

Needs Assessment

Program Overview	
Title:	Cross-Cultural Adjustment and Collaboration
Organization:	For-profit K–12 International School in Chile
Audience:	International teachers new to the organization
Problem Statement	
Approximately 20% of new teachers leave before completing their initial two-year contracts, and 44% do not renew for a second term. This high level of turnover contributes to lower student achievement and learning gains, increases recruiting and onboarding costs, and disrupts overall school stability.	
Target Audience Analysis	
- Approximately 40% of international teachers are from the United States, while 60% come from other countries. - The majority of international teachers are new to teaching in Latin America and face significant cross-cultural adjustment challenges. - Over 52.5% of international faculty hold advanced degrees.	
Data Collection Methods	
This needs assessment is based on a simulated analysis using multiple data sources, including: - HR interviews - Survey responses from former new teachers and current Chilean teachers - New teacher onboarding feedback - Research on international teacher adjustment and cross-cultural communication	
Root Cause Analysis	
Transition challenges stemmed from the following gaps: - Limited cultural awareness - Communication skill gaps - Insufficient resilience and self-care strategies	

Impact Analysis

Teacher turnover creates financial and organizational challenges, with annual recruiting costs exceeding \$60,000. High turnover disrupts staff stability, negatively impacts student learning, and may reduce parent confidence.

Training Recommendation

This blended learning program supports successful cultural adjustment through cultural awareness, cross-cultural communication, and resilience-building strategies.

Module 1: Understanding Culture Shock

- Develop awareness of culture shock, cultural adjustment, and unfamiliar cultural expectations through scenario-based learning, reflection, and interactive activities.

Module 2: Cross-Cultural Collaboration

- Develop culturally responsive communication and collaboration skills through school-based scenarios, reflection, comparison activities, and decision-making practice.

Module 3: Building Resilience

- Build resilience and well-being through reflective practices, self-care strategies, and personalized action planning.

Evaluation Plan

Organizational Outcome

- Increase first-year teacher retention by 15% within 12 months of implementation.

Learning Outcomes

- Demonstrate understanding of culture shock, cultural differences, and culturally responsive practices with at least 80% accuracy.
- Apply culturally responsive communication in workplace interactions.
- Develop a personalized resilience action plan that incorporates self-care strategies for navigating cross-cultural transitions.

Impact/Transfer

- Demonstrate increased confidence and effectiveness in cross-cultural interactions through self-assessments, reflection, and administrator observations.
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