

Project Title: TEACHERS PLAYGROUND

Project Description (Goal and Objectives) (200 words)

This project is about creating a playground concept for working to make a better result and inspiration for teachers. They can work more effective and efficient in this room with a different environment. The goal is to make teachers more comfortable working and get more ideas. The impact are teachers more open to accept changes and challenges.



Working at Elementary level needs a lot of ideas to make the teaching learning is more challenging and attractive to the students. Working in the classroom with the same view and room make us think only in the box. By creating this room, teachers can explore more idea with the tools provided. Teachers with different level can interact in this room and share more ideas.

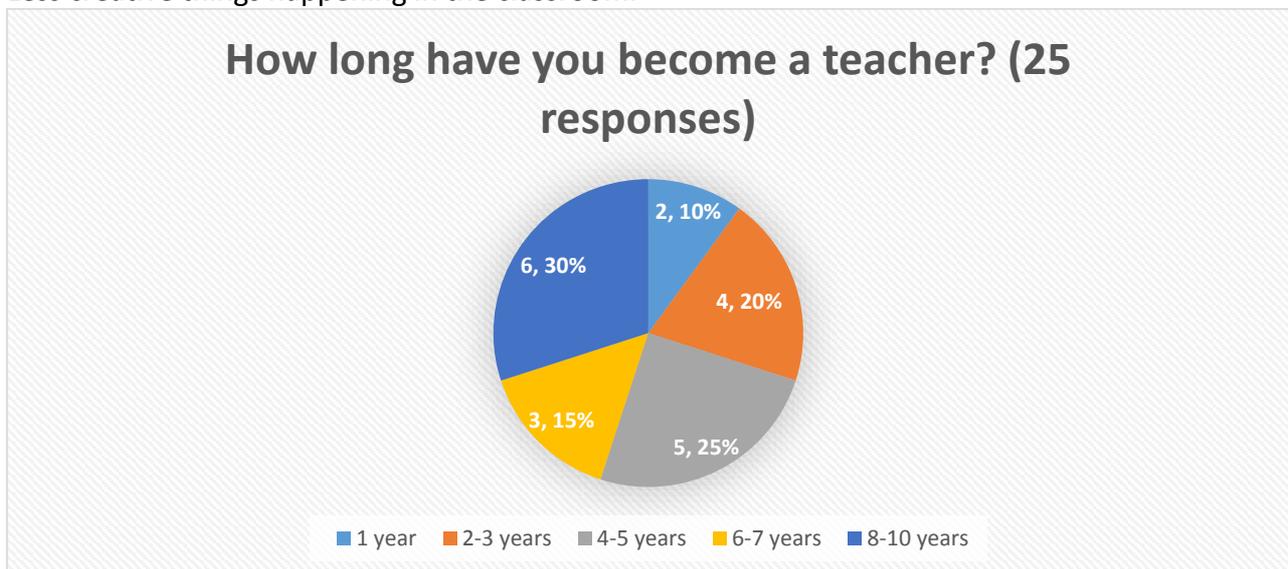
School institutional Context:

- Location : Tangerang Selatan
- Levels : Elementary
- Students population : 246 students
- Staff population : 52
- Year school found : 1981
- Type : Private school

Transformational Action Plan (Situation – Option – Solution) (approximately 800-1000 words)

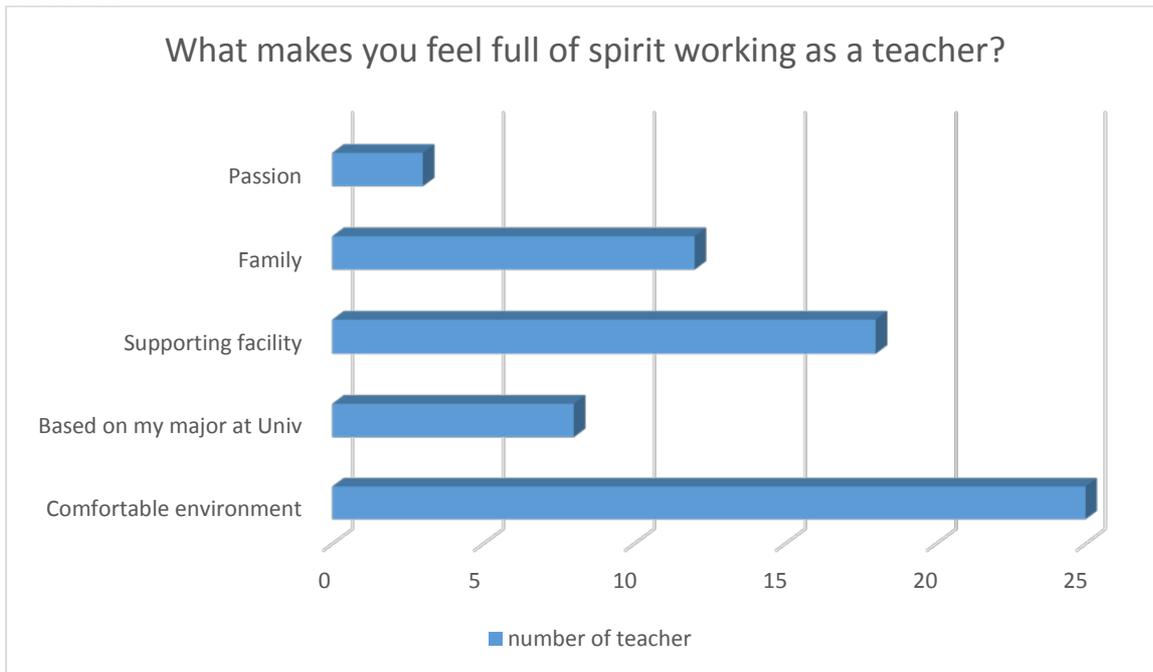
Situation:

The condition of my school is most of the teachers are already working for more than 4-5 years. Some of them even have already there for 15 years. This condition made them feel that they have less challenges and bored with the routine activities. Teachers tend to do their routine and less motivated to do changes. The changes have to be done by the principal, teachers follow orders. Less creative things happening in the classroom.

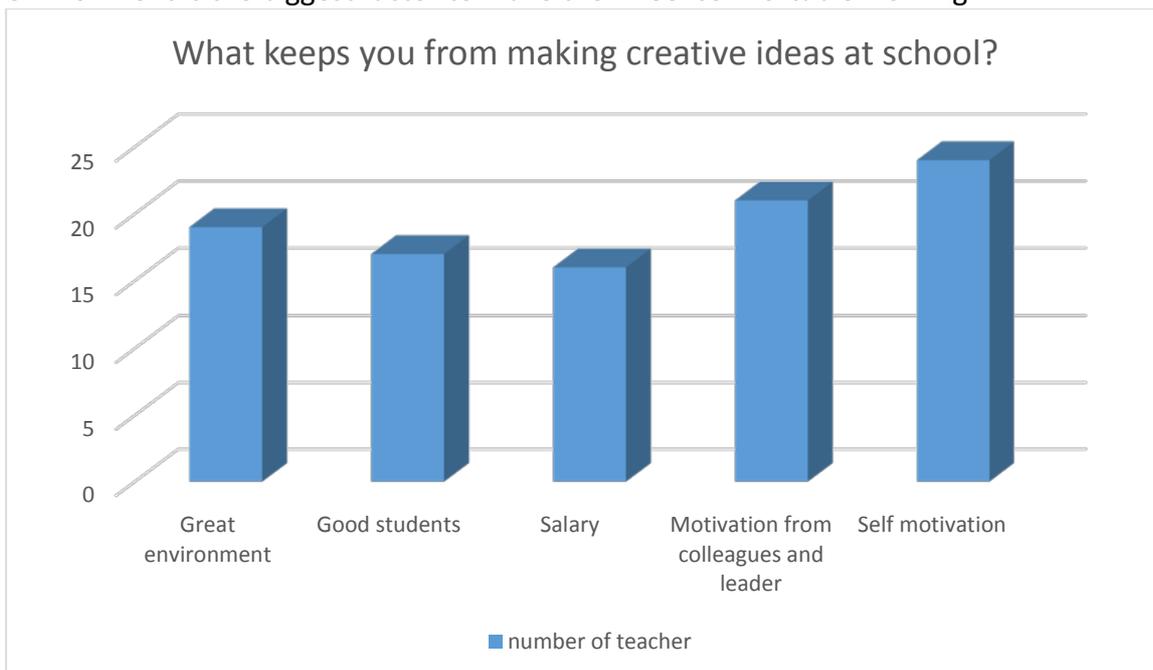


Some of the teachers are asking to down grade their position onto Kindergarten Teacher or leaving their coordinator position. When I say why? They just can't explain. The stressfulness come

from both side internal and external. The internal come from motivation and passion which can be built by them self. The external factors from demand of parents and school to do the best for their students.



I am trying to stimulate the teachers from outside to get the inside. No doubt the hearth of the school is the teacher. The teachers "must be a motor" for their students and colleagues. Every teacher has their own spirit to motivate themselves and as you can see at Budi Luhur the environment is the biggest factor to make them feel comfortable working.



as you can see from the chart that the biggest motivation is come from themselves (internal) and the second biggest from their colleagues and leader (external). What I am trying to do is making it from the outside and grow the awareness from the inside.

Option:

1. Make a team building outdoor activity. Teachers are asked to join an outside activity to refresh their mind. This way usually only last for about 1-2 weeks and the rest they will be going back on their old style.
2. Staff gathering: teachers and staff are asked to go out and have fun for one day. Meet and greet other colleagues.
3. Fire the unproductive person and maintain the productive one.
4. Making a room for teachers, so they can work more relax and productivity can be pushed.

Solution:

One of the best way to get rid of the bored or stress is by doing other activities which is more challenging. Some teachers are very qualified and able to maintain the stressfulness, and some are not. Making a Teachers Playground is a very limited project for the space and I also have to find a sponsor.

Gantt Chart (150 words)

Transformational Action Plan Gantt Chart

Transformational Action Plan (TAP):	Productive Room for teachers (Teachers Playground)															
Vision:	To give more space to teachers and improve their productivity and creativity. Refresh teachers' though to enhance learning process.															
Key Performance Indicators (KPIs)	<ul style="list-style-type: none"> a. Teachers make fascinating idea. b. Teachers will finish all the school tasks. c. Teachers will work more efficiently and creatively. d. Teachers will be able to make more innovation. e. Produce product for teaching learning (portofolio in blog/ vlog, learning tools, new event, character development, reading new book, etc). f. Making the work environment friendlier and more convenience (proofed by testimony and questionnaire). 															
Goals/Objectives	March				April				May				June			
	Wk1	Wk2	Wk3	Wk4	Wk1	Wk2	Wk3	Wk4	Wk1	Wk2	Wk3	Wk4	Wk1	Wk2	Wk3	Wk4
Finalisation of TAP	√	√														
Literature review (What theories guide your project?)			√	√												
Obtaining approvals from relevant stakeholders		√	√	√												
Implementation of intervention (How will TAP address the situation?)				√	√	√	√	√	√	√						
Measuring the impact of TAP using KPIs										√	√	√	√	√		
Preparing Final Report												√	√	√		
Finalizing Critical Reflective Portfolios													√	√	√	√

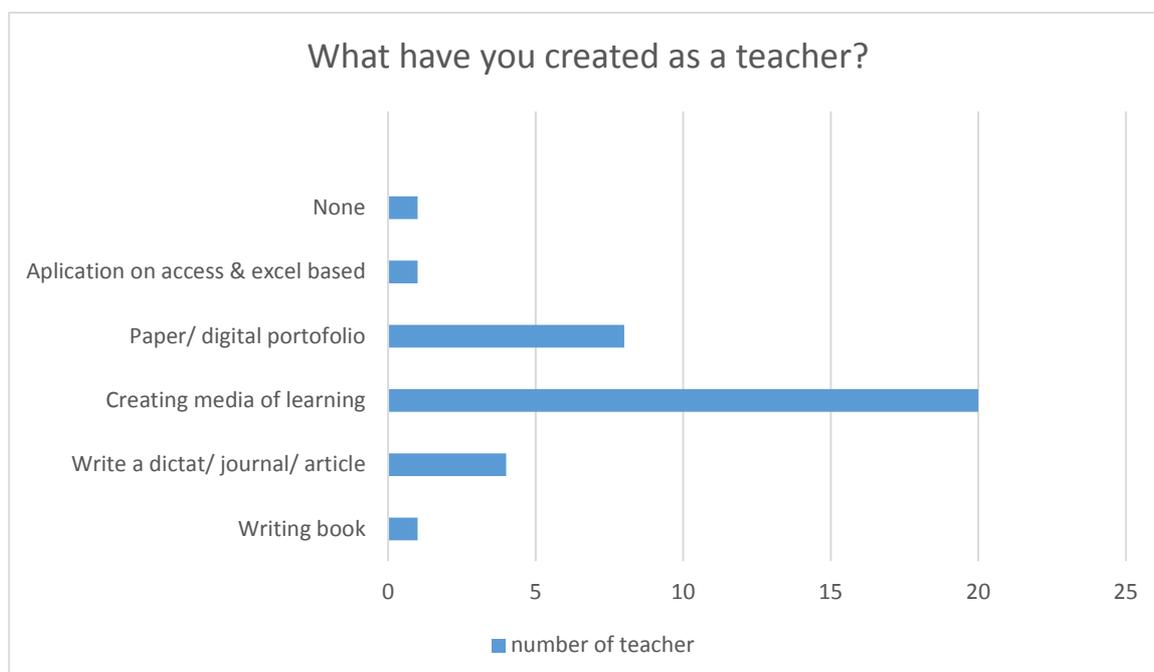
The heart of the school is the teacher, every school has their own challenge to motivate the teachers

Evidence of Transformation (1000-1500 WORDS)

In the soft launching of this project teachers are sharing their ideas in how they contribute to fulfill the Teachers Playground. Teachers are look more positive in having the Teacher Playground (TP) in the school. Some stimulate that I gave to the teachers are writing a blog continuously.

The situation in school become different and teachers are trying to use the room more efficiently doing their job. The sponsor that I asked to support this project are: Apple, BNI, Erlangga, Yudistira. What makes this room different is the technology that we use.

- a. Teachers start to write some article and make their blog, start to interact to support each others. They began to use ipad in the learning activity. Teachers learn more things in the Teachers Playground (soft launching). Teacher can go to TP anytime they want, it is a working place with different environment. What you can feel in this room is totally different.
- b. Teachers learn more by sharing ideas and information via Google Classroom.
- c. Teachers are coming to school earlier, I can share some data their present before.



Critical Reflection (1000 WORDS)

What I think is the best is not always the best for the teachers. Everything we tried to improve creativity, efficiency, productivity, how ever teachers have their own style. The work load that teachers have in a day make them have to stay alert and try to finish their work before going home. Only a few of them who wants to stay in the Teaches Playground and do their job. However this few people are very productive to use the facilities in the school.

This Teacher Playground is indeed make different at parents' point of view. Parents look this room is part of the teachers' development as an educator. Parents are asking about the teachers, when we announce that teachers will use ipad for the teaching learning process.