



co▶learn

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Agenda

01 Introduction

02 Problem

02 Solution

02 Challenges

Background

Talent retention strategy of **Junior** and **Senior** Teachers in CoLearn



How to improve the promotion governance from **Junior** to **Senior** Teacher as part of the talent retention strategy within the organization?

EVP Current State

“What has CoLearn done well at this moment?”



Routine social gatherings for all teachers around Indonesia with C-Level leaders



Bring Indonesia to the top 50% of Global PISA ranking by being laser-focused on STEM subjects



Flexible working arrangements depend on the class schedule and location



Peer-sharing-sessions for teachers related to their teaching delivery and technology mastery



Benefits offered for the teachers and their families as part of their privilege as a full-time hire

Causes Analysis

Problem Statement

Lack of proper governance in measuring performance and development opportunities to shorten the **skills gap** between **junior teachers** moving to **senior teacher's level**

1. Why is CoLearn facing a problem with retention?

Because unsatisfied promotion rate of junior teacher to senior teacher level

2. Why the current promotion rate happened in fulfill the senior level?

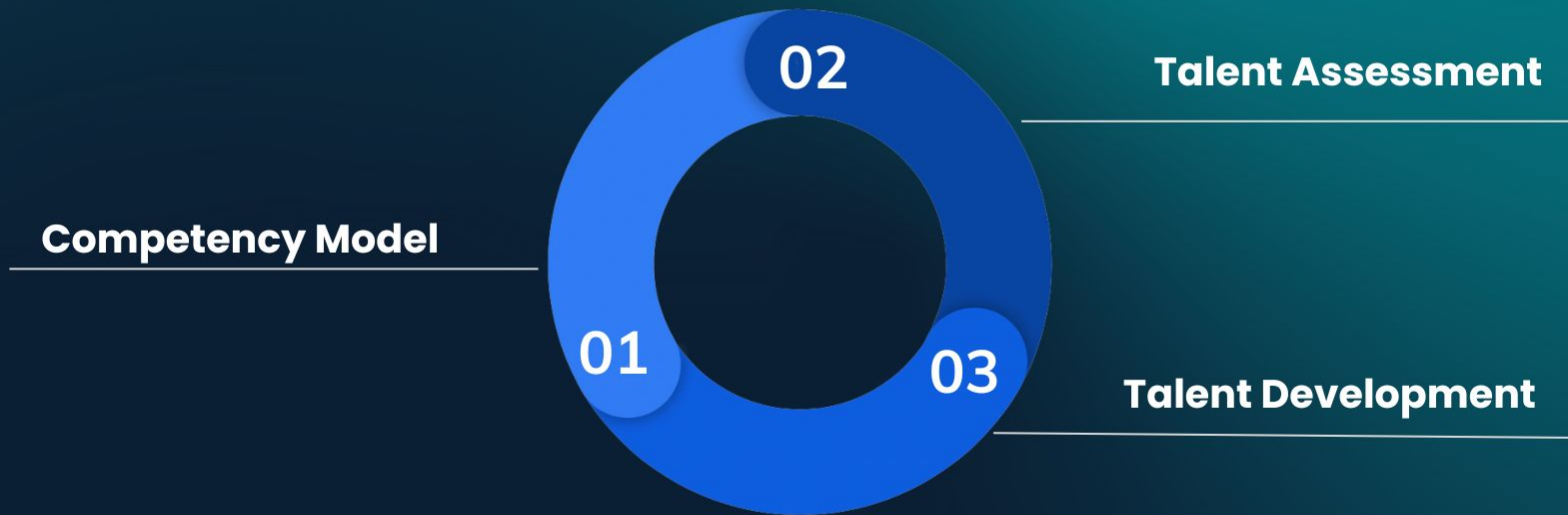
Because there is a skill gap between juniors and seniors teacher level

3. Why is the skills gap happening?

CoLearn does not implement proper talent assessment to measure performance and development gap

Lack of opportunity to develop teachers' skills

Recommendation



Recommendation 1

Job Competency Improvement

Purpose

- 01 Clarify job roles and responsibilities
- 02 Improve teachers' performance
- 03 Enhancing teacher's motivation
- 04 Retain talented employees

Recommendation 1

Job Competency Improvement



Questionnaires

- Identify the key competencies required for success in the senior teacher role.



Expert Panel

- Review the questionnaire results and discuss the most critical competencies for success as a senior teacher.
- Identify any additional competencies that may be required for the role.



Behavioral Event Interview(BEI)

- identify the specific behaviors and actions that led to success in the K-12 teacher role

Recommendation 3

Talent Development

- Present vs. target level of skills
- Development plans
- Identify training type
 - Internal or external training
 - Mentoring
 - Peer-to-peer



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Strengths	Development Needs	Action Plan		Timeline	Resources Needed
		Learning Objectives	Intervention		
A. Functional Competencies (RPMS-PPST Objectives from Part II of e-SAT)					
1. Content Knowledge and Pedagogy (PPST Domain 1) 1.2 Ensured the positive use of ICT to facilitate the teaching and learning process. (PPST Indicator 1.3.2)	1. Content Knowledge and Pedagogy (PPST Domain 1) 1.3Applied a range of teaching strategies to develop critical and creative thinking, as well as other higher-order thinking skills. (PPST Indicator 1.5.2)	1. To develop wide range of teaching strategies that enhance critical and creative thinking, as well as other higher – order thinking skills of the learners.	Trainings and webinars, LAC sessions	Year - round	Human resources, Trainers, co-teachers, Time and money
2. Diversity of Learners & Assessment and Reporting (PPST Domain 2 and Domain 5) 2.3Used strategies for providing timely, accurate and constructive feedback to improve learner performance. (PPST Indicator	2. Diversity of Learners & Assessment and Reporting (PPST Domain 2 and Domain 5) 2.1 Established a learner-centered culture by using teaching strategies that respond to their linguistic, cultural, socio-economic and religious backgrounds.	1. To enhance the knowledge about diversity of learners and learn to established a learner-centered culture by using teaching strategies that respond to their linguistic, cultural, socio-economic and religious backgrounds. 2. To develop the knowledge in planning and	Trainings and webinars, LAC sessions Trainings and webinars, LAC sessions	Year – round Year – round	Human resources, Trainers, co-teachers, Time and money Human resources, Trainers, co-

Potential Barriers and Solutions

Potential Barrier	Budget & Current Economic Conditions	Time <ol style="list-style-type: none">1. Updating the competency model2. Talent assessment
Solution	<ul style="list-style-type: none">• Create a dedicated budget for training and measure the ROI to ensure that the training program is cost-effective and beneficial for the company.• Utilize the in-house talent (senior teachers and high-potential junior teachers) to create effective training programs.• Explore cost-effective training programs that offer high-quality training without breaking the bank.• Prioritize training for critical skills essential for the company's success.	<ul style="list-style-type: none">• Develop a clear timeline with realistic goals (SMART goals)• Taking a few immediate actions to get the ball rolling

Potential Barriers and Solutions

Potential Barrier	Biases within the talent assessment	Resistance to change from current teachers
Solution	<ul style="list-style-type: none">• Have multiple people involved in the talent assessment<ul style="list-style-type: none">◦ Teach them about rater errors◦ Provide a standardized method for assessing talent◦ Hold calibration meetings between raters	<ul style="list-style-type: none">• Ensure employee readiness for training• Gain managerial support• Have effective communication that echoes the change strategy<ul style="list-style-type: none">◦ Examples: townhall, newsletter, social media activity, acknowledging successful employees, remaining open to feedback

THANK YOU

Any Question, Just Ask don't be shy

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