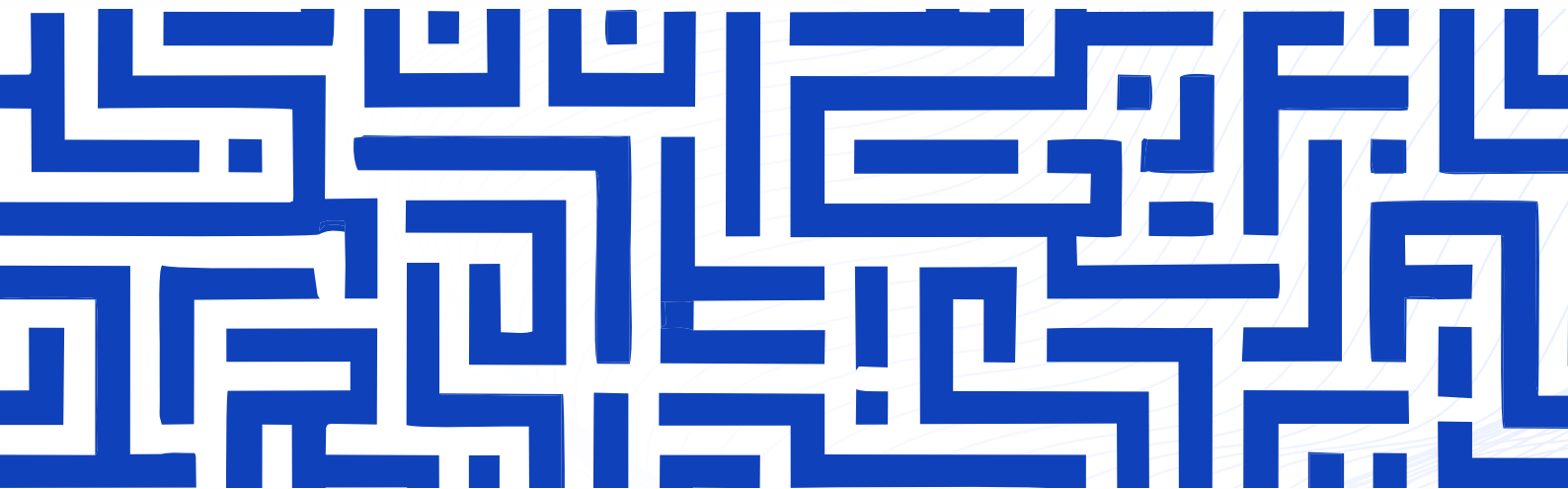


P R O J E C T

**IEC**

The Equitable Classroom Initiative

*Program Brochure*





Across many classrooms in Nigeria and other developing contexts, teachers face increasing demands to support diverse learners, including children with disabilities and other learning needs. Yet many educators have limited access to practical training in inclusive and adaptive teaching methods. This gap often leaves teachers feeling unprepared and learners underserved, particularly in environments where resources and professional development opportunities are scarce.

The reality is that inclusive education cannot succeed without empowered teachers. When teachers are equipped with the right knowledge, skills, and support systems, they are better able to create classrooms where every learner can participate, grow, and thrive.

To address this need, Project TECI was developed by Linking Circles Academy. TECI is designed to strengthen teachers' capacity through targeted training, practical tools, and continuous professional support that promote inclusive, responsive, and learner-centered education.

By investing in teachers, TECI aims to transform classrooms into spaces where diversity is supported, inclusion is practiced, and every learner has the opportunity to succeed.



## OUR VISION

A Nigeria where every classroom is inclusive, equitable, and designed for every learner to thrive.

## OUR MISSION

To strengthen teacher capacity and collaboration in order to transform inclusive education from policy into everyday classroom practice.

Project TECI operates at the intersection of four critical spaces within the education ecosystem:



By working at this intersection, the programme bridges the gap between policy frameworks and classroom implementation, closing the divide between special education schools and mainstream schools

TECI works to:

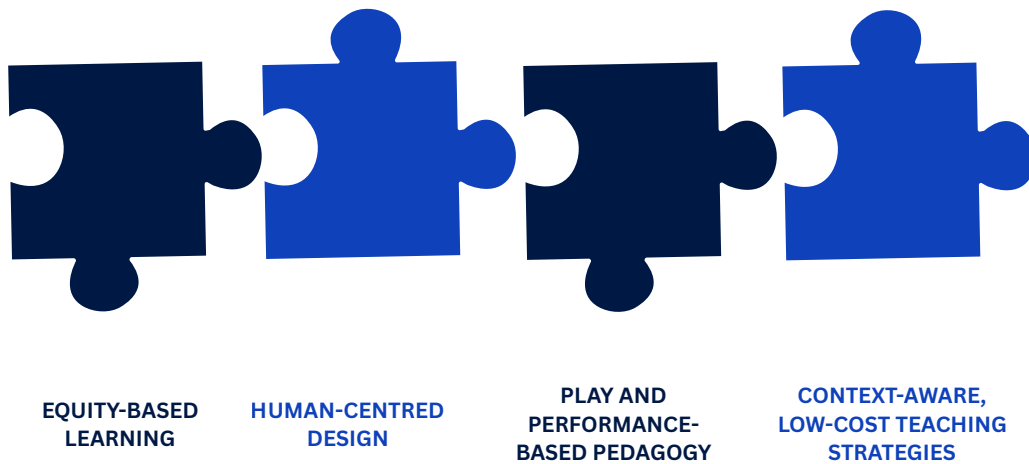
- Build inclusive teaching competence among mainstream teachers
- Promote collaboration between conventional and special educators
- Connect inclusive school models with underserved communities
- Translate inclusive education policy into practical classroom strategies
- Foster shared responsibility for inclusion across the education system

The goal is not to replace special education. Instead, TECI strengthens collaboration between special educators and mainstream teachers so that inclusive education becomes systemic rather than symbolic.

Inclusive education exists in policy. TECI ensures it exists in practice.

## OUR APPROACH

Project TECI uses an experiential training model grounded in both educational research and creative learning methodologies. The programme draws on key frameworks such as Universal Design for Learning (UDL) while also integrating human-centred design and creative pedagogy. The approach combines:



This methodology ensures that training is not abstract or theoretical, but deeply connected to the real conditions in which teachers work.

The programme is designed to be:

**Practical:** Built for under-resourced classrooms

**Human-Centered:** Grounded in the lived experiences of teachers and learners

**Scalable:** Structured for replication across schools and regions

**Sustainable:** Supported through mentorship and peer-learning networks

## THE TECI TRAINING EXPERIENCE

At the heart of the initiative is an immersive professional learning experience designed to equip educators with essential inclusive teaching competencies.

Each training cycle includes:

- Interactive learning modules
- Classroom simulations
- Lesson redesign laboratories
- Peer dialogue and reflective practice
- Action planning for real classroom implementation

Rather than functioning as a traditional workshop, the TECI training environment serves as a co-creation space where teachers actively rethink and redesign their classroom practices.



## CORE TRAINING THEMES

The training curriculum focuses on five key competency areas that support inclusive classroom transformation.

### **Equity-Based Learning**

Helping teachers recognise bias, build identity-safe classrooms, and foster equitable learning environments.

### **Human-Centred Lesson Design**

Applying design-thinking principles to create adaptable lesson plans that respond to diverse learners.

### **Inclusive Classroom Design (UDL)**

Managing mixed-ability classrooms through flexible instruction and assessment strategies.

### **Play and Performance-Based Learning**

Using storytelling, improvisation, movement, and creative expression to deepen engagement and participation.

### **Understanding Learning Differences**

Recognising diverse learning needs and shifting from punishment-driven responses to support-oriented approaches.



## WHO WE SERVE

### Primary Participants

- Primary and secondary school teachers
- Educators working in low- and middle-income communities
- School leaders and administrators

### Secondary Beneficiaries

- Learners with disabilities and diverse learning needs
- Teacher trainees in universities and colleges of education
- Families and communities connected to participating schools

## PROGRAM AT A GLANCE

### Location: Lagos State, Nigeria

Focusing on private middle-income mainstream schools in Alimosho Local Government Area of Lagos State.

### Training Duration: 5 days

- 3 Days: Intensive Teacher Training
- 2 Days: School Curriculum Co-Creation & Review for Inclusion

The program combines practical workshops, collaborative design sessions, and reflection exercises designed to support teachers in creating more inclusive learning environments.

### Training Month: August 2026

The training will be conducted as an in-person intensive program in Lagos State.

**Number of Participants per School:** Each participating school will nominate **10 participants**, including:

- Teachers
- Academic coordinators
- School leaders

This approach ensures that inclusive practices are embedded across the school system rather than limited to one classroom.

## BENEFITS FOR SCHOOLS

Participating schools will receive:

### Professional Development

Five days of intensive training led by experienced facilitators.

### Recognized Certification

Participants will receive certificates endorsed by:

- International training partners
- Joint National Association of Persons With Disabilities (JONAPWD) Nigeria

### Inclusive Teaching Toolkit

Schools receive practical resources to support inclusive classroom practices.

### Curriculum Co-Creation

Teachers work with facilitators to review and adapt their school curriculum to be more inclusive.

### Teacher Mentorship Network

Participants join a growing network of educators committed to inclusive education.

## PROGRAM VALUE

The full value of the TECI training program is ₦150,000 per participant

Each participating school nominates 10 educators, representing a total training value of ₦1,500,000 per school

The program is valued based on certain features, which include:

- Training facilitation
- Training materials and toolkits
- Certification
- Curriculum co-creation sessions
- Daily refreshments and tea breaks during the training

### Sponsored Opportunity

Through strategic partnerships, fundraising, and program support, Linking Circles Academy will cover 100% of the project TECI training cost for selected schools.

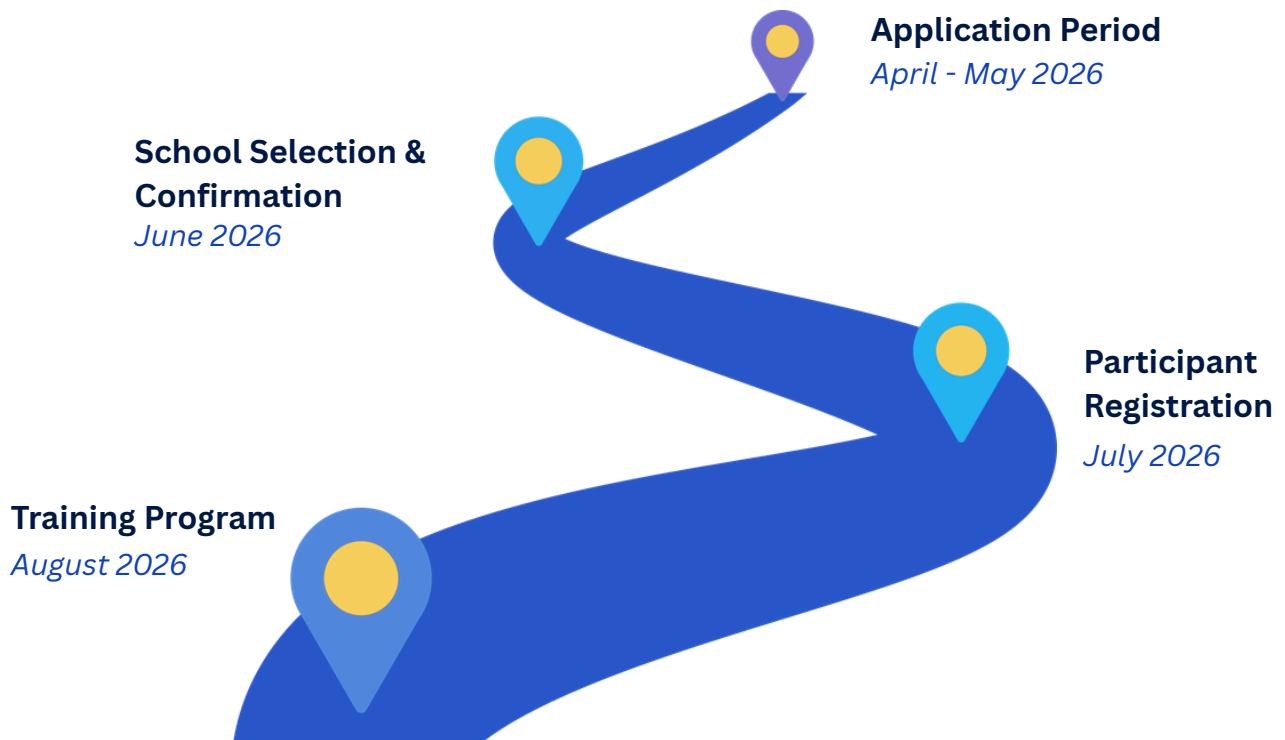
This means participating schools will receive the full program at no cost.

## WHO SHOULD APPLY

The program is designed for:

- Mainstream Private Primary and secondary schools
- Schools serving low- and middle-income communities
- Schools interested in strengthening inclusive teaching practices

## PROJECT TIMELINE



## EXPECTED IMPACT

### For Teachers

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- Increased confidence in inclusive teaching practices
- Practical classroom-ready strategies
- Reduced professional burnout
- Access to mentorship and peer support

### For Schools

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- Whole-school inclusive strategy development
- Improved instructional consistency
- Reduced behavioral incidents and dropout rates
- Alignment with national and global education standards

### For Learners

- Safer and more inclusive classroom environments
- Greater participation and engagement
- Reduced exclusion and marginalization
- Improved learning outcomes

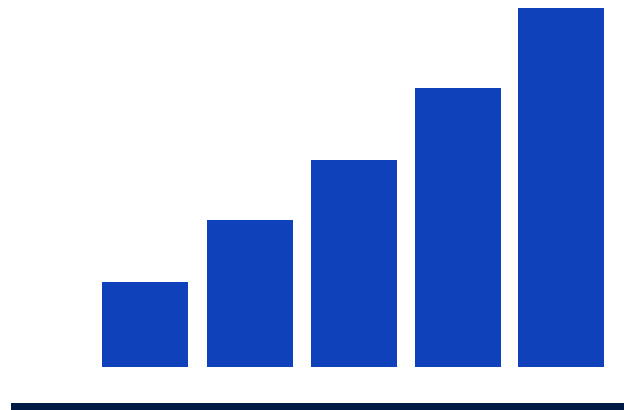
### For the Education System

- Strengthened teacher preparation pipelines
- Evidence-informed advocacy for inclusive education
- A scalable model for inclusive classroom reform

## 2026–2030 TARGETS

By 2030, Project TECI aims to:

- Train and mentor 1,000+ teachers
- Influence hundreds of classrooms across Nigeria
- Strengthen partnerships with teacher education institutions
- Lead nationwide advocacy campaigns for inclusive classrooms
- Contribute meaningfully to inclusive education reform



## PARTNERSHIPS

Project TECI collaborates with organisations that share a commitment to inclusive and creative education, including:



These collaborations support curriculum development, experiential learning methodologies, and globally informed inclusive practices.



## MONITORING AND ACCOUNTABILITY

Project TECI employs a multi-layered evaluation system to monitor impact and consistently enhance programme delivery.

Monitoring tools include:

- Pre- and post-training teacher assessments
- Classroom reflection and documentation tools
- Competency-based teaching evaluations
- Longitudinal mentorship tracking
- Stakeholder feedback and engagement analysis



**Inclusive education is not charity,  
It is not optional,**

**And it should never depend on chance.**

**When teachers are equipped, classrooms transform.**

**When classrooms transform, futures change.**

**Project TECI**  
**Equity in Every Classroom.**

