

## Report: Train-the-Trainers WORKSHOPS IN ISRAEL February 18-20, 2019

### Participants

Total of 175 participated in the workshops

A total of 61 trainers and trainees participated in GACE workshops on February 18, 2019  
(trainees: 12 GACE, 16 HAC)

A total of 55 trainers and trainees participated in SAKH workshops on February 19, 2019  
(trainees: 18 SAKH)

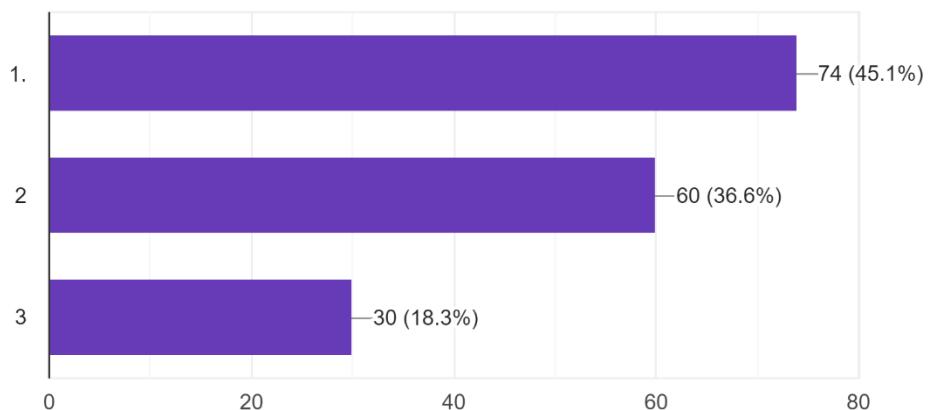
A total of 59 trainers and trainees participated in KCJV workshops on February 20, 2019  
(trainees: 25 KCJV)

164 participants filled out the questionnaire

### Name of institution where the workshop took place

164 responses

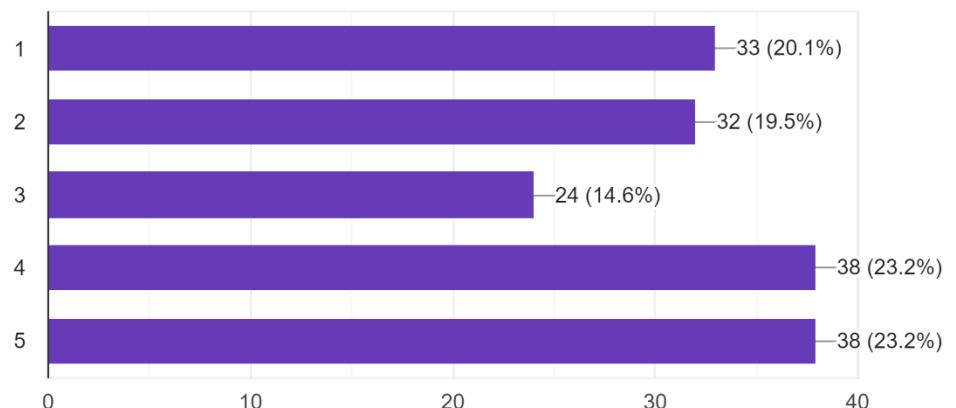
1. Gordon academic college
2. The College of Sakhnin for Teacher Education
3. Kinneret Academic College



### CHECK the Workshop that you have participated in (just check one):

164 responses

1. Open Badges
2. Critical Friend Approach
3. Peer Assessment and Reflective Diary
4. Soft Skills Assessment
5. Concept Map

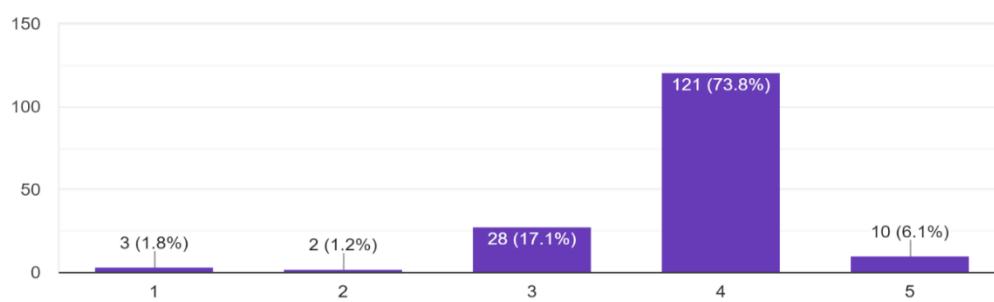


Summary of Workshops that people participated in: there was an equal distribution of people participating in the different workshops of Open Badges, Critical Friend, Soft Skills Assessment and Concept Map. In addition around 15% of the participants Peer Assessment and Reflective Diary had almost 15% participants (around 25 faculty).

**Overall view: evaluation of all workshops (Open Questions 7+8 will be provided at the end of the report).**

1. I was well informed about the objectives of this workshop 1=strongly disagree 2=disagree 3= agree 4= strongly agree 5 = no answer

164 responses

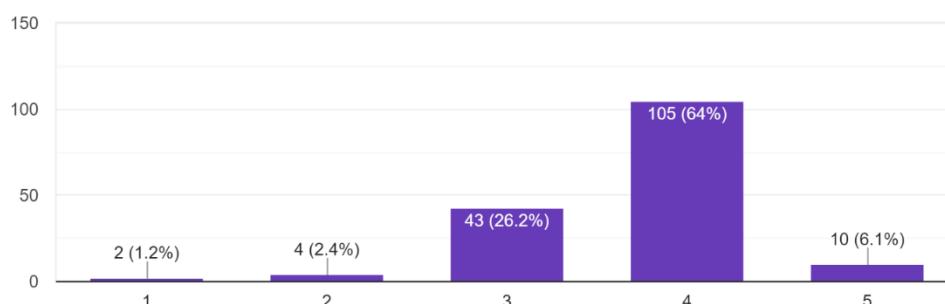


Summary of Question 1: almost all of the participants (over 96%) agreed that they were well informed about the objectives of the workshops that they participated in.

2. The information was presented in a clear and organized manner

1=strongly disagree 2=disagree 3= agree 4= strongly agree 5 = no answer

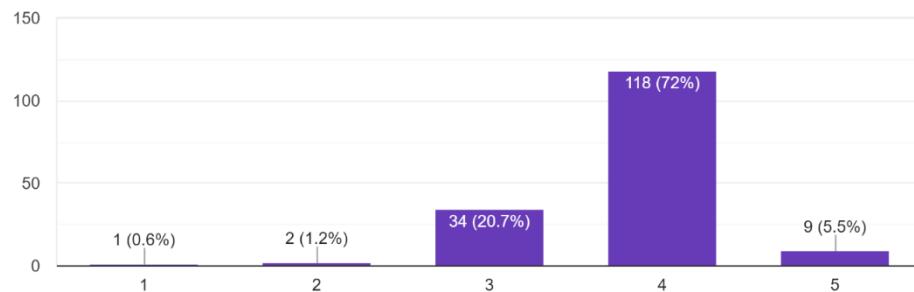
164 responses



Summary of Question 2: 90% of the participants agreed or strongly agreed that the information presented in the workshops were presented in a clear and organized manner.

3. The workshop increased my understanding of the topic of the workshop (the tool) 1=strongly disagree 2=disagree 4= strongly agree 5 = no answer

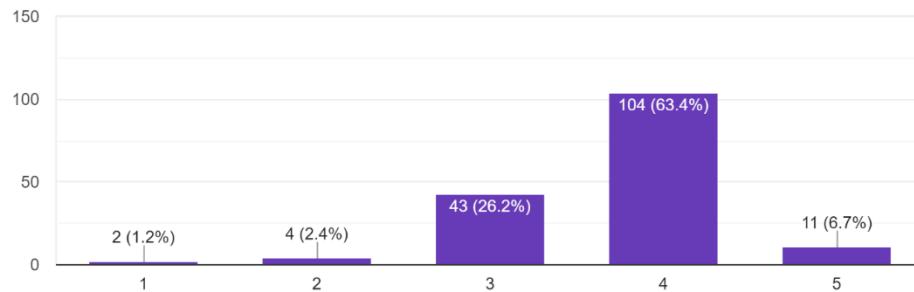
164 responses



Summary of Question 3: Over 93% of the participants agreed or strong agreed that the topic of the workshop increased their understanding of the tool which was being presented.

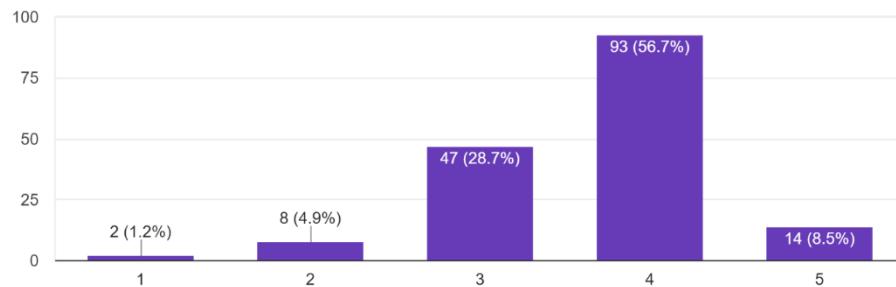
4. I would want to use what I learned in this workshop. 1=strongly disagree 2=disagree 3= agree 4= strongly agree 5 = no answer

164 responses



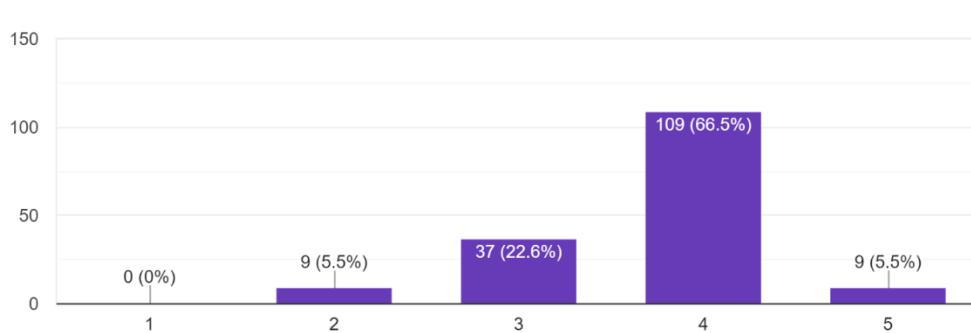
Summary of Question 4: Around 88% of the participants agreed or strongly agreed that they would want to use the tool that was presented in the workshop.

5. I will be able to use what I learned in this workshop in my work with further support 1=strongly disagree 2=disagree 3= agree 4= strongly agree 5 = no answer  
164 responses



Summary of Table 5: Over 85% of the participants agreed or strongly agreed that they would be able to use the tool that was presented in the workshop with further support.

6. The workshop facilities were appropriate for the sessions 1=strongly disagree 2=disagree 3= agree 4= strongly agree 5 = no answer  
164 responses

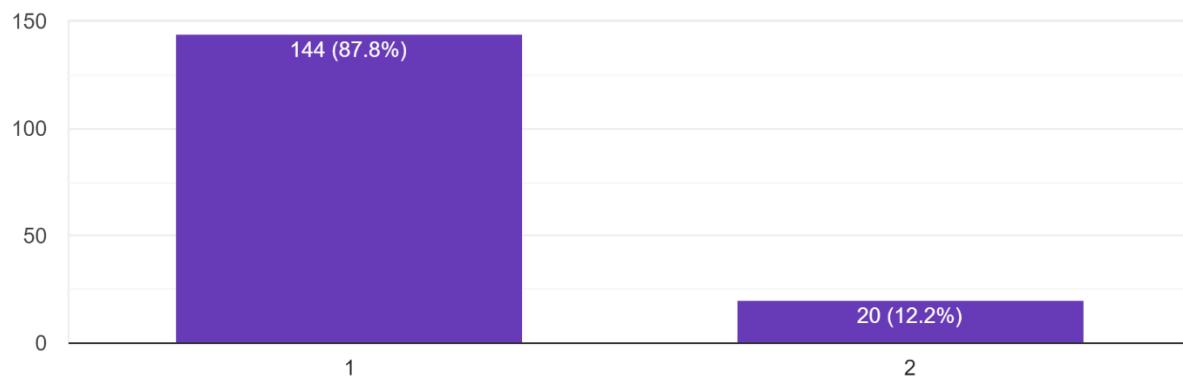


Summary of Table 6: Almost 90% of the participants agreed or strongly agreed that the facilities were appropriate for the sessions.

Questions 7+8 were open ended – see results by the end of the report

### 9. Would you like to learn more about this tool? 1 = Yes 2 = No

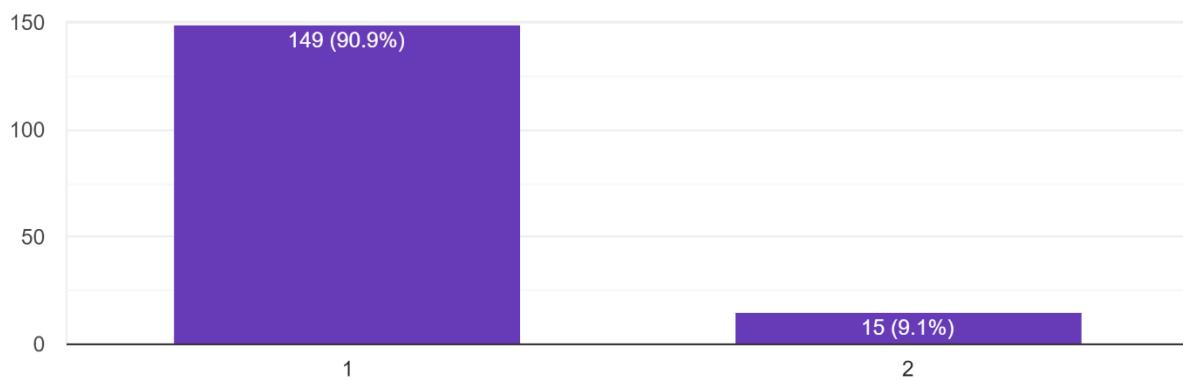
164 responses



Summary of Table 9: An overwhelming number of participants (almost 88%) would like to learn more about the tool that was presented in their workshop.

### 10. Would you recommend this workshop to other members of your faculty? 1 = Yes 2 = No

164 responses

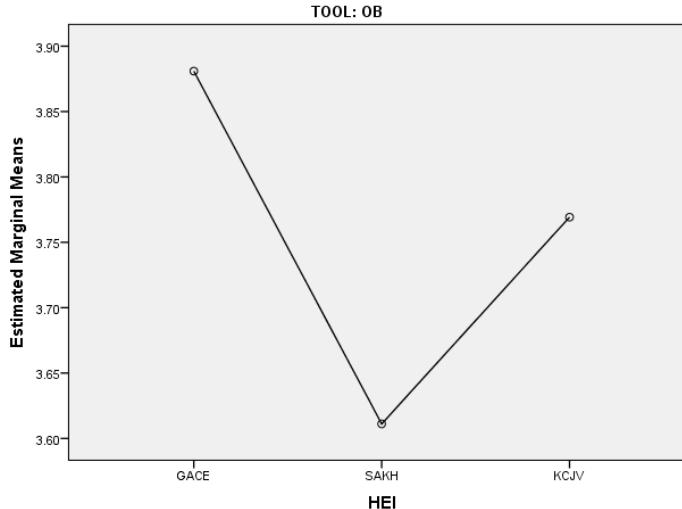


Summary of Table 10: Almost 91% of the participants would recommend the workshop that they experienced to other members of the faculty.

## Analysis of WS evaluation for each tool across HEIs (The figures pertain to mean Q1-Q6 in each HEI)

### Open Digital Badges

HEI	N
GACE	7
SAKH	12
KCJV	13



Insignificant differences  $p > .05$

Q9 would you like to learn more about this tool?

	HEI			Total
	GACE	SAKH	KCJV	
Q9 Yes	7	11	13	31
Q9 No	0	1	0	1
Total	7	12	13	32

Q10 would you recommend this workshop to other members of your faculty?

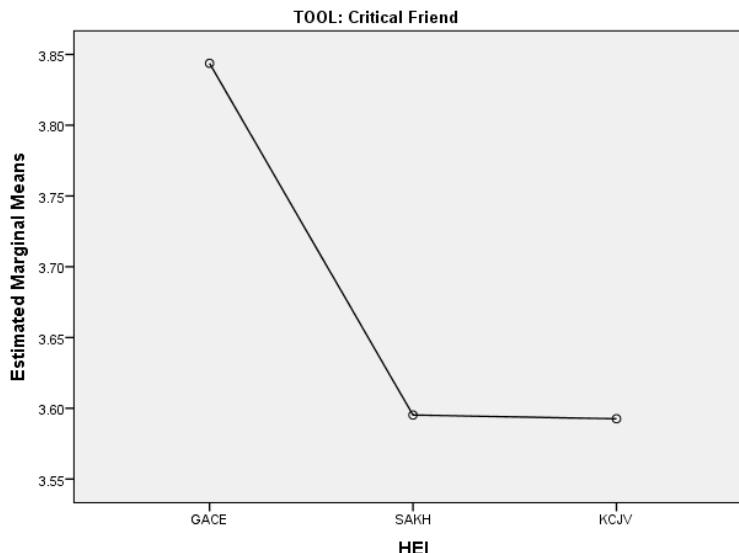
	HEI			Total
	GACE	SAKH	KCJV	
Q10 Yes	7	11	13	31
Q10 No	0	1	0	1
Total	7	12	13	32

### SUMMARY OF OPEN BADGES WORKSHOPS:

33 faculty members from KCJV, GACE, SAKH, and HAC participated the survey relating to this workshop. The Open Badge workshops took place in 3 HEIs: GACE, SAK, KCJV. 97% of these participants would like to learn more about this topic and would recommend this workshop to other members of their faculty.

## Critical Friend

HEI	N
GACE	16
SAKH	7
KCJV	9



Insignificant differences  $p > .05$

**Q9 would you like to learn more about this tool?**

	HEI			Total	
	GACE	SAKH	KCJV		
Q9	1.00	15	6	9	30
	2.00	1	1	0	2
Total		16	7	9	32

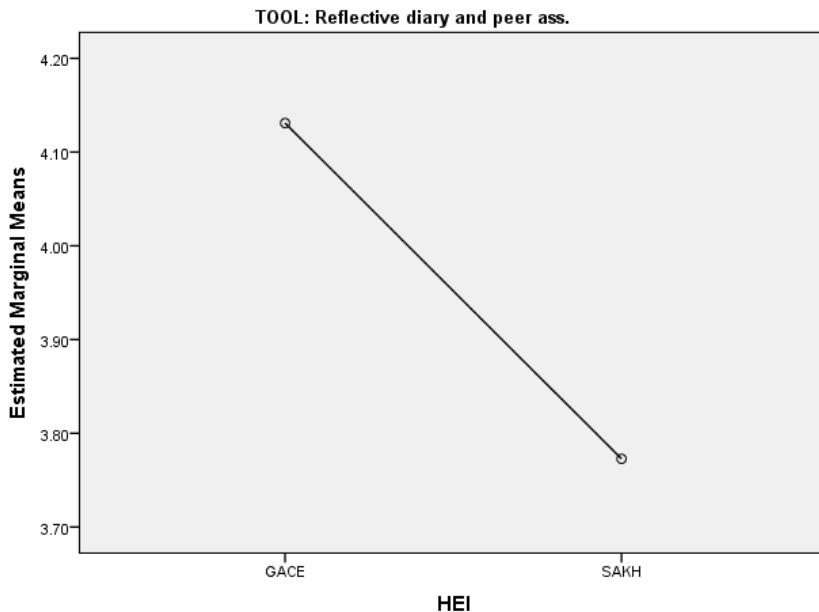
**Q10 would you recommend this workshop to other members  
of your faculty?**

	HEI			Total	
	GACE	SAKH	KCJV		
Q10	yes	16	6	8	30
	no	0	1	1	2
Total		16	7	9	32

**SUMMARY OF Critical Friend Workshop:** 32 faculty members from KCJV, GACE, SAKH, and HAC participated the survey relating to this workshop. The Critical Friend workshops took place in 3 HEIs: GACE, SAK, KCJV. 94% of these participants would like to learn more about this topic and would recommend this workshop to other members of their faculty.

## Reflective Diary and Peer Assessment

HEI	N
GACE	14
SAKH	11



Significant differences  $p = .027$

**Q9 would you like to learn more about this tool?**

Count

	HEI		Total	
	GACE	SAKH		
Q9	yes	14	9	23
	no	0	2	2
Total	14	11	25	

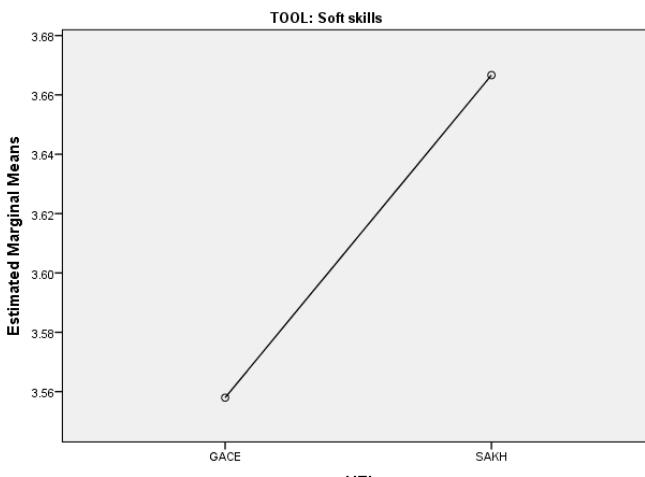
**Q10 would you recommend this workshop to other members of your faculty?**

	HEI		Total	
	GACE	SAKH		
Q10	yes	14	9	23
	no	0	2	2
Total	14	11	25	

**SUMMARY OF Reflective Diary Workshop:** 25 faculty members from KCJV, GACE, SAKH, and HAC participated the survey relating to this workshop. The Critical Friend workshops took place in 2 HEIs: GACE and SAK. 92% of these participants would like to learn more about this topic and would recommend this workshop to other members of their faculty.

## Soft Skills

HEI	N
GACE	23
SAKH	14



Insignificant differences  $p > .05$

**Q9 would you like to learn more about this tool?**

	HEI		Total
	GACE	SAKH	
Q9 yes	17	14	31
no	6	0	6
Total	23	14	37

**Q10 would you recommend this workshop to other members of your faculty?**

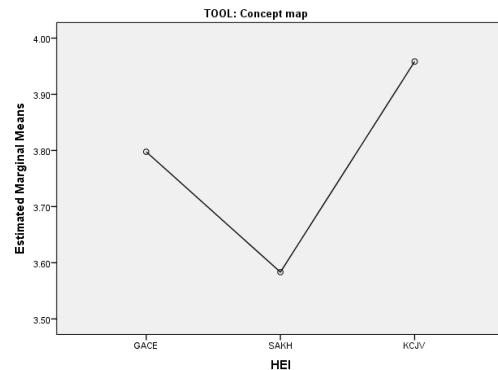
	HEI		Total
	GACE	SAKH	
Q10 yes	18	14	32
no	5	0	5
Total	23	14	37

**SUMMARY OF Soft Skills Workshop:** 27 faculty members from KCJV, GACE, SAKH, and HAC participated the survey relating to this workshop. The Critical Friend workshops took place in 2 HEIs: GACE and SAK. Around 84% of these participants would like to learn more about this topic and around 86% of the participants would recommend this workshop to other members of their faculty.

## Concept Map

HEI	N
GACE	14
SAKH	16
KCJV	8

Insignificant differences  $p > .05$



**Q9 would you like to learn more about this tool?**

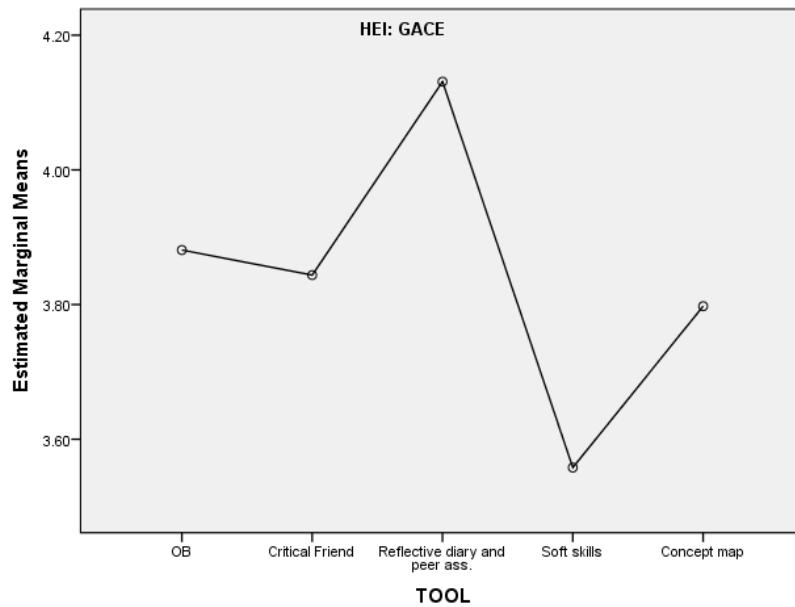
	HEI			Total	
	GACE	SAKH	KCJV		
Q9	1.00	11	12	6	29
	2.00	3	4	2	9
	Total	14	16	8	38

**Q10 would you recommend this workshop to other members of your faculty?**

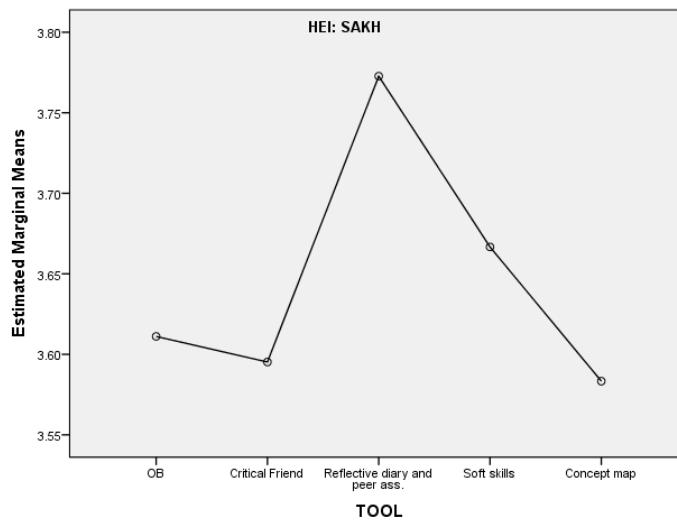
	HEI			Total	
	GACE	SAKH	KCJV		
Q10	1.00	13	13	7	33
	2.00	1	3	1	5
	Total	14	16	8	38

**SUMMARY OF Concept Map Workshop:** This was the workshop that had the greatest number of participants. Faculty members from KCJV, GACE, SAKH, and HAC participated the survey relating to this workshop. The Concept Map workshops took place in 3 HEIs: GACE, SAK and KCJV. Around 76% of these participants would like to learn more about this topic and around 87% of the participants would recommend this workshop to other members of their faculty.

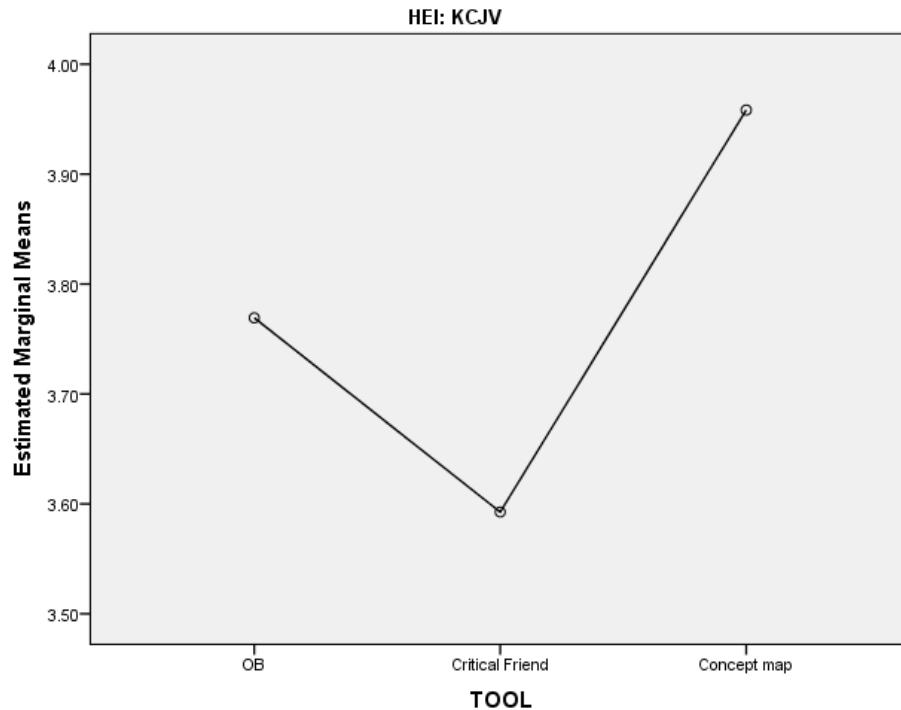
## Analysis of WS evaluation in each HEI (The figures pertain to mean Q1-Q6)



Insignificant differences  $p > .05$ , except between soft skills (lowest result) and reflective diary and peer assessment (highest result)



Insignificant differences  $p > .05$



Insignificant differences  $p > .05$

## Presentation of qualitative data

### Open digital badges

	7.How have you benefited from this workshop?	8. Any recommendations or other comments that can improve this workshop?
GACE	<ol style="list-style-type: none"> <li>1. Yes, greatly</li> <li>2. I will apply OB to my work</li> <li>3. How to use well this tool</li> <li>4. We got information about Estonian example</li> <li>5. I have got Very good information</li> <li>6. I got answers on major questions I had about topic</li> </ol>	<ol style="list-style-type: none"> <li>1. It is desirable to increase workshop time to do practical work.</li> <li>2. Practical</li> <li>3. Time control</li> <li>4. I have no specific recommendations</li> </ol>
SAKH	<ol style="list-style-type: none"> <li>1. I always appreciate new approaches to assessment, i will wait for outcomes from piloting</li> <li>2. I already had this information</li> <li>3. I knew a new assessment tool</li> <li>4. Good</li> <li>5. We had a good discussion.</li> <li>6. Informative, exposure</li> <li>7. I learned about the flexibility and the challenges of using this assessment tool</li> <li>8. I'm thinking strongly about the day we will use it college and in schools</li> <li>9. Analyzed with my colleagues pros and cons of open badges.</li> <li>10. I got a lot of information about the assessment tool.</li> <li>11. Participants' questions and opinions made me to think about many details about the topic.</li> </ol>	<ol style="list-style-type: none"> <li>1. to dedicate more time to hands on activities</li> <li>2. if the workshop also contains more details about using this tool in the field</li> <li>3. I would like to know more about practical things, how to make badges, where to make, etc.</li> <li>4. Share the way of innovation and using and share empirical evidence.</li> <li>5. A specific workshop illustrating all the process from planning to implementation</li> <li>6. To be more clearly in the presentation</li> <li>7. more practical examples</li> <li>8. Trainer shouldn't rely only on participants, their questions and reactions.</li> <li>9. More hands on</li> </ol>
KCJV	<ol style="list-style-type: none"> <li>1. Yes. However, I still have lot of questions. How to use and adopt it in my courses, or would it be appropriate assessment in my country.</li> <li>2. Yes. very well. Thank you</li> <li>3. it raised my curiosity to learn more about it</li> <li>4. Good</li> <li>5. learned new system</li> <li>6. it was very fruitful. I will implement it in my workshops.</li> <li>7. We will use the practical course</li> <li>8. I have learned of a tool OB which I was not familiar with so far.</li> </ol>	<ol style="list-style-type: none"> <li>9. I would like to recommend shortening theory party and focus on practical part-making badges ourselves.</li> <li>10. I would like to advise the trainers to make their presentation (theory part) smaller and mostly focus on making these badges on the training step by step.</li> <li>11. More time to allocate for practical work and feedback on the use of tools</li> <li>12. more examples on how it was actually used and what were the outcome.</li> <li>13. More practical approach</li> <li>14. It was a very good seminar.</li> <li>15. It was a good workshop "hands on" practice as well as theoretical framework were sufficient,</li> </ol>

**OPEN BADGES: SHORT SUMMARY of QUALITATIVE RESULTS:** Most of the participants expressed that they benefitted from the workshop and several offered the comment that they intend to use it in their own work. The main recommendations were the need for more time to practice the tool and some expressed the fact that there was too much "theory" presented.

### Critical friend

	7.How have you benefited from this workshop?	8. Any recommendations or other comments that can improve this workshop?
GACE	<ol style="list-style-type: none"> <li>1. Amazing</li> <li>2. Good</li> <li>3. I would apply it to my work</li> <li>4. Got a new assessment tool</li> <li>5. We had many practical works to do in groups.</li> <li>6. I got familiar with specific details about this instrument</li> <li>7. I met smart people</li> <li>8. a lot of information</li> <li>9. I've got a good examples of group work</li> <li>10. I will use it in my course next year</li> </ol>	<ol style="list-style-type: none"> <li>1. Working in the smaller groups would be more useful</li> <li>2. Let us more time to talk</li> </ol>
SAKH	<ol style="list-style-type: none"> <li>1. Interesting</li> <li>2. Personally, this tool was new for me. It was interesting but, if I use it, I should think and plan in advance, in which courses is it better to implement.</li> <li>3. a lot more practical information</li> <li>4. I learned that we really need the three roles (facilitator/presenter/discussants) to form a productive group. I will consider using the model in my classes to confront possible learning problems.</li> <li>5. It was perfect</li> </ol>	<ol style="list-style-type: none"> <li>1. could be clearer about what the assessment is.</li> <li>2. I would like to suggest the group about time management. It would be better If they cut down 40 minutes into 20.(during the discussion). It was too much. Also, I would like to recommend to use kind of question at the end of the training: how would you implement it in your courses.? more specific We need to bring the assessment closer to practical classroom use. Especially in my field (literature) I still do not know how to apply it.</li> <li>3.</li> </ol>
KCJV	<ol style="list-style-type: none"> <li>1. Insight and tools for my course</li> <li>2. Learnt how to make my students be active and more motivated.</li> <li>3. How to present a problem and how to participate with others</li> </ol>	<ol style="list-style-type: none"> <li>1. Send more pre-workshop info</li> <li>2. To give more time for introduction</li> </ol>

**CRITICAL FRIEND: SHORT SUMMARY of QUALITATIVE RESULTS:** Most of the participants who expressed they benefitted from the workshop felt that they gained a lot of information, that it was insightful, that the tool was new and that they were not familiar with some mentioning how they would implement it ("I would consider using the model in my classes to confront possible learning problems"). The main recommendations were that more time was needed and that the group could have been smaller to be more effective.

### Peer assessment and reflective diary

	7.How have you benefited from this workshop?	8. Any recommendations or other comments that can improve this workshop?
GACE	<ol style="list-style-type: none"> <li>1. More aware of the benefits of self-awareness</li> <li>2. Learned a new skill</li> <li>3. Yes. I reflected on subjects what I teach and began to think where to implement it.</li> <li>4. Learned what is reflection and how to assess</li> <li>5. I should like to use the idea with my students before and during their final project they are doing in research labs</li> <li>6. We reflected about our teaching experience, shared our views, made conclusions, create rubric for assessment of reflection, It was very interesting.</li> </ol>	<ol style="list-style-type: none"> <li>1. more discussion about implementation strategies.</li> <li>2. I think the last step (rubric should be changed or omitted at all)</li> <li>3. Giving case study to judge More detail/clear instructions of the assignment.</li> </ol>
SAKH	<ol style="list-style-type: none"> <li>1. It was interesting</li> <li>2. Can apply to my work</li> <li>3. We had very good assignments during the workshop</li> <li>4. Refreshing</li> <li>5. It is perfect</li> <li>6. I analyzed the tools of reflective diary and peer assessment. Listen cases from my colleagues' experiences, how they used these tools.</li> <li>7. It was quite good for my future plans. how to do that in such way can be very useful</li> </ol>	<ol style="list-style-type: none"> <li>1. more concrete activities</li> <li>2. Less time spend on reflective writing in training, it can become boring.</li> </ol>

**PEER ASSESSMENT and REFLECTIVE DIARY: Short summary of qualitative answers:** The responses that related to benefits of this workshop mentioned that they learned new tools and can apply it to their teaching. The recommendations (only 5) were varied and ranged from expressing the need for more time for the workshop to discussing more strategies for applying the tool.

### Soft skills

		7.How have you benefited from this workshop?	8. Any recommendations or other comments that can improve this workshop?
GACE		<ol style="list-style-type: none"> <li>1. Good</li> <li>2. Greatly</li> <li>3. Raised motivation</li> <li>4. Understood the tool, its uses and importance</li> <li>5. Gave me a new perspective</li> <li>6. It seems like the tool will increase my work and I'm not sure my students will be engaged with this</li> <li>7. I will use it during my course "Pedagogical Ethic"</li> <li>8. I opened my mind to the subject</li> <li>9. It made me think about soft skills</li> <li>10. My participation made the way of using the tools quite clear</li> <li>11. I will use the experience obtained in the workshop</li> <li>12. Not that much</li> <li>13. I got familiar with hard and soft skills</li> <li>14. I've discussed the topic of soft skills with colleagues,</li> </ol>	<ol style="list-style-type: none"> <li>1. Everything was wonderful</li> <li>2. No comments, everything was excellent</li> <li>3. Better room</li> <li>4. To translate it to Hebrew, reduce number of soft skill and get students feedback</li> <li>5. More time for session</li> <li>6. More time</li> <li>7. Thank you</li> <li>8. We needed more time for activities</li> <li>9. More practice and showing the developed tool Decrease the amount of questions in group work activity.</li> </ol>
SAKH		<ol style="list-style-type: none"> <li>1. It was very useful skills</li> <li>2. I feel more confident while developing students' soft skills</li> <li>3. It was useful</li> <li>4. It was very interesting for me</li> <li>5. "Fell in love" with this assessment tool</li> <li>6. It increased my awareness of the skills that need to be worked on in the classroom.</li> <li>7. Exposed to the discipline I realized the importance of the development of soft skills in education</li> </ol>	<ol style="list-style-type: none"> <li>1. Empirical evidence of effectiveness of the assessment tool</li> <li>2. More hands on</li> <li>3. No special recommendation</li> </ol>

**Soft Skills- Short summary of qualitative answers:** The participants expressed many benefits of this approach ranging from raising awareness to the applying it to their work. The main recommendations related to the need for more time and more practice of the tool.

### Concept Map

	7.How have you benefited from this workshop?	8. Any recommendations or other comments that can improve this workshop?
GACE	<ol style="list-style-type: none"> <li>1. At least I got an idea what is it, how to use it and how to incorporate in our courses. Personally, I will try, however as I mostly have practical courses, it could be a little bit difficult, but for theoretical ones its. Also, if I use it, I should think how to assess it (quality or quantity?) or to check it step by step, or at the end of week or semester? It's a thing to keep in mind</li> <li>2. technical tool learned for concept map</li> <li>3. Gathered ideas for further use</li> <li>4. Useful ideas. More so than the tool</li> <li>5. yes, I did</li> <li>6. I got a lot of ideas how to assess the concept map</li> </ol>	<ol style="list-style-type: none"> <li>1. I think trainers should explain everything a little bit slowly and be sure that trainees are following. Also, to explain in details every step for how to use as a student and how to use as a teacher.</li> <li>2. more practical work</li> <li>3. To practice a little stronger internet</li> </ol>
SAKH	<ol style="list-style-type: none"> <li>1. I got a lot of ideas how to assess the concept map</li> <li>2. I learned how to use the application.</li> <li>3. Yes. I got exposure to the tool. The workshop helped me to understand CoMa and its relevance to my teaching context.</li> <li>4. Learned more options about creating COMA</li> <li>5. It is a great teaching and assessing method</li> <li>6. internet connection was terrible I've got an opportunity to understand the difficulties of my students who have difficulties in Hebrew</li> </ol>	<ol style="list-style-type: none"> <li>1. Thank you for organizing this wonderful workshop!</li> <li>2. There was problem with internet and we could not manage to solve it</li> <li>3. more practical activities</li> </ol>
KCJV	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. I've got an opportunity to understand the difficulties of my students who have difficulties in Hebrew</li> <li>3. Was exposed to a new tool and got some quick experience with it</li> </ol>	<ol style="list-style-type: none"> <li>1. To further develop the program as to the usage as group tool cooperatively</li> <li>2. The tool costs money - if Kinneret will subscribe for it, it would be fine. If it's not going to be bought by Kinneret, then the choice of the system we learned was not ideal.</li> </ol>

**Concept Map: Short summary of qualitative answers:** The main responses of how the workshop benefitted the participants related to the use of the concept map for assessment as well as for teaching. In addition, it provided some of the participants with understanding the difficulties of students who are not first-language Hebrew speakers. The main recommendation related to the desire for more time and more practical activities.

## OVERALL SUMMARY OF RECOMMENDATIONS BASED ON THE QUALITATIVE RESPONSES:

1. Need for more time for each workshop.
2. Need for more practical activities in “practicing” the tool.