

Jio Institute LEARNING FOR LIFE | EDUCATIONAL LEADERSHIP PROGRAMME







Jio Institute in collaboration with ECIS brings a
Residential Certificate Programme

Middle Leader Programme

Edition 5.0

For K-12 Educators, Experienced Teachers & Coordinators

11th-15th
JANUARY, 2027



Programme Overview

The Middle Leader Certificate Programme is designed for educators and school leaders who play a pivotal role in shaping teaching, learning and school culture.

Building on four successful editions, the fifth edition brings together two contemporary areas of middle leadership: **The Teaching and Learning Express** and **Relational and Restorative Practices.**

Through expert-led sessions, collaborative learning and practical application, participants will explore how middle leaders can influence the quality of teaching, support colleagues and create environments where teachers and learners can thrive.

The programme combines current educational thinking with approaches that can be applied directly within schools, enabling participants to lead improvement with greater clarity, confidence and purpose.

Upon successful completion, participants will receive the **ECIS Middle Leader Certificate.**

Programme Objectives

The programme will enable participants to:

- Understand research-informed approaches to teaching quality and positive school culture
- Strengthen skills in evaluating teaching and developing teams
- Foster relationships, belonging and accountability across school communities
- Apply practical strategies for professional development and restorative practice
- Develop actionable plans for sustained improvement in teaching, learning and school culture



Programme Modules

Course 1 / The Teaching and Learning Express

Strengthening Teacher Quality, Learning and Professional Growth

This interactive programme equips middle leaders to evaluate teaching practice and use insights as a catalyst for high-quality professional development at both individual and team levels.

Participants explore research-backed models, strategies and practical approaches to improving teacher quality within your own team, recognising that effective practice must reflect each school's unique culture and context.

Key areas covered include:

- Understand great teaching through research and context
- Evaluate teaching and learning using evidence-based approaches
- Turn evaluation into meaningful professional development
- Explore strategies such as instructional coaching and lesson study
- Build a practical toolkit to lead sustained teaching improvement

Course 2 / Relational and Restorative Practices

Building Belonging, Accountability and Positive School Culture

This interactive programme equips middle leaders to build school cultures rooted in belonging, accountability and mutual respect. Participants explore how relationships shape behaviour and learning, and how restorative approaches can prevent conflict, de-escalate challenging situations and repair harm. Through practical tools, conversations and circles, they learn to embed relational and restorative practices within their teams, adapted to their school's culture and context.

Key areas covered include:

- Understand relational and restorative practice and the role of middle leaders in shaping school culture
- Build stronger relationships, connection and belonging across classrooms and teams
- Learn practical strategies to prevent and de-escalate challenging behaviour
- Develop skills in restorative conversations, language and circles to address harm and rebuild trust
- Create a practical toolkit and action plan to embed restorative practices in their school

Learning Outcomes

Participants of the ECIS Middle Leader Programme, Edition 4.0, will be equipped to:

- **Apply effective leadership strategies** that inspire trust, navigate challenge, and translate strategic priorities into purposeful action
- **Foster a culture of professional curiosity** and disciplined inquiry that turns evidence into improved teaching and learning
- **Align leadership practice, research engagement, and learning design** with school values, learner variability, and a commitment to equity and inclusion

Programme Facilitators



Dr. Rebecca Tickell

Education Consultant, UK

Rebecca is a UK-based education consultant whose work focuses on how teachers learn and develop throughout their careers. She holds a DPhil in Education from the University of Oxford, where her research explored self-efficacy beliefs and mentoring.

Her practice spans teacher education, mentoring and leadership development across international and cross-cultural settings. She designs evidence-informed

Course: The Teaching and Learning Express



Dr. Martha Ross

Health and Inclusion Coordinator, Cologne International School, Germany

Dr Martha Ross is the Health and Inclusion Coordinator at Cologne International School in Germany, with over 10 years of experience in international school leadership.
Her work focuses on inclusion, safety, student wellbeing and belonging. Her postgraduate research explored intercultural learning and the skills educators need to respond to students' needs equitably. She is also an ECIS consultant supporting schools in Inclusion and Restorative Practices.

Course: Relational and Restorative Practices

Application Details

To register for the programme, apply online at
jioinstitute.edu.in/ecis_2027_2

PROGRAMME FEE
INR 63,000/- per person
(exclusive of 18% GST)
The fee includes course material, meals & accommodation

CONTACT US
For futher enquiries:

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LOCATION
Jio Institute Campus, Building A
Sector 4, Ulwe, Navi Mumbai – 410206, Maharashtra, India

PROGRAMME DATES
11th – 15th January 2027

About Jio Institute

Jio Institute is a multidisciplinary higher education institute set up as a philanthropic initiative by the Reliance Group. The Institute is dedicated to the pursuit of excellence by bringing together global scholars and thought leaders to transform the educational landscape in the country and providing an enriching student experience through world-class education. Our founders **Mrs. Nita Ambani** and **Mr. Mukesh Ambani** firmly believe in the power of youth to transform India. It is this belief that was instrumental in setting up Jio Institute. The Institute's sprawling residential campus in Ulwe, Navi Mumbai boasts of cutting-edge infrastructure designed to provide an enriching academic experience and a vibrant campus life.

Our Focus Areas:

One-Year, Full-time, Residential PGPs in
- Artificial Intelligence & Data Science
- Management (Specialisation in Marketing & Finance)
- Sports Management

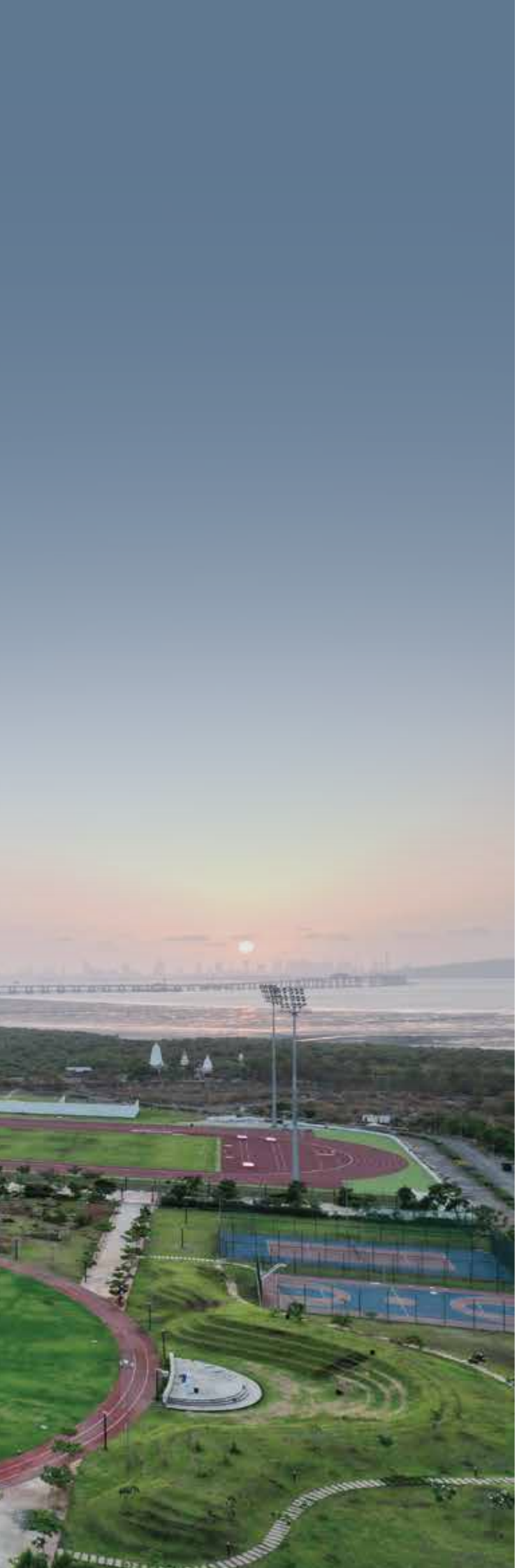
Executive Education Programmes
- AI & Digital Transformation
- Strategy & Leadership
- Retail Management
- Women's Leadership
- AI for BFSI & Healthcare

Continuing Education Programmes
- Summer/Winter School
- K-12 Educators Devlopment
- India Immersion

Research & Innovation
- Applied AI & Imaging
- Deep Learning & NLP
- Microbiota & Therapeutics
- Cancer Research & Metabolism
- Semiconductors & Materials

Sports & Athletics
- Elite Athlete Academy
- Sports & Athlete Development Programmes
- Professional Competitive Events
- Technology in Sports







Why Jio Institute?

- Futuristic, industry-aligned curriculum
- AI-Integrated Learning
- Distinguished global and industry faculty
- Study abroad module at globally renowned institutes
- Internships
- Application-Based Capstone Project
- Career readiness and placement assistance
- Advanced Laboratories
- State-of-the-art Campus
- International standard sports facilities

Scan QR to Know More

About ECIS

Founded in 1965, ECIS (the Educational Collaborative for International Schools) is a non-profit, global membership organisation for internationally minded schools and partners.

ECIS is a network representing 500+ communities and 50,000+ educators across 100 countries and six continents.

The organisation provides professional development led by experienced educational facilitators and thought leaders, with a focus on application, collaboration and lifelong learning.

ECIS champions an approach to education that is personalised, immersive, connected, evolutionary and diverse, with social justice, equity, diversity, inclusion and intercultural understanding at its core.







ECIS Legacy

ECIS was the first educational collaborative to serve Europe and has grown into a leading global association. Our historical foundation has always been to provide thought leadership and the ECIS tradition of sustainable, caring and inclusive learning will forever be our legacy.

500+

MEMBERSHIP COMMUNITIES

50K+

EDUCATORS

Venue and Facilities

Located in Ulwe in Navi Mumbai, Maharashtra the sprawling Jio Institute campus overlooks the vast Arabian Sea. The campus is strategically placed at a prime location with good global, national, and regional connectivity and derives maximum advantage of the thriving academic and commercial ecosystems of Mumbai and Navi Mumbai.

The Ulwe region is an economic hub in the making, with well-developed support infrastructure, including a local train station, good road network, modern residential and commercial complexes, as well as high-quality recreational facilities. The Navi Mumbai International Airport is a 10-min drive from the campus.

Facilities at Building A - (Academic Block)

1. **Academic Infrastructure**
   - A. State-of-the-art classrooms
   - B. Multi Purpose Hall (MPH)
   - C. Media Studio and Production Control Room
   - D. Computer Lab
   - E. Faculty Offices
2. **Indoor Facilities**
   - A. Gymnasium with shower/changing rooms
   - B. Steam & Sauna room
   - C. Indoor Recreational Activity Center
   - D. Library
   - E. Discussion & Meeting rooms
   - F. Cafeteria
   - G. Medical Center with doctor (at specific time)
3. **Outdoor Facilities**
   - A. Athletic Track
   - B. Jogging Track
   - C. Basketball Court
   - D. Tennis Court
4. **24 X 7 ambulance availability**

Facilities at Building B - (Residential Block)

1. Self-Contained Single Occupancy Rooms
2. Lounge Area
3. Discussion & Meeting Rooms
4. Laundromat
5. First Aid

























"The overall programme was well-structured, relevant, and thoughtfully facilitated. The sessions balanced theory with practical insights and encouraged meaningful reflection and discussion among participants. The learning environment was engaging and collaborative, making the experience enriching and professionally valuable. The programme has contributed positively to my understanding and practice and was a worthwhile learning experience."

Ms. Nishu Gupta,
Manager - Continuous Professional Development (CPD),
Central Education Team, Shiv Nadar School, Noida
ECIS MLP 2025 (Edition 2.0)



"I feel truly fortunate to have been part of this wonderful programme. Learning with Sarah and Helen was an absolute delight, every session was interactive, engaging, and thoughtfully designed. One of the most memorable activities was sharing family photos as a way to move from conflict to connection, it beautifully reinforced the theme of bonding and leadership. This experience also gave me the rare chance to connect with peers from the same field, making the journey feel a little less lonely. I'm taking back not just learning, but the monsoon magic of Mumbai, the warmth of new friendships, and memories that will stay with me."

Ms. Padmini Rajendra,
Headmistress, Presidency School, Banashankari, Bengaluru
ECIS MLP 2025 (Edition 2.0)



"They say it takes a village to raise a child, and at the ECIS Middle Leadership Programme at Jio Institute, I truly found that village. This five-day residential course has been a powerful journey of learning, reflection, and connection. I now understand not just why I became a leader, but how I can grow into a better one. The content, the culture of excellence, and the incredible facilitators have made a lasting impact. I came here alone, but I'm going back with almost a hundred new connections and a renewed sense of purpose. I would absolutely love to return."

Ms. Sunpritt Dang,
Head of Montessori, The Ardee School, New Delhi
ECIS MLP 2024 (Edition 1.0)


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1. Middle Leader Programme Edition 4.0

June 2026

Building on the success of the previous three editions, the fourth ECIS Middle Leader Programme for the first time, offered specialised training across three courses: **Leadership Dimensions, Research in Action,** and **Universal Design for Learning (UDL).**

The programme equipped participants with practical frameworks and research-backed strategies to navigate complex school environments and design inclusive, learner-centred classrooms. Through expert-led workshops and peer collaboration, educators developed evidence-literacy to lead practitioner inquiry, mastered relational trust and situational leadership, and leveraged UDL principles to address learner variability and remove barriers to student agency.

This edition expanded participants' capacity to align day-to-day instructional design and leadership decisions with school values, equity, and strategic priorities, empowering middle leaders to foster cultures of disciplined inquiry, inspire trust, and drive meaningful, sustainable change within their institutions.

Programme Outcomes

The ECIS Middle Leader Programme Edition 4.0 helped participants:

- **Apply multidimensional leadership strategies** that cultivate situational awareness, inspire relational trust, and build psychological safety across teams
- **Navigate change and complexity** using evidence-informed frameworks, including street data and warm data, to translate strategic priorities into sustainable improvements
- **Develop disciplined evidence-literacy** to critically evaluate educational research and design focused, manageable practitioner inquiry projects rooted in real classroom practice
- **Foster a culture of professional curiosity** and inquiry that turns research insights into improved school-wide teaching and learning standards
- **Implement Universal Design for Learning (UDL)** principles to anticipate learner variability, counter design bias, and establish flexible pathways toward rigorous learning goals
- **Champion equity and student agency** by connecting neuroscience, accessibility, and Self-Determination Theory to create supportive, high-impact learning environments

Programme Instructors



Helen Morgan

Head of Leadership Development and Learning, ECIS, UK

Helen Morgan leads Leadership Development and Learning at ECIS, designing and delivering training, coaching, and consultancy for some of the world's most influential international schools. A former Lead Training Consultant with Cambridge International, she partnered with Professor Deborah Eyre at High Performance Learning to establish the Fellowship of World Class Schools. She is an accredited Senior Practitioner Coach (EMCC) and holds a master's in education and the National Professional Qualification for Headship.



Dr Rebecca Tickell

Researcher and Education Consultant, UK

Rebecca holds a DPhil in Education from the University of Oxford, specialising in teacher mentoring, self-efficacy, and professional identity. She is the developer of the Teacher Mentoring Self-Efficacy Scale (TMSES), a psychometrically robust tool measuring teacher mentor self-efficacy beliefs. Her work focuses on the human element of school improvement, exploring how self-beliefs drive teacher behaviour and how to effectively develop and support mentors.



Beth Stark

Education Consultant and UDL Specialist, ECIS, Germany

Beth Stark is an education consultant and UDL specialist working with international schools and organisations to build meaningful, sustainable engagement with Universal Design for Learning. Recipient of the 2025 CAST UDL Anne Meyer Design Award, her credentials include Co-Chairperson of the UDL-IRN Implementation Special Interest Group, ISTE Certified Educator, and CPACC-certified member of the International Association of Accessibility Professionals.















2. Middle Leader Programme Edition 3.0

January 2026

Building on the success of the previous two editions, the third ECIS Middle Leader Programme offered in-depth training on **AI and Digital Fluency** and **Leading Curriculum Design for Instructional Excellence.**

The programme equipped participants with the knowledge, confidence, and practical tools to lead effectively in an increasingly technology-driven educational landscape. Through expert-facilitated sessions and peer collaboration, participants explored the ethical use of AI, strengthened their digital fluency, and developed research-backed strategies for curriculum design that prioritises rigour, relevance, and inclusion.

This edition deepened participants' capacity to align leadership decisions with school values and strategic priorities, empowering them to inspire innovation, guide professional learning communities, and drive meaningful, lasting change within their schools.

Programme Outcomes

The 2026 ECIS Middle Leader Programme Edition 3.0 helped participants:

- Apply effective leadership strategies that inspire trust, collaboration, and a shared commitment to improving learning
- Build confidence in leveraging AI tools responsibly and ethically to enhance decision-making, collaboration, and instructional practice
- Deepen understanding of evidence-based curriculum design frameworks, including Understanding by Design (UbD), to ensure high student achievement
- Foster a culture of innovation and reflection that integrates creative and responsible uses of AI in educational practice
- Align curriculum design and leadership actions with school values, strategic priorities, and emerging technological opportunities
- Strengthen team cohesion and build leadership capacity to guide collaborative instructional team

Programme Instructors



Kam Chohan

Executive Director, ECIS, UK

Ms. Kam Chohan has led ECIS as Executive Director since August 2020. A former lecturer in mathematics and business, she has collaborated with the UK Government's Behaviour Insights Team and significantly expanded ECIS's global offerings. She is the recipient of the 1885 NEASC Award for Exemplary Service to Education (2022), and the IFIP introduced the Kam Chohan Global Inclusion Award in 2024 in recognition of her legacy in inclusive leadership.



Keryn Dowling

Education Leader and Consultant, ECIS, France

An accomplished international school leader with over 25 years of experience, Ms. Keryn Dowling champions inclusive learning environments as an instructional leader and principal. An experienced IBEN PYP & MYP workshop and programme evaluation leader, she brings expertise in Adaptive Schools and Cognitive Coaching, and has served on numerous CIS and MSA accreditation teams.



Kevin Crouch

Head of EdTech and IT, Western Academy of Beijing, China

With a 22-year journey as a teacher, leader, coach, and consultant, Mr. Kevin Crouch has pioneered innovative EdTech practices across influential schools worldwide. Motivated by leading with compassion and trust, he brings a transformational perspective to the forefront of education's ongoing paradigm shift.















3. Middle Leader Programme Edition 2.0

June 2025

The second edition of the ECIS Middle Leader Programme, built on the success of the first-ever programme in India in 2024, offered in-depth training on **The Culture of Leadership** and **Managing and Embracing Conflict.**

The programme helped participants enhance their ability to build strong, inclusive school cultures where people and ideas thrive. The participants gained practical, research-driven skills to navigate difficult conversations and manage change with confidence.

Through interactive workshops and peer networking, they developed strategies to align vision with values, foster collaboration, and build shared accountability.

This journey supported a confident shift toward an emotionally intelligent leadership style, equipping leaders to turn tension into trust and cultivate a culture of innovation and positive change.

Programme Outcomes

The 2025 ECIS Middle Leader Programme helped participants

- Provide practical, research-driven strategies for middle leaders to apply effective leadership practices and lead with confidence
- Create a collaborative culture of trust and shared responsibility that fosters inclusivity, innovation, and professional excellence
- Establish a platform for peer networking and a **personalised** leadership action plan for continuous, long-term growt
- Strengthen communication, strategic thinking, and decision-making skills to align teams with a shared vision
- Elevate the ability to manage conflict constructively, lead change with confidence, and foster emotional resilience and **wellbeing**

Programme Instructors



Helen Morgan

Head of Leadership Development and Learning, ECIS, UK

Helen Morgan leads Leadership Development and Learning at ECIS, designing and delivering training, coaching, and consultancy for some of the world's most influential international schools. A former Lead Training Consultant with Cambridge International, she partnered with Professor Deborah Eyre at High Performance Learning to establish the Fellowship of World Class Schools. She is an accredited Senior Practitioner Coach (EMCC) and holds a master's in education and the National Professional Qualification for Headship.



Sarah Kupke

Head of School Relationships and Partnerships, ECIS, Germany

Sarah is an experienced educator who has founded start-up schools, pioneering innovative dual language and interlingual approaches. Her expertise spans interlingual learning, collaborative teaching, and crafting inclusive school cultures through solution-focused practices.


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4. Middle Leader Programme Edition 1.0

June 2024

Brought to India for the first time by Jio Institute in collaboration with ECIS **Shaping Future-Ready Leaders in Education**

The programme covered two modules on **"Building and Leading Teams"** and **"Coaching & Leadership"**. These modules helped participants enhance their ability to build and lead high-performing teams, gaining practical skills grounded in research and real-world application.

They developed coaching approaches to empower team members, fostered continuous professional growth, and strengthened their capacity for meaningful conversations and collaborative problem-solving.

This journey supported a confident shift toward a coaching-oriented leadership style, one that cultivated a culture of trust, fulfilment, independence, and shared ownership.

Programme Outcomes

The 2024 ECIS Middle Leader Programme helped participants

- Provide differentiated approaches for mid-level leaders within the educational community to positively impact student learning and teacher practice
- Create a collaborative culture that promoted peer connection and elevated pedagogical practices.
- Establish a platform for continuous professional learning, moving beyond the "one size fits all" approach
- Highlight ongoing research that expanded Middle Leaders' understanding of effective leadership and team dynamics
- Elevate mentoring to empower Middle Leaders to drive sustained and transformative changes within their organisations

Programme Instructors



Helen Morgan

Head of Leadership Development and Learning, ECIS, UK

Helen Morgan leads Leadership Development and Learning at ECIS, designing and delivering training, coaching, and consultancy for some of the world's most influential international schools. A former Lead Training Consultant with Cambridge International, she partnered with Professor Deborah Eyre at High Performance Learning to establish the Fellowship of World Class Schools. She is an accredited Senior Practitioner Coach (EMCC) and holds a master's in education and the National Professional Qualification for Headship.



Sarah Kupke

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List of Participating Schools from Previous Editions

- A1 Academy
- ABC Matriculation Higher Secondary School
- Anweshana Public School and PU College
- Ascend International School BKC
- Bombay International School
- Brilliant Public School Vasundhara
- Christ Academy
- Christ School Rajkot
- Dhirubhai Ambani International School
- DSB International School
- Ecole Mondiale World School
- Good Luck School
- Indus International School Pune
- Institute of Education, London
- International School of Ulaanbaatar
- Inventure Academy
- Jagran Public School
- Jamnabai Narsee Monjee School
- JBCN International School Borivali
- JBCN International School Chembur
- JBCN International School Parel
- K.L. International School
- Kamaraj Higher Secondary School
- KDA Reliance Foundation School, Jamnagar
- Learning Paths School
- Little Nest School
- Maharashtra Public School
- Mithibai College
- Nahar International School
- NIHOC The International School
- Nita Mukesh Ambani Junior School
- Nita Mukesh Ambani Junior School - Early Years Campus
- Pathways School Gurgaon
- Podar International School
- Presidency School Bangalore East
- Presidency School Bangalore North
- Presidency School Bangalore South
- Presidency School Nandhini Layout
- Presidency School R.T. Nagar
- Presidency School South Bikhilla
- Presidency School, Banashankari
- Presidency School, Mangalore
- Punjab University Regional Centre Muktsar
- Reliance Foundation School Mauda, Nagpur
- Reliance Foundation School Vadodara
- Reliance Foundation School Academic Council
- Reliance Foundation School Lodhivali, English Medium
- Reliance Foundation School Lodhivali, Marathi Medium
- Reliance Foundation School Nagothane, English Medium
- Reliance Foundation School Nagothane, Marathi Medium
- Reliance Foundation School Surat
- Rajkumar College, Raipur
- Reliance Foundation School, Koparkhairane
- RPS International School
- Saint Paul English School
- Satyug Darshan Vidyalaya
- Scholar's High
- Scholar's High, Ramgarh
- Shiv Nadar School Chennai
- Shiv Nadar School Faridabad
- Shiv Nadar School Gurugram
- Shiv Nadar School Noida
- Springfields School Moradabad
- St. Columba High School
- Strawberry Fields High School
- Suchitra Academy
- Suchitra Academy International School
- Thangam World School
- The Ardee School
- The British School
- The Hyderabad Public School, Begumpet
- The Milestone Sr. Sec. School
- The Millennium School, Dubai



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