

Workshop 2: Designing for and Teaching Diverse Learners

Lesson Plan

Workshop 2A: Designing Inclusive Training Programmes

Duration: 3 Hours

Target Audience: VET Teachers

Session Outcomes:

1. Understand the principles of inclusive education and training.
2. Identify barriers to inclusivity in training programmes and develop strategies to overcome them.
3. Design training materials and activities that accommodate diverse learning needs.
4. Develop adaptive teaching strategies that cater to different learning styles and abilities.

Materials Needed:

- Flip charts and markers.
- PPT slide deck
- Handouts summarising key principles and strategies.
- Quiz sheets for the test.

Session Outline:

1. **Introduction (15 minutes):**
 - Icebreaker: Diversity Bingo.
 - Overview of inclusive training principles (Slide 3 and Handout 1).
2. **Theoretical Part (30 minutes):**
 - Mini-lecture on theoretical background, practice considerations and barriers (Slides 4 to 11).
 - Group discussion on barriers and solutions (Slide 12).
3. **Practical Part (1 hour 30 minutes):**
 - **Activity 1:** Designing Inclusive Training Materials (Slide 13 and handout 2).

- **Activity 2:** Group Discussion on Adaptive Teaching Strategies (Slide 14 and handout 3).
- **Activity 3:** Identifying Barriers and Strategies (Slide 15).

4. **Test and Reflection (15 minutes):**

- Test: 5 multiple-choice questions.
- Reflection: One Minute Paper.

Handout 1: Summary of Inclusive Education Principles

Inclusive Education Principles

Inclusive education ensures that all learners, regardless of background, abilities, or circumstances, have equal opportunities to learn, participate, and succeed. The key principles include:

1. Valuing Diversity:

- Recognise and celebrate the unique strengths and perspectives that each learner brings.
- Create an environment where all learners feel respected and valued.

2. Universal Design for Learning (UDL):

- Provide multiple pathways for learning to accommodate diverse needs.
- Offer flexible methods of content delivery, engagement, and assessment.

3. Culturally Responsive Teaching:

- Integrate learners' cultural backgrounds and experiences into the learning process.
- Make education meaningful and relevant to learners' lives.

4. Differentiated Instruction:

- Tailor teaching methods and materials to match individual learners' abilities and preferences.
- Provide varying levels of support and challenge based on learners' readiness.

5. Accessibility:

- Ensure that all learning materials and environments are accessible to learners with disabilities.
- Use assistive technologies and provide materials in multiple formats (e.g., text, audio, video).

6. Collaboration and Support:

- Encourage group work, peer tutoring, and collaborative learning.
- Work with families and communities to support learners' development.

Handout 2: Checklist for Designing Inclusive Training Materials

Checklist for Inclusive Training Materials

Use this checklist to ensure your training materials are inclusive and accessible to all learners:

- **Language and Clarity:**
 - ☐ Use clear, simple language.
 - ☐ Avoid jargon and complex sentence structures.
 - ☐ Define new terms and acronyms.
- **Multiple Formats:**
 - ☐ Provide materials in various formats (e.g., text, audio, video).
 - ☐ Ensure compatibility with assistive technologies (e.g., screen readers).
- **Accessibility:**
 - ☐ Follow web accessibility guidelines (e.g., WCAG).
 - ☐ Use high-contrast colours and readable fonts.
 - ☐ Provide captions for videos and transcripts for audio.
- **Cultural Sensitivity:**
 - ☐ Include diverse representations in images, examples, and case studies.
 - ☐ Avoid content that might be offensive or alienating to certain groups.
 - ☐ Provide translations or glossaries for key terms in multiple languages.
- **Engagement and Interaction:**
 - ☐ Design activities that allow all learners to participate.
 - ☐ Provide a variety of ways for learners to demonstrate knowledge (e.g., written, spoken, visual).
 - ☐ Encourage group work and peer support.
- **Feedback and Improvement:**
 - ☐ Provide regular feedback to learners on their progress.
 - ☐ Gather feedback from learners to improve materials and delivery.

Handout 3: Discussion Questions for Activity 2

Group Discussion: Adaptive Teaching Strategies

Use these questions to guide your discussion on adaptive teaching strategies:

1. Cultural Responsiveness:

- How can you adapt your teaching methods to meet the needs of learners with different cultural backgrounds?
- What strategies can you use to make your training more culturally inclusive?

2. Prior Knowledge and Skills:

- How do you address learners with varying levels of prior knowledge and skills?
- What strategies can you use to ensure that all learners are engaged and challenged?

3. Accessibility:

- How can you ensure that your training materials are accessible to all learners, including those with disabilities?
- What tools or technologies can you use to enhance accessibility?

4. Engagement and Participation:

- What strategies do you use to encourage participation from all learners, including those who may be shy or reluctant to speak up?
- How can you create a classroom environment that promotes collaboration and peer support?

5. Feedback and Improvement:

- How do you gather feedback from learners to improve your training programmes?
- What steps can you take to ensure that your training is continuously improving?

Workshop 2B: Teaching and Supporting Diverse Learners

Duration: 4 Hours

Target Audience: VET Teachers

Session Outcomes:

- Understand the principles of inclusive education and training.
- Recognize the characteristics and needs of diverse learner groups (e.g., cultural, linguistic, and neurodiverse learners).
- Develop adaptive teaching strategies that cater to different learning styles and abilities.
- Foster an inclusive classroom environment that promotes participation and engagement.

Materials Needed:

- Flip charts and markers.
- PPT slide deck
- Test sheets

Session Outline:

- 1. Introduction (20 minutes):**
 - Introduction to the workshop objectives and context.
 - Energizer activity (Slides 1-3)
- 2. Theoretical Part (1 hour 40 minutes):**
 - Discussion about pillar terms (diversity, inclusion, migration) and inclusive pedagogical approaches (Slides 3-30)
- 3. Practical Part (1 hour 30 minutes):**
 - **Activity 1:** Diversity Flower (Slide 32).
 - **Activity 2:** Drawing with 2 hands (Slide 33-35).
 - **Activity 3:** The iceberg of culture (Slides 36-40).
- 4. Test and Reflection (15 minutes):**
 - Reflection (slide 41).
 - Test: 5 True or False questions (Slide 45).