

Design Document

Overview and Purpose:

This blended learning program supports professionals adjusting to a new cultural and workplace environment. The training focuses on cultural awareness, cross-cultural communication, and resilience-building strategies to improve collaboration, well-being, and retention.

Target Audience

- International teachers new to the organization
- Employees with limited experience in cross-cultural environments
- Adult learners who benefit from practical, scenario-based learning

Learning Objectives

- Explain culture shock and recognize stages of cultural adjustment.
- Recognize how cultural differences and expectations may influence cross-cultural interactions.
- Compare communication approaches and apply culturally responsive strategies in school settings.
- Apply resilience and self-care strategies during cross-cultural transitions.

Instructional Strategy

A blended learning approach combines asynchronous eLearning with facilitated workshops.

Learning strategies include:

- Scenario-Based Learning
- Guided Discovery
- Reflection and Perspective-Taking
- Decision-Making Practice
- Comparative Analysis Activities
- Personal Action Planning
- Performance Support Resources

Content Structure

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.

Deliverables

- Interactive eLearning Modules
- Scenario-Based Assessments
- Branching Scenarios and Interactive Activities
- Cultural Adjustment Self-Care Guide
- Personalized Resilience Action Plan Template

Assessment Strategies

- Scenario-Based Assessments
- Guided Reflection Activities
- Personalized Resilience Action Plan

Program-Level Evaluation Aligned to Kirkpatrick's Model

- **Level 1 – Reaction:** Learner reaction and confidence surveys
- **Level 2 – Learning:** Scenario-based assessment performance (target $\geq 80\%$)
- **Level 3 – Behavior:** Self-assessment, reflection, and administrator observations (6 months)
- **Level 4 – Results:** Increased first-year teacher retention and employee engagement (12 months)