



DELIVERING SEAMLESS IB PSYCHOLOGY INSTRUCTION DURING MID-YEAR STAFFING DISRUPTION

H.H. DOW HIGH SCHOOL



HERBERT HENRY DOW HIGH

- Location: Midland, Michigan, USA
- 1,200 students
- Grades: 9–12

SUMMARY

60+hours of
delivery**34**students
taughtSubjects taught
Psychology DP1/DP2

Professional, positive, and
responsive. Students felt more
confident than ever before.



Sarah Pancost
IB Coordinator

CHALLENGE

MID-YEAR TEACHER RESIGNATION

When the school's IB Psychology teacher resigned mid-year, IB Coordinator Sarah Pancost faced an urgent challenge: finding a highly qualified educator who could step in immediately, help students complete their Internal Assessments (IAs), answer questions, and fully prepare them for their upcoming IB exams.

"We needed a person with expertise in IB assessments to guide the students in completing their IAs and prepare them for the tests."

INITIAL CONCERNS

ONLINE ENGAGEMENT & STUDENT CONNECTION

Naturally, the leadership team was concerned whether an online instructor could establish rapport with students who were still attached to their previous teacher. There were also worries that online learning would be too impersonal and require too much additional oversight.

"We were worried it would require extensive additional time and that the online format would not be engaging for students. The students loved the former teacher and we couldn't see how an online instructor could possibly connect with students virtually."

SOLUTION

LANTERNA'S EXPERTISE AND FLEXIBILITY

Lanterna's team stepped in quickly, providing a qualified IB Psychology instructor with deep expertise. The onboarding process was carefully supported by Lanterna advisors, who maintained regular communication throughout implementation. The instructor adapted quickly to the school's unique technological environment, learning the Learning Management System within 24 hours and adjusting seamlessly despite strict local restrictions on tools like Zoom and Managebac.

"She did this in 24 hours without guidance. Our school does not allow Zoom or Managebac—but this did not impede the Lanterna instructor; she was able to adjust to any technical difficulties with patience and grace."

SCHOOL EXPERIENCE

FLEXIBILITY TO ADAPT TO EVOLVING NEEDS

Lanterna's flexibility was key as the school's needs evolved throughout the term. Whether it was switching between full-class lectures, small group tutoring, or providing individual feedback, the Lanterna team adapted quickly and professionally.

"I felt that we were not sure what we wanted and Lanterna offered many options and was patient and positive when we asked for adjustments."

FROM RELUCTANCE TO ENTHUSIASM

Students were initially skeptical about having an online instructor. However, within just a few sessions, they were fully engaged and highly complimentary of their new teacher's expertise and teaching style.

"After three sessions and thorough written feedback, our Diploma Candidates approached me and said, 'Ms. T. is the best gift we could have been given. She KNOWS IB Psych.' After the exams, students reminisced about how she held them to high standards and increased their confidence."

THE OUTCOME

A COMPLEX CHALLENGE SOLVED

"We were concerned about online engagement, but Lanterna exceeded expectations. Their instructor adapted to our school's unique systems, built strong relationships with resistant students, and fully prepared our IB Diploma Candidates. Lanterna's flexibility, professionalism, and responsiveness made a stressful situation manageable."