**Rania Sawalhi**

**AWARDS**

* AERA International Fund award-2023
* ICSEI/JPCC 2020 Innovation award
* Shaikh Faisal Award- Postgraduate 2nd place-2019
* Study UK alumni awards finalist- Social Impact, 2019

**EDUCATION**

**University of Warwick, Education Studies, United Kingdom** − Doctor of Philosophy (PhD), Educational, 2019

**PROFESSIONAL EXPERIENCE**

FranklinCovey Education Middle East- 2023-Current

**Title:** Educational Quality Partner

* Review proposals and programs.
* Train on the 7 Habits of Highly Effective People

Bright Start Foundation 2024-Current

**Title: Voices of Children-**Advisor

* Review proposals and programs.
* Train teachers and parents.

Dadu-Children’s Museum of Qatar

**Title:** Deputy Director Learning & Outreach: December 2022 – Aug-2024

• Developing an educational framework

• Developing educational policies and guidelines

• Training teachers and school leaders

• Training staff and volunteers

• Planning outreach activities and programs

Lecturer/Instructor

* Qatar University- Core curriculum program (part-time 2022-current).
* University of Jyväskylä- Career counselors’ diploma in Qatar.

# COURSES TAUGHT

* First Year Seminar, Course (UNIV 100) at Core Curriculum Program, Qatar University
* Intro to Honors & Design Thinking module, Qatar University
* Graduate assistant supervision, Qatar University
* College of Education: EDUC 482 - Student Teaching \Arabic Studies, EDSE 491 - Student Teaching in Secondary Education, and EDPR 580– Internship (Diploma in Primary – Humanities Track).

# External examiner

**Sultan Qaboos University, Muscat, Oman**

**Title:** External examiner, Master thesis: 2021-2023

**Eduenterprise (Non-profit organization), Delaware, USA**

**Title:** Co-founder: January 2019 – Present

* Launched Educational Leadership labs based on a design thinking approach
* Created, managed and executed enterprise plans and communicated company vision and objectives to motivate the teams.
* Delivered business strategy and developed systems and procedures to improve operational quality and team efficiency
* Designed and implemented AlTharwa AlNaema program to develop female skills including employability skills

<https://www.emeraldgrouppublishing.com/opinion-and-blog/al-tharwa-al-naema-towards-womens-leadership-development>

**Previous Experience:**

− **Qatar Career Development center/ women Center, Qatar Foundation, Doha, Qatar.**

**Title:** Program Manager: February 2022 – November 2022

• Developing educational programs with selected stakeholders

• Designing selected programs and services

• Supporting and supervising instructors and trainers

• Developed career guidance customized programs with the Ministry of Education and Ministry of Labor

• Developed business strategy, systems and procedures

• Trained youth and career service providers

• Reviewed agreements and concept papers

• Launched Little Employee initiative

− **Honors Program, Qatar University, Doha, Qatar**

 **Title:** Senior Academic Support Specialist/Lecturer: December 2020 –December 2021

**•** Taught Honors student (Intro to Honors & Design thinking module)

• Supported the students and faculty members

• Trained faculty on Honors education

• Reviewed Honors program requirements and standards

• Supervised the marketing plan and activities

− **American Institutes for Research (AIR), USA**

**Title:** External reviewer: March 2021 – July 2021

• Reviewed “The Program for Effective Teaching and Learning” and “Program for Aspiring Leaders and Managers in Education”- Qatar Foundation.

• Participated in Expert Panel meetings and sessions.

− **Qatar Reads Campaign, Qatar Foundation, Doha, Qatar**

**Title:** Consultant: December 2018 – July 2019

• Participated in designing the Campaign strategic plan and framework

• Reviewing reports and plans

− **College of Education, Qatar University, Doha, Qatar**

**Title:** Field Training Specialist/ lecturer: August 2018 – December 2020

• Supervised and mentored student teachers (Bachelor and Diploma students)

• Taught first year students (Course UNIV100)

• Supervised graduate assistant (GA)

• Trained MOE teachers on teaching strategies and teacher license’s requirement (National Center for Educational Development –NCED).

• Worked with accreditation committees.

− **College of Education, Qatar University, Doha, Qatar**

 **Title:** Research Assistant/ lecturer: August 2014 – August 2018

• Collaborated with leadership team to identify relevant questions and determine best methods of collection.

• Helped team meet regulatory requirements by coordinating documentation and filings.

• Taught first year students, (UNIV 100) Course

• Mentored and supervised student teachers

• IRB administrator

• Trained graduate assistant (GA) and faculty members on using SPSS, NVivo and other digital tools for researchers

• Coordinated Shaikh Faisal Award

• Trained MOE teachers on teaching strategies and teacher license’s requirement (National Center for Educational Development –NCED).

− **EduEval, Doha, Qatar**

**Title:** Research Associate: August 2016 – January 2017

• Participated in IB Dual Language program market analysis

• Helped team meet regulatory requirements by coordinating documentation and filings.

− **BCARE-Qatar, Doha, Qatar**

**Title:** MENA E-Learning Project Management Director: March 2013– August 2013

• Led an e-learning project for 6 months including the planning, content preparation and launching the LMS.

• Reviewed content materials and training resources.

− **Taallum Educational Group, Doha, Qatar**

**Title:** Strategic Planning Manager: May 2012 – April 2013

• Led the strategic planning teams and developed 5 schools with more than 6000 students and 1000 employees.

• Oversaw training and onboarding process for all newly hired employees within the schools.

• Mentored and supported various department employees to create strong workplace culture.

• Directed training and retraining of employees to boost performance and enhance business results.

• Defined clear targets and objectives and communicated to other team members.

− **Taallum Educational Group, Doha, Qatar**

**Title:** Principal: May 2010- March 2013

• Supervised character-building program (The leader in me) to promote student growth and maintain safety for all attendees.

• Performed classroom evaluations to assess teacher strategies and effectiveness.

• Monitored and evaluated educational programs to maintain high-quality performance objectives and standards.

• Administered all facets of personnel policies and procedures, including conception, modification, and approval of professional staff additions.

• Trained teachers on effective teaching techniques, classroom management strategies and behavior modification.

• Oversaw administrative functions such as schedule management and protocols for orientation, registration and related activities (K-12).

− **Supreme education council (SEC), Doha, Qatar**

 **Title:** Academic Vice Principal: August 2008 – May 2010

• Developed team communications and information for academic meetings.

• Monitored and evaluated educational programs to maintain high-quality performance objectives and standards.

• Trained teachers and school’s leaders on teaching strategies and teacher license’s requirement.

• Performed classroom evaluations to assess teacher strategies and effectiveness.

• Monitored and evaluated educational programs to maintain high-quality performance objectives and standards.

• Administered all facets of personnel policies and procedures, including conception, modification, and approval of professional staff additions.

• Trained teachers on effective teaching techniques, classroom management strategies and behavior modification.

• Oversaw administrative functions such as schedule management and protocols for orientation, registration and related activities

− **Abdullah Abdulghani training center, Doha, Qatar**

**Title:** Executive Manager: March 2005 – January 2007

• Developed tactical programs to pursue targeted goals and objectives.

• Designed modern employee recognition program which boosted productivity and improved morale.

• Created, managed and executed enterprise plans and communicated the center’s vision and objectives to motivate the teams.

• Delivered business strategy and developed systems and procedures to improve operational quality and team efficiency

− **Jordanian Schools Qatar, Doha, Qatar**

**Title:** Teacher: October 2000 – August 2003

• Teaching students in grades 5 -12

• Organizing extra-curricular activities

**CERTIFICATIONS**

* JCTC/JCDC, Trained by Prof. Rich Feller 2023
* NCDA, FCD Instructor, 2022
* Future thinking- post-normal times, 2021
* Supervising Doctoral Studies, Epigeum, 2020
* Design thinking, HPI, 2020
* FIRST framework, SEGA, 2020
* Teacher Led Development Work, HertsCam-UK 2019
* Ethics teacher training, UNISCO, 2018
* National Council of University Research Administrators (NCURA), 2017
* Crisis Management, QRC 2017
* IRB member, CITI Program, 2016
* Public policy analysis, 2013, QFIC
* Diploma of Refugees' studies,.2013
* BSC (Balanced Scored Card), 2012
* Diploma in Japanese management, Kaizen, 2012
* 7 Habits of highly effective managers, Franklin Covey, 2011
* Certified manager, Cambridge, 2010
* Trainer of trainers (TOT), British Council, 2009
* Diploma of Family consultant, 2007

**VOLUNTARY WORK**

• LIFE co-founder (2021-current)

• ICSEI\_ELN Co-coordinator (2021-current)

• WOMENEDMENA-co-founder (2019-current)

• Injaz Qatar Ambassador (2016-current)

• Qatar Red Crescent (2016-current), MHPSS team leader

• Khair Jalees Book club-consultant (2013-current)

• College of Education, QU- Alumni Chapter (2014-current)

**Grants**

* **Consultant** in RRC02-0811-210035 (Completed)

**Title:** Leadership for Learning in a Post-Pandemic Era: Lessons Learned and Ways Forward in Qatar Schools

* **LPI** in OSRA6-G-202305-00044 (Current)

**Title:** Children’s Museum of Qatar as Avenue of Learning for Children: Exploring Family Cohesion and Intergenerational Solidarity

Figure 1 Number of citations according to Google Scholar March 2024

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**PUBLICATIONS IN PEER-REVIEWED JOURNALS**

[**https://scholar.google.com/citations?user=XIwgZikAAAAJ&hl=ar**](https://scholar.google.com/citations?user=XIwgZikAAAAJ&hl=ar)

**Sawalhi, R**. & Tamimi, A., (in process). Applying design thinking in higher education to overcome institutional challenges

**Sawalhi, R**., Klein, E. D., & Campbell, P. (2024). Leading in times of disruption–preparedness, problems, and possibilities part 3. *School Leadership & Management*, 44(1), 1-7.‏

Chaaban, Y., & **Sawalhi, R.** (2023). *The Influence of an SQD-based Practicum Experience on Student Teachers' Tpack-practical Development: Opportunities and Challenges*. Higher Education in Emergencies: Best Practices and Benchmarking, 83-101.‏

**Sawalhi, R**. & Amatullah. T*.* (2023). The manifestation of teacher leadership in Islamic schools: Teachers' perspectives. *International Journal of Teacher Leadership*

Klein, E. D., Campbell, P., & **Sawalhi, R**. (2023). Leading in times of disruption–preparedness, problems, and possibilities (Part 2): Zooming in on the possibilities. *School Leadership & Management*, 43(4), 323-329.‏

Campbell, P., Klein, E. D., & **Sawalhi, R.** (2023). Leading in times of disruption–preparedness, problems, and possibilities (Part 1). *School Leadership & Management*, 43(2), 99-103.‏

Hammad, W., **Sawalhi, R.,** Salim Al-Harthi, A., Alamri, F., & Morad, H. (2023). Perceptions of teacher leadership in the Arab region: A comparative analysis of three countries. *Educational Management Administration & Leadership*, 0(0). <https://doi.org/10.1177/17411432231166888>

Chaaban, Y., **Sawalhi, R.,** & Lundberg, A. (2023). Middle leaders’ sensemaking of their leadership practices in response to educational disruption: A Q-methodology study. *Educational Management Administration & Leadership*, 0(0). <https://doi.org/10.1177/17411432231152357>

Arar, K., Zohri, A., Alhouti, I., Chaaban, Y., **Sawalhi, R**., & Salha, S. (2023). A critical analysis of education policy in turbulent times: A comparative study. *Power and Education, 0(0). https://doi.org/10.1177/17577438231168965*

Chaaban, Y., **Sawalhi, R.,** & Lundberg, A. (2023). Middle leaders’ sensemaking of their leadership practices in response to educational disruption: A Q-methodology study. *Educational Management Administration & Leadership,* 0(0). *https://doi.org/10.1177/17411432231152357*

Arar, K., & **Sawalhi, R**. (2023). *A call to re-explore Islamic-based educational leadership through new lenses*. In Islamic-Based Educational Leadership, Administration and Management (pp. 15-34). Routledge.‏

**Sawalhi, R.** (2023). Be the light: Islamic-based teacher leadership. In *Islamic-Based Educational Leadership, Administration and Management* (pp. 72-86). Routledge.‏

Arar, K., **Sawalhi, R**., DeCuir, A. & Amatullah, T. (2023). *Uncovering Islamic-based educational leadership, administration, and management: Critical/ Insights from the globe.* Routledge.

Arar, K., **Sawalhi, R**., Blaik, R., Hollweck, T., & Brion, C. (2023). *Women in Educational Leadership, and community building: Voices across the Globe*. Springer Nature. Routledge.

**Sawalhi, R**., & Hawari, G., (2023). *Majid Irsan Al-Kaylani (1937-2015): Leading Intellectual Light Of Education Through An ISLAMIC Lens*. In Brooks, M.C. & Ezzani, M.D. (2023). *Great Muslim Leaders: Lessons for Education*. Information Age Publishing.

**Sawalhi, R**. (2022). Leveraging technology to support teacher and student leadership: voices from Qatar. *Education Reimagined: Leadership for Transformation Leading into The Emerging Future*- WISE-ALLIN. Retrieved from https://www.wise-qatar.org/education-reimagined-leadership-for-transformation/

Sellami, A., Arar, K., & **Sawalhi, R**. (2022). *Higher Education and Scientific Research in the Arabian Gulf States: Opportunities, Aspirations and Challenges* (1st ed.). Routledge. <https://doi.org/10.4324/9781003222750>

Arar, K., **Sawalhi, R**., & Yilmaz, M. (2022) The Research on Islamic-Based Educational Leadership since 1990: An International Review of Empirical Evidence and a Future Research Agenda. *Religions,* 3, 42. https://doi.org/10.3390/rel13010042

Arar, K., **Sawalhi, R**., Chaaban, Y., Zohri, A., & Alhouti, I. (2021). School leaders’ perspectives towards leading during crisis through an ecological lens: a comparison of five Arab countries. *Journal of Educational Administration and History*.

**Sawalhi, R.** & Tamimi, A. (2021). Leading outstanding International Schools in Qatar: Lessons learned, *Leadership and Policy in Schools.*

Chaaban, Y. **Sawalhi, R.** & Du, X., (2021). Exploring teacher leadership for professional learning in response to educational disruption in Qatar. *Professional Development in Education.*

**Sawalhi. R.** & Sellami. A*.* (2021). Factors influencing teacher leadership: voices of public school teachers in Qatar, *International Journal of Leadership in Education.*

**Sawalhi, R.**, & Chaaban, Y. (2021). Mentor teachers and student teachers’ perspectives toward teacher leadership, *Mentoring & Tutoring: Partnership in Learning.*

Chaaban, Y., Sellami, A., **Sawalhi, R**. & Elkhouly, M. (2021), Exploring perceptions of pracademics in an Arab context, *Journal of Professional Capital and Community.*

Chaaban, Y., & **Sawalhi, R.** (2020). A Professional Agency Perspective on Novice Teachers’ Development of a Teacher Leadership Stance. *Journal of School Leadership.*

**Sawalhi, R.,** & Chaaban, Y. (2019). Student teachers' perspectives towards teacher leadership, *International Journal of Leadership in Education*.

Sellami, A., **Sawalhi, R**., Romanowski, M., &Amatullah, T. (2019). Educational leadership definition from Arab perspective. *International Journal of Leadership in Education.*

Chaaban, Y & **Sawalhi, R**. (2019). Student teachers' development as teacher leaders during the practicum experience. *Journal of Applied Research in Higher Education.*

Chaaban, Y., & **Sawalhi, R**. (2018). Promoting reading in the Arab world: The book club model. *IFLA Journal*.

**MEMBERSHIP**

• ICSEI (FRAG/ Co-Coordinator ELN)

• LIFE (Co-founder)

• WOMENED MENA (Co-founder)

• BELMAS

• AERA

• WISE, ALL-IN

• INEE

• CIES

**Conferences**

UCEA 2021&2022, ICSEI 2020-2022, CIES 2021&2022, BELMAS 2019-2024, AERA 2023, ECER 2022, And national and regional conferences.

**Training courses:**

Trained more than 1000 participants in Qatar and other countries

Some of the courses:

* Design thinking for faculty and admin in higher education
* Educational Coaching
* Teacher leadership
* Instructional Leadership