

The project aimed at three target groups- CSOs and specifically organizations' leadership; experienced activists and educators; young people (students and young professionals) interested in educational innovation and social change. The project included three main activities, each focused on one target group, linked to each other through cycles of learning. The following chart shows the sequential steps through which each activity was designed, within the process of learning, with increasing impact.

| CSOLF | TOT | SLC | Mirco- projects |
|--|--|--|--------------------|
| Civil Society Organization Leaders 8 Participant | Training of Trainers 12 Participant | Service Learning Course 24 Participant | 200 Participant |

Civil Society Organization Learning Forum (CSOLF). The goals of the Civil Society Organization Learning Forum were to (1) generate learning from the project actions as well as (2) foster and learn from the collaboration among the four CSO partner organizations. This learning process, however, extended beyond specific project issues and touched on areas of common concern among the partner organizations. The CSOLF consisted of two representatives from each of the partner organizations (Duroob, Masar, Sawa, and Anne Frank), the projects' research team (three people), and the program manager. It was facilitated by the senior member of the research team, an academic consultant with expertise in the areas of organizational learning. The CSOLF met every two months and held one intensive, two-day seminar every year. Because of the physical distance, the representatives from Anne Frank Center participated in the annual seminars but not the monthly meetings. The CSOLF process was designed and facilitated by the project's research team, using methods based in Action Research.

Training of Trainers (TOT). The goal of the Training of Trainers (TOT) was to enable veteran professionals from the partner organizations to function as trainers in the field of innovative alternative education. Twelve individuals from partner organizations were chosen on basis of their field experience and potential as change agents. The ToT curriculum was developed and facilitated by a team consisting of the directors of Masar, Sawa, and Duroob. The course consisted of two phases:

- Learning Phase (10 months)- including both intensive seminars as well as periodic meetings – sometimes monthly and sometimes weekly.
- Practicum Phase (1 year)- in which the ToT participants designed a training program (Service Learning Course) and implemented it.

Service Learning Course (SLC). The goal of the Service Learning Course was to develop young Palestinians as educational and social innovators. It involved 24 college/university students and novice teachers from Israel and the West Bank. The course was designed and facilitated by the graduates of the ToT who functioned as mentors for the younger SLC participants. The SLC was a yearlong course that included a Learning Phase and a Practicum phase. In the Practicum Phase, the participants worked in small teams to develop and implement innovative educational "mini-projects" which were implemented within the framework of civil society organizations. The micro-projects were presented in public exhibition in Nazareth as a main event and in conference in Ramallah.

The following Chart describes the sequential steps of development of these activities through the project.



