

UNIVERSITY DIPLOMA IN DEVELOPMENT OF EDUCATIONAL ACTORS

Main Languages of Instruction:

French ✓ English ✓ Arabic ✓

Campus Where the Program Is Offered: CSH

OBJECTIVES

Upon completion of this program, participants will have developed advanced competencies in the professional development, support, and empowerment of educational stakeholders. They will be able to design, implement, and evaluate professional learning initiatives that foster individual and collective growth within educational organizations. Participants will strengthen their ability to support teachers, school leaders, trainers, and other educational professionals through coaching, mentoring, collaborative learning, and reflective practice.

They will also acquire the knowledge and skills needed to promote leadership, well-being, effective communication, teamwork, and organizational learning while contributing to educational innovation and continuous improvement. Grounded in reflective, collaborative, and ethical practice, graduates will be equipped to lead and facilitate sustainable professional development processes that enhance educational quality, institutional effectiveness, and learner success within a framework of excellence, inclusion, and humanistic values.

PROGRAM LEARNING OUTCOMES (COMPETENCIES)

- Demonstrate strategic leadership in the design and implementation of innovative and sustainable educational management and school improvement practices.
- Critically and ethically analyze professional practices through reflective inquiry and collaborative approaches to foster continuous professional development and organizational learning.

ADMISSION REQUIREMENTS

University degree (BA or BS).

PROGRAM REQUIREMENTS

16 Credits: Required Courses (12 credits), Institution's Elective Courses (4 credits)

Required Courses (12 credits)

Leadership and Relational Dynamics (4 Cr.). Humanistic Approaches and Educational Support (4 Cr.). Inclusive and Learning Organizations (4 Cr.).

Institution's Elective Courses (4 credits), to be chosen from the list below:

Digital Technology and Artificial Intelligence in Education (4 Cr.). Professional Development and Learning Communities (4 Cr.). 21st Century Essential Skills (4 Cr.). Systems Thinking and Change Management (4 Cr.). International Project Design and Fundraising (4 Cr.).

COURSE DESCRIPTION

Required Courses

070PHEEM1	Humanistic Approaches and Educational Support	4 Cr.
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This course explores the theoretical and practical foundations of a humanistic posture in education, centered on the recognition of the dignity, uniqueness, and potential of each learner. It is grounded in an educational perspective that values listening, empathy, caring rigor, and the educational relationship as essential drivers of the learner's overall development. The course examines pedagogical approaches inspired by humanistic and socio-constructivist theories, as well as their contribution to supporting learners in their cognitive, emotional, and social development. It also highlights the importance of the educational relationship, the creation of a climate of trust, and the promotion of learner autonomy. Through case studies, practice analysis, and simulated educational situations, students will be encouraged to develop a reflective and ethical professional posture that fosters inclusive and personalized educational support.

070LDDRM2	Leadership and Relational Dynamics	4 Cr.
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This course aims to develop the leadership skills of participants (school principals, cycle heads, teachers, and actors in the educational field) based on theoretical foundations and the analysis of various professional practices. This course strengthens their leadership capacity to unify teams around a shared vision. It contributes to equipping them to demonstrate entrepreneurial skills and implement effective leadership strategies.

070OGIAM4	Inclusive and Learning Organizations	4 Cr.
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This course explores the theoretical foundations and contemporary practices of inclusive and learning educational organizations within contexts of social, digital, and institutional transformation. It aims to examine how educational institutions can foster organizational cultures that promote inclusion, collaboration, collective learning, and continuous improvement. The course addresses principles of participatory governance, diversity management, and professional development within educational institutions. Attention is given to organizational climate, educational equity, and the mechanisms that support the success and well-being of all members of the educational community. Through case studies, educational policy analysis, and collaborative projects, students will design strategies that enable educational institutions to become learning organizations capable of innovation, adaptation, and sustainable development in response to contemporary challenges.

Institution's Elective Courses

070CMPSM2	21st Century Essential Skills	4 Cr.
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This course aims to raise students' awareness of the necessity to integrate 21st century skills into their teaching. It encourages them to develop teaching strategies to promote creativity, critical thinking, cooperation, and communication among learners. At the end of this course, students will be equipped with new professional practices allowing their learners to thrive in the 21st century world.

070NIAEM1	Digital Technology and Artificial Intelligence in Education	4 Cr.
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Artificial intelligence is revolutionizing the use of digital tools in the classroom and more broadly, across educational systems. It offers considerable potential for advancing education. This course aims to train students in the use of educational technologies, particularly those based on artificial intelligence, as well as their application and integration into teaching and learning sequences and their future potential.

070SMAPM2	Professional Development and Learning Communities	4 Cr.
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This course equips participants to describe the principles and components of a Professional Learning Community (PLC) and to identify its benefits for teachers, students, and the school, with the aim of establishing a PLC within an educational work environment.

070DSPFM1	International Project Design and Fundraising	4 Cr.
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This course contributes to the training of education professionals capable of analyzing, designing, and implementing projects and programs in formal and non-formal education for better educational and social development. Several educational fields will be analyzed to study their relevance, effectiveness, and contribution to sustainable development. This course also allows professionals to understand the specifics and challenges related to international projects in the various fields addressed.

070ASCCM4	Systems Thinking and Change Management	4 Cr.
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This course analyzes the school as a complex ecosystem composed of interconnected actors, relationships, norms, and institutional arrangements that directly influence school climate and the well-being of both learners and educational staff. It aims to develop an understanding of the interactions between pedagogical, organizational, social, and emotional dimensions that structure school life. The course explores the key determinants of well-being at school, including school climate quality, interpersonal relationships, emotional regulation, inclusion, as well as the prevention of violence and dropout. It also examines the role of educational policies and pedagogical practices in shaping learning environments that promote the flourishing and success of all stakeholders. Through case studies, analysis of educational interventions, and school climate observation tools, students will be guided to design strategies aimed at improving well-being and quality of life within educational institutions.