



Cultivating Teachers' Capacity for Teaching 21st Century Skills in The Classroom

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Purpose	Research Question	Methods and Data Collection	Key Literature
<p>The purpose of this research is to conduct a gap analysis to examine teachers' knowledge and motivational and the organization influences of teaching students 21st century skills for their future life needs.</p>	<p>What are the teachers' knowledge and motivation gaps to develop their capacity of teaching 21st century skills in classroom?</p> <p>What are the organizational gaps to design a supportive system based on the gap analysis and meet the goals of the organization?</p> <p>What are suggestions for best practices for the organization to design a supportive system to help teachers developing their capacity of teaching 21st century skills in classroom?</p>	<ul style="list-style-type: none"> • Clark and Estes (2008) Gap Analysis Approach • Stakeholders of focus – Full Time Teachers in VMA • Survey – 69/81, online • Interview – 11(5 Chinese,6 Western), online 	<ul style="list-style-type: none"> • Clark, R. E., & Estes, F. (2008). • Kirkpatrick, D., & Kirkpatrick, J. (2006). • P21. (2015). • Griffin, P., & Care, E. (Eds.). (2014).

Findings

- Teachers need to improve their conceptual and procedural knowledge of 21st century skills, Common Core State Standards and student-centered pedagogy.
- Majority of Chinese trained teachers and some western trained teachers believe they need professional development before they can teach 21st century skills efficiently.
- VMA needs to provide more cultural settings to support teachers' professional development and collaboration.

Solutions

- Solution One:** Provide school wide professional development trainings on the knowledge and implementation about 21st century skills, student-centered pedagogy and Common Core State Standards.
- Solution Two:** Use instructional coaches to work with small groups of teachers in a daily basis to offer more demo-classes, class observations, critiques and group discussions/reflections to support individual teachers' growth and build self-efficacy.
- Solution Three:** Communicate more frequently with whole school community about the learning expectations of 21st century skills; Review and re-design daily schedule to provide more time for teachers' collaboration, group lesson preparation, study of new pedagogy, and group reflection.