

Teacher's Portal

Casestudy

Client:

The client is Nour Academy; an educational organization that provides online courses that enhance learners' knowledge about Quran, Islam, and Arabic Pronunciation. Nour Academy creates online hosted courses for learners to access. The courses are also presented by teachers.

Problem:

Since the courses are online, the whole teaching experience is not limited by a location. Consequently, the teachers come from various cities around the world. This is a huge problem for administration, as it is very difficult to enroll qualified teachers. Potential teachers needed to have good knowledge regarding Arabic and Islamic regulations. They needed to be very good in English, especially spoken English. They needed undergo a simple training program on how to deal with virtual classrooms the Nour Academy teaching methodology, and to be familiarized with the courses presented by Nour Academy. All these factors accumulate loads of work on administration and HR, especially when applicants for the teaching role are in the hundreds.

Nour Academy used to go with applicants through some of these stages over the phone. It required several members to conduct tests, and lots of paperwork to collect the data of all applicants. The training of the course material used to be done only once to several applicants in the same time. This delayed the process till a group large enough to receive the training was gathered putting off some of the potential teachers. Additionally, this affected the quality of training, since the training yielded better results when conducted with a small group, or one by one; unfortunately however this was impractical. Since the process of recruiting and training new teachers is continuous, it required the staff of Nour Academy to go through this repeatedly, draining the energy of coordinators and testers in routine work.

The Challenge:

The challenge was determining the pathway or the stages the applicant had to go through before becoming a qualified teacher with the academy. Each stage should be set in such a way to determine whether a candidate has the capabilities to move on to the next stage or not.

Another challenge was to provide a portal through which initially screened candidates could be able to self learn Nour Academy's teaching methodology in addition to tutorials for how to use its classroom software. Additionally approved candidates need to be able to have access to Nour Academy course content and instructor guides to be able to review before conducting a final test approve their hiring.

Also automation need to be applied to notifying candidates whether they failed in any particular stage or whether they are approved to proceed to the next stage until either dismissal or acceptance.

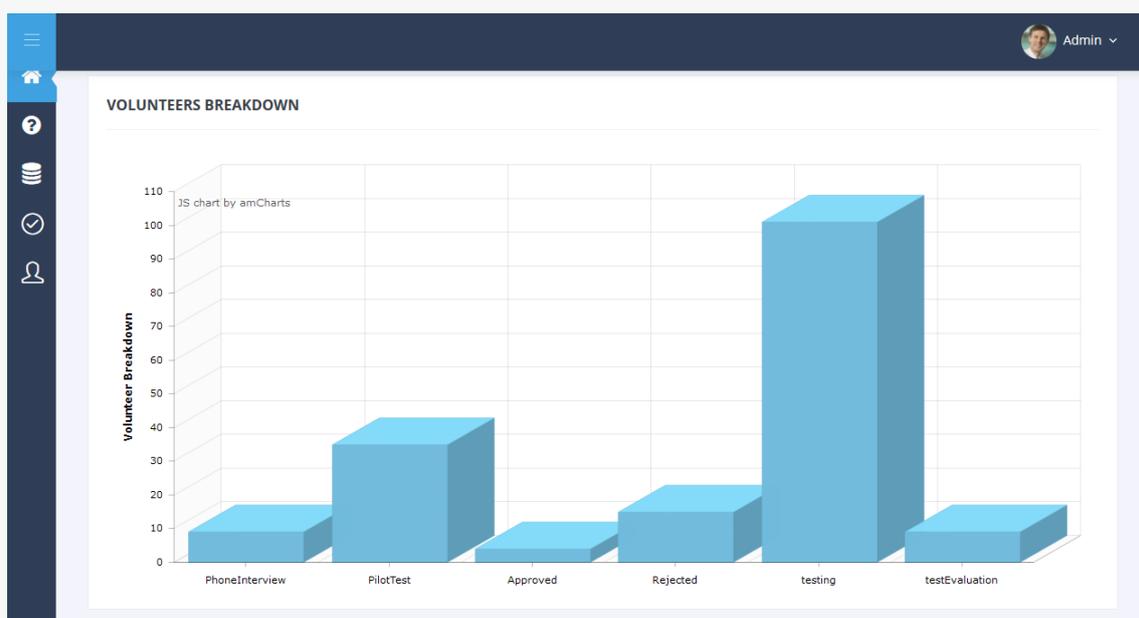
Moreover Nour Academy administration wanted to have the flexibility to change test content, training material, or course content at will.

The Solution:

We proposed a solution to Nour Academy. Offering to create a system that contains three major roles:

1. An administrator role who has full control, especially in creating new accounts for applicants.
2. A Coordinator's role who grant access to applicants for each step. They can also control adding, removing, or editing the material hosted inside the platform.
3. Teachers who can only view or interact with the material, and can move through the recruitment workflow.

Applicants will apply normally to an HR email. The administrator will be required to create a profile for each new applicant. The applicants have a pathway to go through that starts with a basic Islamic knowledge pre-qualification test.



If the teachers succeed they undergo a phone interview to assess their level of spoken English. After the coordinator evaluates them through the system using a predetermined grading system that determine whether or not the candidate can move on to the next phase. They are then given access to the Nour Academy course content library and training videos (which were created by the Arabic Localizer educational division). Candidates are then allowed to review this content at their leisure and after they are comfortable with the content they opt in to undergo a pilot test which is the last phase of recruitment. This pilot test is a test of what they are going to be exposed to later on. This test is also evaluated by Nour Academy staff with an internal grading system. The coordinator then determines whether the candidate is accepted or rejected.

To guarantee a smooth transition from each phase to the next, the platform sends automatic emails to Nour Academy coordinators with the data of the applicant who passes a certain phase and is required human interference to process. Ultimately, candidates are either approved or rejected. This displays the final form of the database that contains all the teachers and their data.

Admin

REJECTED VOLUNTEERS

More

JS chart by amCharts

Phase	Percentage
test evaluation	46.67%
pilot test	26.67%
phone interview	26.67%

Admin

PHONE INTERVIEW VOLUNTEERS

More

Search:

Name	Contact
Aatika Azhar	3322422501
Abeer Mahmoud	123456
Ahmad Abdul-Munim	96894654179
Esraa	599609789
Mohamed Sa'ad	+966 534 950 639
Nada Amin Mostafa	1100554034
Nariman Zahran	1234
Shreif Elsaid	201065299134
Waleed Muhammad	1000740307

Showing 1 to 9 of 9 entries

PILOT TEST READY

More

Search:

Name	Contact
Abla Ahmed Alaa El Dine	1005141944
Alice soley	0115 6836605
Amina Abbas	1020644366
Amr Farag	201001033300
Amr Sharkas	01112421335
Dalla Sibale	01111106976
Dana Yasser	1125386768
Dena Safwat	1001361370
Eman Al Gammal	01119706699
Galal Abou El Ella	1020608315

Showing 1 to 10 of 35 entries

Final Result

The final result is a system that executes all the routine work automatically. It limits the human interference to grading «Phone Interviews» and «Pilot Testing» only. It holds a database with all those applicants whether they are accepted or rejected. It also keeps their information even if they failed in previous phases.

The platform has a place that hosts materials of different formats:

- Videos
- HTML5 E-Learning Files
- PDFs

It has an option of rearranging, editing, adding or removing these materials.

It is linked by email to all stakeholders, so the margin of losing track of a certain applicant or his phase is %0, since there is a constant reminder. It gathers all the information in one place

The user-friendly platform allows smooth control over the huge number applicants and their training finally leading to recruitment. It reduces the need for excess manpower while processing hundreds of applicants with less hassle. Time is now organized better and saved, while enhancing Nour Academy as a brand.

Title	Course	Type	File Type	Order	Created at	Action
Fasting Session 1	Fasting	Course Material	File	100	2016-12-19 14:47:00	Delete Edit
Fasting Session 1 IG	Fasting	Course Material	File	102	2016-12-20 13:02:35	Delete Edit
Fasting Session 2	Fasting	Course Material	File	110	2016-12-19 14:53:21	Delete Edit
Fasting Session 2 IG	Fasting	Course Material	File	112	2016-12-20 13:10:12	Delete Edit
Fasting Session 3	Fasting	Course Material	File	120	2016-12-19 14:58:40	Delete Edit
Fasting Session 3 IG	Fasting	Course Material	File	122	2016-12-20 13:13:22	Delete Edit
Funerals Session 1	Funerals	Course Material	File	130	2016-12-19 15:03:56	Delete Edit

Time Remaining
00:28:02

Responding to the Islamic greeting (ex: Assalamu Alaikom) is

Sunnah
 Communal Obligation
 Individual Obligation

[Submit answer](#)

Question 2 of 21