeks to support partners in countries worldwide in scaling up mobile-based teacher training.

Introduction

What is the Future Teacher Kit?

The Future Teacher Kit is a scalable, low-tech solution that capitalizes on the widespread use of mobile phones and messaging systems to deliver adaptive teacher training efficiently. The training focuses on 21st-century skills empowering educators in schools, universities, TVET institutions and beyond to prepare future generations to thrive as informed, active participants in an ever-evolving world. At the same time, a robust community of practice is built, fostering a sense of belonging and collaboration among educators.

An award-winning initiative, the Future Teacher Kit was selected for scaling through the GIZ Innovation Fund – a company-wide competition that fosters intrapreneurship which aims to enhance services and boost project impact through innovative solutions. The partnership with UNESCO and UNICEF ensures global reach, leveraging their expertise to adapt the Future Teacher Kit's approach to diverse cultural contexts. Through collaboration with educators, organizations, policymakers, and educational institutions, the Future Teacher Kit improves

teacher training, aligns its methods with teachers' everyday needs, and sustainably enhances teaching practices in line with global education goals.

What challenge does the Future Teacher Kit address?

The rapid pace of digitization and evolving global challenges necessitate that teachers acquire 21st-century competencies to prepare students for the future. However, many education systems – particularly in emerging and developing countries – struggle to establish and implement scalable training solutions, further exacerbating the global learning crisis. Persistent shortages of qualified teachers and limited access to effective training programs hinder efforts to close education gaps. The Future Teacher Kit tackles these challenges by equipping educators to provide young people with the skills needed to thrive as informed and active participants in a global society.

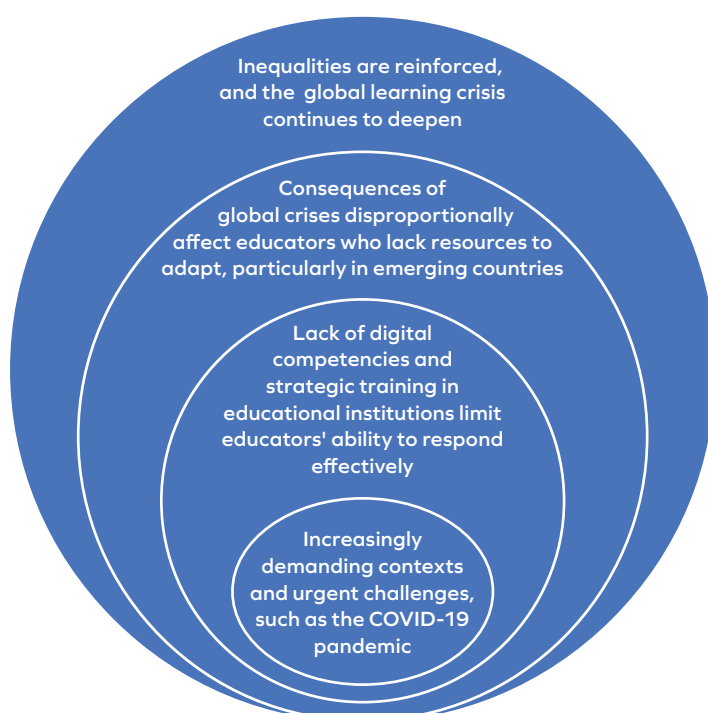


Figure: Layered challenges for education systems

The Future Teacher Kit was initially developed in response to urgent challenges surfacing during the COVID-19 pandemic, highlighting the need for scalable professional development for teachers. Many educators lacked the digital skills and infrastructure required to navigate the abrupt shift to distance learning. Large-scale, comprehensive teacher training has since become essential to rebuilding and strengthening the resilience of education systems.

The Future Teacher Kit addresses this need by equipping educators with a comprehensive set of competencies across eight key areas: (1) Foundational teaching skills, (2) Digital teaching skills, (3) 21st-century skills, (4) Gender equality in and through teaching, (5) Teachers and teaching in crisis and conflict settings, (6) Education for sustainable development (ESD) in the classroom, (7) Artificial Intelligence in education, (8) Inclusive education and teaching

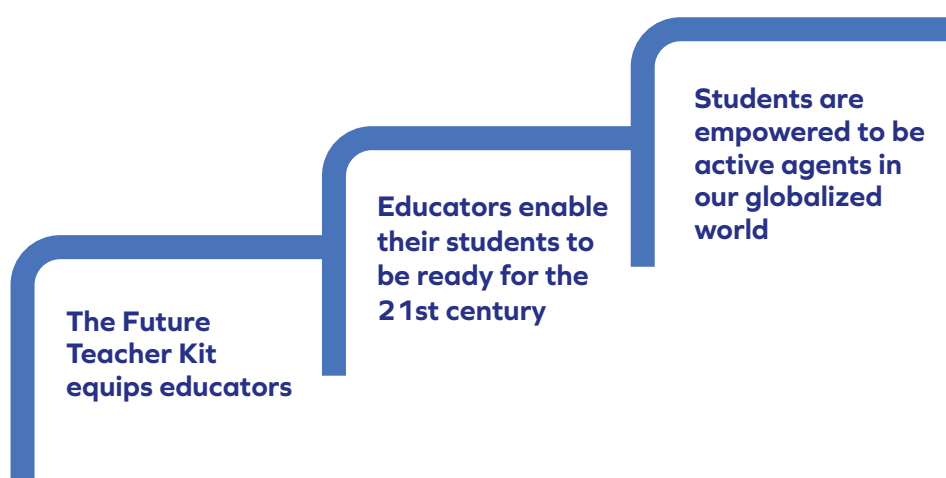


Figure: Impact of the Future Teacher KIT

What opportunities does the Future Teacher Kit unlock?

Mobile phones and messenger systems such as WhatsApp and Telegram are the most widely used EdTech tools globally, particularly in low-income economies. The pandemic confirmed their potential as a low-cost, scalable solution for professional development¹. Research confirms teachers' strong interest in adopting mobile solutions for training and collaboration, presenting a valuable opportunity to enhance their professional development. For instance, a mixed-method study from the Global Monitoring Report background paper series demonstrates that messenger-based teacher training can provide qualitative, sustainable, and cost-efficient solutions that are rapidly deployable.

What has the Future Teacher Kit achieved so far?

As of today, the Future Teacher Kit has been implemented in multiple countries with ongoing refinements based on evaluations to optimize its impact. The solution has proven highly effective in various contexts, with 97.7% of participating teachers reporting an immediate positive impact on their teaching practices.

¹ «Low Tech, High Impact: WhatsApp and other Messenger Systems as catalysator for scaled teacher training», von Lautz-Cauzanet and Buchstab, Global Education Monitoring Background Paper Series, 2023»

Exemplary project highlights and achievements:



Alignment with national goals and SDGs (Jamaica)

The project has been meticulously designed to align with Jamaica's national priorities and the Sustainable Development Goals (SDGs). A comprehensive analysis of national objectives confirms its strong relevance, underscoring its important role in supporting Jamaica's developmental goals.



Exceptional satisfaction rate among teachers (Botswana)

The program achieved a 100% satisfaction rate among teachers in Botswana, with 93.64% of participants reporting they were very happy with the training, 4.36% a little happy, and only 2% indifferent. These results underscore the program's strong positive reception and effectiveness.



Professional development impact (Jamaica)

The program demonstrated remarkable success in meeting participants' professional development needs. All respondents (100%) affirmed that the training significantly contributed to their professional growth, highlighting its effectiveness in addressing and enhancing the skillsets required by the Jamaican workforce.



High participation and completion rates (Botswana)

The program engaged 76% (721 teachers) of Botswana's total Technical and Vocational Education and Training (TVET) teacher population (948 teachers). Participation and completion rates demonstrate the program's reach and appeal:

- **618 teachers (65.2% of all TVET teachers in Botswana) completed all lessons.**



Low-tech accessibility and flexibility in learning (Jamaica)

Teachers praised that the program's low-tech approach significantly improved their access to learning materials. Its manageability and flexibility accommodated diverse learning preferences and accessibility needs, ensuring broad participation and inclusivity.

These outcomes reflect the trainings' accessibility, relevance, and appeal, effectively supporting teacher development and capacity-building goals within the TVET sector.

The Future Teacher Kit Solution

Key Strengths

Adaptive content, low-tech approach, flexible learning

The Future Teacher Kit distinguishes itself by leveraging widely accessible, low-tech solutions instead of relying on complex technologies or time-intensive training methods. It seamlessly integrates into the daily routines of teachers, offering an intuitive and practical way to enhance teaching practices worldwide.

Through collaborations with UNESCO and UNICEF, we ensure extensive expertise, outreach, and adaptability. The partnerships enable us to customize our training to meet the needs of teachers in diverse cultural and geographical contexts, providing tailored learning content and scalable delivery methods. This approach addresses the unique challenges educators face globally, empowering them to deliver high-quality education in any setting.

The Target Groups

Educators and lifelong learners

The Future Teacher Kit primarily supports educators who lack access to high-quality, practical methods for integrating 21st-century skills into their everyday teaching practices. While its main focus is on teachers in emerging markets, who are often constrained by limited resources and infrastructure, its innovative approach benefits educators worldwide. The training has been successfully implemented for primary, secondary and TVET teachers, as well as in corporate training environments.

It's adaptable, scalable, and efficient design make the Future Teacher Kit applicable across various training contexts. Whether for professional skill-building, workplace learning, or continuous

development in rapidly evolving industries, the Future Teacher Kit offers a versatile solution for organizations seeking broad reach and flexibility. By empowering educators and professionals alike, we foster a culture of lifelong learning, preparing individuals to thrive in an ever-changing world.

The User Experience

Engaging, collaborative, mobile

The Future Teacher Kit is a low-tech solution relying solely on teachers' private mobile phones. The teachers engage in messenger-based training, receiving concise training snippets covering various topics within each training module.

The modules are designed to be engaging and practical, featuring focused content, hands-on activities, and links to additional learning materials. Engaging quizzes reinforce understanding.

Opportunities for collaboration enable educators to exchange ideas, receive guidance, and benefit from mentoring by trained ambassadors on our online platform.

Additionally, teachers engage with peers through text messaging groups, sharing best practices implemented in the classroom and lessons learned. This fosters a shared body of knowledge that enhances their teaching practices.

Participants must submit their teaching and learning results and pass a final test to earn a training certificate, ensuring that the acquired knowledge translates effectively into teaching practices.



1. Input group

Teachers receive concise input, practical tasks, and curated links to additional resources. These hands-on tasks can be immediately applied in the classroom, ensuring a direct connection between training and practice.



2. Collaboration group

In a community of practice, teachers share tasks, questions, and insights and collaboratively address challenges. This fosters a sense of belonging, mutual support, and professional appreciation.



3. Certification

Upon completing the training, teachers take a final test to validate their learning outcomes and receive a certificate, recognizing their achievement and professional growth.

Figure: The Future Teacher Kit learning journey from a teacher's perspective

The Learning Process

Learning with existing or co-creating new content

The Future Teacher Kit offers eight customized learning modules (see overview), each easily adaptable to the local context to ensure an authentic and impactful training experience. Additionally, new content can be co-created in collaboration with our partners to make the learning experience even more relevant and impactful.



Figure: Constructive alignment in the Future Teacher Kit

The Future Teacher Kit's effectiveness lies in its application of the principle of constructive alignment. Learning objectives, activities, and assessments are cohesively designed to support meaningful, purposeful learning. This ensures clear learning goals, activities that directly build the required skills, and assessments that accurately measure progress. This approach not only enhances learner engagement but also ensures that educators acquire the competencies they need in a focused and efficient manner.

The training modules are crafted to be efficient, effective, and enjoyable for teachers. We recognize the importance of delivering content in a way that maximizes motivation, engagement, and retention. That's why the content is kept concise and to the point as well as supplemented by visuals, emojis, and other multimedia elements to enhance understanding and engagement. These features make the content relatable, interactive and easy to absorb, transforming learning from a routine task to an exciting journey. The Future Teacher Kit ensures teachers can seamlessly apply new knowledge and skills in their everyday teaching practices.

What follows is a brief overview of the learning objectives for each module. **For a comprehensive description, including detailed steps and messages used throughout the training process, please contact us at futureteacherkit@giz.de.** We are happy to share more information or explore together how our tailored approach can support your goals and enrich teaching and learning in your context.

Content and Goals of Modules

Module 1: Foundational Teaching Skills	The module helps educators formulate clear learning objectives, organize, and deliver course content, and plan engaging learning activities and materials. It also provides guidance on informal and formal assessment methods, ensuring that educational goals are specific, measurable, and achievable.
Module 2: Digital Teaching Skills	Teachers learn strategies to foster and sustain digital student engagement by ensuring content is relevant, encouraging learner independence, and minimizing distractions. The module also provides training on how to create compelling virtual learning spaces, such as discussion forums and collaborative group areas, and on how to use various communication tools to enhance student participation.
Module 3: 21st-Century Skills	This module helps teachers create environments in which students can develop 21st-century skills, such as critical thinking, self-regulation, communication, and collaboration. The module offers strategies to build supportive learning environments, establish positive relationships, and cultivate a growth mindset in their students, preparing them to navigate the complexities of the modern world as well-rounded individuals.
Module 4: Gender Equality in and through Teaching	Creating gender-responsive teaching and learning environments is essential for fostering gender equality in education. In this module, teachers will learn to recognize and address gender stereotypes in their own beliefs, textbooks, teaching materials, and communication. By promoting gender awareness and inclusivity as well as challenging gender norms, educators can create supportive learning environments that offer equal opportunities for all students, fostering respect and mutual understanding.
Module 5: Teachers and Teaching in Crisis and Conflict Settings	Children in crisis and conflict settings often suffer from significant disruptions to their well-being, learning, and development. This module enables teachers to recognize signs of distress in their students and provide targeted psychosocial support. Teachers will become familiar with psychosocial support strategies and learn how to address individual needs and establish a collaborative support network to enhance their students' wellbeing and learning outcomes.
Module 6: Education for Sustainable Development (ESD) in the Classroom	Education for Sustainable Development (ESD) equips educators with the skills to integrate sustainability into their teaching, helping them address global challenges. Educators will explore ESD concepts, pedagogical approaches, as well as a new perspective on the crucial role and impact of education on sustainable development. Educators are encouraged to develop a sustainability mindset, which will inform their approach to education, and to learn how to incorporate and promote sustainability principles as a fundamental part of ESD.

Module 7: Artificial Intelligence in Education	Teachers develop a foundational understanding of Artificial Intelligence (AI), exploring how it works and its practical applications. They will examine the strengths of human and artificial intelligence, gaining insights into their complementary roles. This understanding equips educators to engage with AI critically and effectively integrate it into their teaching.
Module 8: Inclusive education and teaching	This module equips teachers with a foundational understanding of different types of disabilities, self-awareness of biases and attitudes as well as inclusive pedagogy. Effective teaching strategies are introduced to support students both with and without disabilities. The training provides comprehensive insights into creating supportive and adaptive learning environments that respect and accommodate diverse student needs. With this foundation, teachers are equipped to implement inclusive educational practices with confidence.

Implementation

Prerequisites

The following checklist provides a brief overview of the critical prerequisites when considering the implementation of the Future Teacher Kit:

Mobile phones	Teachers own a smartphone	Whether purchased privately by teachers or provided by training organizers, the training is designed for delivery on mobile devices.
Familiarity with Messenger Systems	Teachers have basic digital skills	While the Future Teacher Kit provides user-friendly training, teachers should be familiar with messenger services such as WhatsApp and be comfortable navigating smartphone interfaces.
Interest	Teachers are interested in trying a new approach	We are committed to providing enjoyable, engaging, and rewarding training. However, active participation and timely task completion require intrinsic motivation and genuine interest in both the training contents and its delivery format.
Time investment	Teachers are prepared to invest 1-2 hours per week in the training over a period of 16 weeks for the 8 modules.	Recognizing that many teachers have high workloads and time constraints, the Future Teacher Kit adopts a flexible and convenient approach to accommodate their schedules. However, to fully benefit from the program, teachers must be willing to dedicate a minimum amount of time to engage with the content and complete the tasks.

A medium-term strategy

Training is embedded in a sustainable long-term process

The Future Teacher Kit is designed to foster sustainable communities of practice among teachers. To maximize its impact, embedding the Future Teacher Kit within a medium-term strategy is essential. This approach enhances the chances of building strong, collaborative networks that promote continuous learning and professional development. From the outset, consider how you will support teachers after the training and plan to unlock the long-term potential of these learning communities.

Preparation

Understanding your target groups is crucial for designing or strengthening a program with learning activities, resources, and support tailored to their needs. The following questions and recommendations will help you challenge or validate existing assumptions and ensure the Future Teacher Kit can be adapted and implemented efficiently to learners and their context. To ensure the Future Teacher Kit's success, the training should align with the national curriculum and academic calendar. Consider the following questions:

1. Know your audience:

- Who is your target audience, and why? Consider specifics such as age, gender, location, profession, and socio-economic status.
- What are their general attitudes and perceptions regarding digitization and digitalization?
- What demographic details will help you understand this population better? Consider, for example, the type of devices they use, their working hours, and lifestyle.
- What motivates them to learn?

- Have learners previously participated in training related to the topic areas covered by the Future Teacher Kit training?
- Are learners aware of the benefits of acquiring the skills and competencies covered in the Future Teacher Kit training?
- Are there specific areas of the training that learners find particularly relevant or interesting?

2. Identify structural barriers:

- What other digital education initiatives are available to your target audience? Are they being used and why (not)?
- What devices do they have access to? How capable are these (e.g., storage space, speed)?
- Can learners afford regular internet access? Do they face connectivity issues?
- How often do they use social media and messenger systems such as WhatsApp and Telegram?

Choice between Manual or Automated Implementation

The technical implementation of the training in the so called “input group” can be managed manually or automated, depending on preferences and requirements. Especially for larger groups of partici-

pants, we recommend automated options for scalability and efficiency while maintaining high-quality experiences. This can be achieved with tools such as UNICEF’s open-source software Rapid Pro.

Please contact us for individualized support in selecting the most suitable approach, ensuring alignment with your specific needs and constraints.

Please note: Automation is limited to delivering content to the input group. Interactions in the collaboration group and responses to specific questions still require manual management to ensure meaningful engagement and personalized feedback. We recommend organizing such manual management through trained ambassadors who ensure consistent support and foster a collaborative learning environment.

	Platform setup	Message scheduling	Delivery	User experience
Automated	The platform is pre-programmed for automatic content delivery.	Messages are sent automatically at predefined times and dates.	Teachers receive messages directly on their messaging service.	Seamless, sleek, and highly reliable, ideal for scalability and efficiency.
Manual	A team member manually creates and manages WhatsApp groups for content delivery.	Messages are sent manually at chosen times.	Teachers receive messages in WhatsApp groups (input-function only).	Functional and straightforward, suitable for smaller or more flexible setups.

Figure: Mode of content delivery

Selection of Teachers and Ambassadors



Figure: Timeline for the selection and training of ambassadors

Before the training begins, participating teachers must be identified and organized into a community of practice.

There are several ways to reach the desired target groups. If you collaborate with us, you can provide us with direct contact information of teachers, or we can leverage our extensive networks – for example through UNESCO and ministries of education – to engage multipliers that connect us with educators.

Our strategy involves selecting a subgroup of teachers to become ambassadors within the community of practice. They undergo advanced training and use their enhanced knowledge and leadership skills to take on a pivotal role in the program. They actively manage the messenger-based collaboration groups, facilitate discussions, share best practices, and provide ongoing support to their peers.

By empowering these ambassadors, we enhance the overall effectiveness of the training program and foster leadership, ownership, and sustainability within the program, creating impactful, lasting learning outcomes.

Ambassadors are key to the program's success. To ensure that they can be most effective, it is essential to provide ambassadors with comprehensive support and resources. This includes offering technical assistance for example from a helpdesk and user-friendly guides as well as other resources to ensure smooth operations and accessibility for all participants.

Deep dive: The role of ambassadors and their selection

Ambassadors play a pivotal role in the success of the Future Teacher Kit training, guiding and motivating teachers, ultimately facilitating the transformation of a course into a thriving community of educators. They are experienced professionals with a passion for teaching, eager to learn and share knowledge. While prior mentoring or leadership experience are beneficial, it is not mandatory. Strong communicators, ambassadors provide clear, empathetic feedback demonstrating an understanding of the challenges their colleagues face.

Ambassadors are adaptable and open to diverse teaching methods, tailoring their guidance to the group's diverse needs. Ideally, they are also tech-savvy, comfortable with digital tools, and committed to continuous learning and personal growth. Their ability to inspire and motivate participants fosters confidence and enthusiasm for the course material.

Ideally, selected ambassadors participate in workshops to further enhance their skills, ensuring they feel supported and recognized as key contributors to the training experience.

Two main approaches have proven effective in selecting ambassadors:

1. **Targeted selection:** Selecting teachers in management or leadership positions ensures that ambassadors already acquired valuable experience and expertise. However, ensuring voluntary participation is essential to avoid overburdening them with additional responsibilities.
2. **Open call for applications:** Inviting applications from interested individuals often attracts highly motivated candidates, uncovering hidden talents and creativity. This approach brings fresh ideas and perspectives to the program, diversifying the ambassador pool. Calls for applications can be shared on social media and through national and regional school networks.

Other strategies for ambassador selection that can be applied:

- **Peer recommendations:** Encourage teachers or school leaders to recommend colleagues with strong mentoring skills or leadership potential. This allows for a more organic identification of talent within the teaching community.
- **Ambassador trials:** Implement a short trial phase where interested teachers can take on a "light" version of the ambassador role. This allows candidates to self-select based on their interest and suitability, resulting in a more committed group.
- **Partnerships with educational networks:** Collaborate with regional or national educational networks or unions to identify teachers who have experience in peer mentoring or community initiatives. This ensures a broader and more diverse ambassador pool.

These approaches can help ensure a balance between experience, motivation, and fresh perspectives in the ambassador selection process.

Course Rhythm

Active participation is a core principle of adult education. To foster this, flexibility is key: the learning environment must be accessible, motivational, and learner-centered – and continuously be adapted to remain that way. We recommend that you regularly gather feedback and adjust the course schedule or content to better meet the participants' needs.

If your context allows, combining online training with in-person meet-ups can significantly enhance the learning experience by strengthening the sense of community. In addition, simple reminder messages and nudges have proven effective in increasing participation and motivation.

The minimum time allocated to one module is two weeks. Therefore, the implementation of all eight modules is expected to take 16 weeks.

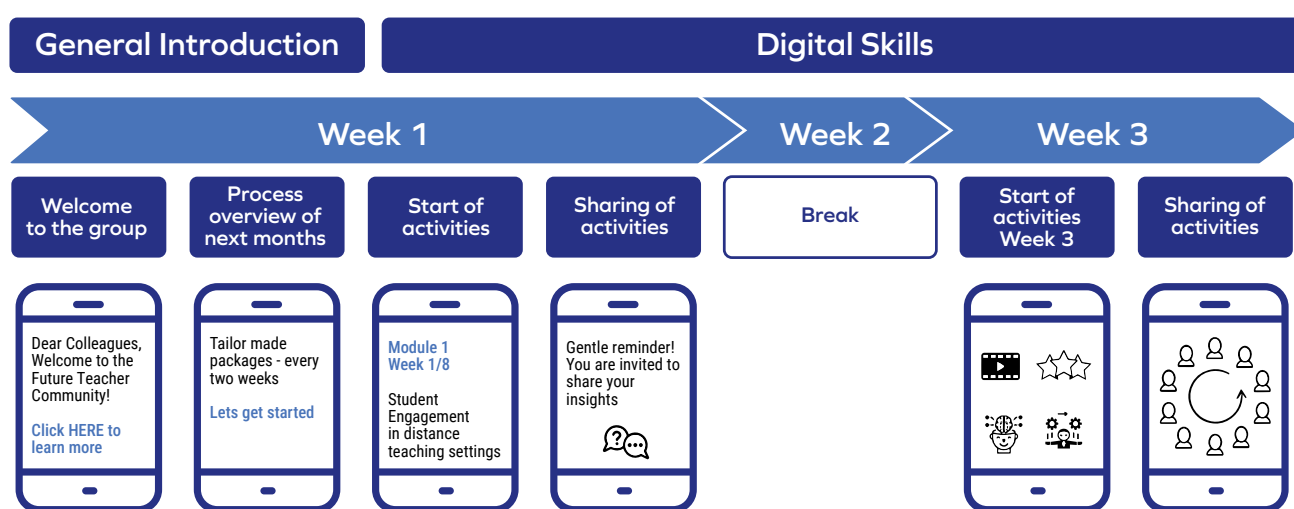


Figure: Example for course rhythm

Certification

Throughout the program, teachers progressively build competencies and submit assignments aligned to the program's objectives. Teachers who successfully complete all required tasks and pass a final examination assessing their learning and skills development will be awarded an official Future Teacher Kit training certificate, issued in collaboration with GIZ and UNESCO.

While the certification process can be managed manually, we recommend utilizing an automated platform such as RapidPro to ensure efficiency. Teachers are closely monitored and supported throughout their learning journey. Designated ambassadors oversee participants' progress, ensure timely assignment completion and submission, give feedback, and assist with exam preparation. Their

management and supervision guarantee that the training is delivered consistently and meets the high standards set by the program. Ambassadors also act as liaisons between participating educators and the program coordinators.

Only those teachers who meet the minimum requirements – completing the designated tasks and passing the final examination – are eligible to receive the certificate. This approach ensures that the certification reflects each teacher's skills, dedication, and commitment to professional growth.

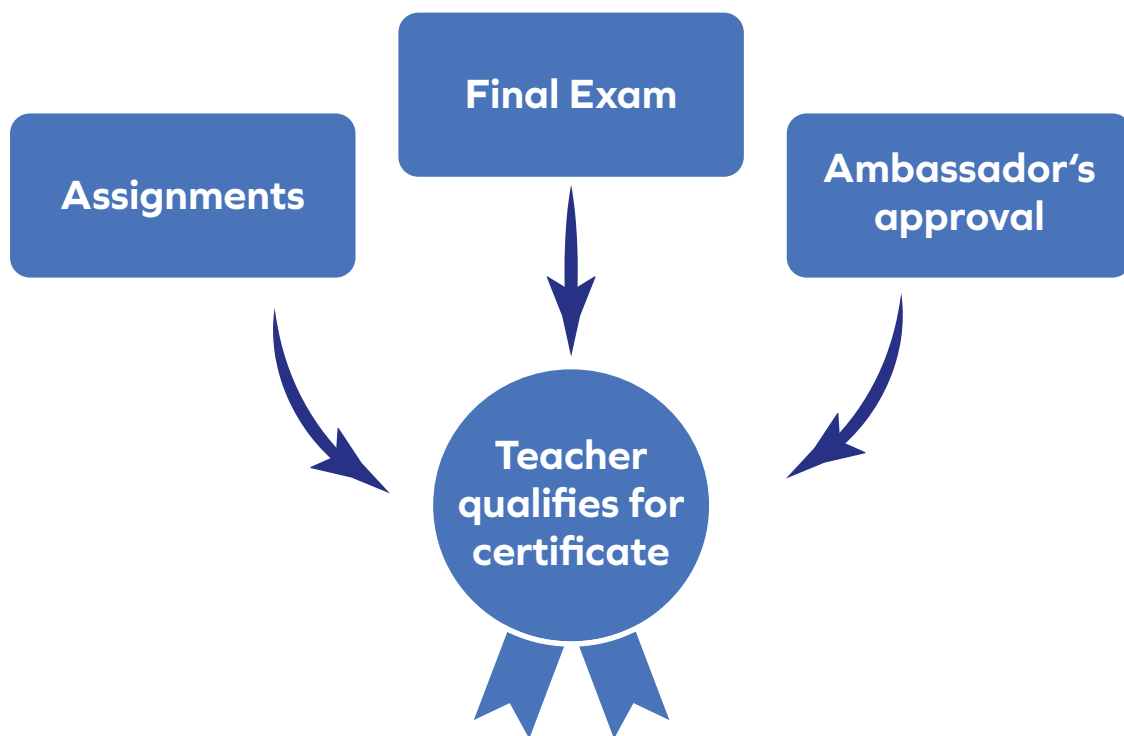


Figure: Prerequisites for the certification of teachers

Let's collaborate

The Future Teacher Kit team is excited to connect with anyone interested in exploring collaboration opportunities. Whether you're curious about our approach, have a specific project in mind, or are wondering if partnering with the Future Teacher Kit is the right fit for you, we are eager to discuss and explore the possibilities together. Thank you for your time and interest – we genuinely appreciate it and are thrilled about potential collaboration.

Let's join forces to close education gaps, ensure no one is left behind, and empower teachers and young people with the skills they need to become active leaders of tomorrow!

Ready to make a difference? The time to act is now. Reach out to us today, and let's start shaping the future of education together!

Warm regards,

The Future Teacher Kit team



Scan and type *learn* to test the FTK content.

Watch the full [FTK Video](#)

Contact: futureteacherkit@giz.de