



**The Aga Khan University
Institute for Educational Development
Professional Development Centre, North**

**REPORT ON CAPACITY BUILDING WORKSHOP FOR NASIR-I- KHISROW
ACADEMY TEACHERS GOJAL HUNZA**



**By: Sultan Alam
Course Coordinator
March 2021**

Introduction

A weeklong workshop for the capacity building of Nasir-i-Khisrow Academy teachers Gojal, Hunza was organized from March 8-12, 2021. This workshop facilitated overall 10 teachers, including two male and eight female teachers. This report presents the whole activities carried out as per scheduled weeklong plan. It highlights the aim of the workshop, its' objectives, workshop outcomes and teachers' evaluation regarding the workshop. A conclusion is made at the end of the report to augment the gained learning during the whole processes.

Aim of the Workshop

The weeklong course aimed at developing teachers' professional competencies and enable them to perform their roles more effectively and professionally. Overall, the course focused on presenting a wider perspective of teachers' profession so that they can play their effective roles in improving students' learning outcomes in various grades.

Specific Objectives

Specifically, the objectives were designed to help the participants where they could:

- ▶ Improve their understanding regarding language and communication
- ▶ Broaden their perspectives pertaining to school leadership by integration Monitoring and Evaluation Framework for various activities
- ▶ Develop clearer understanding regarding lesson planning and devise certain model plans distinguishing the learning needs of the students
- ▶ Recognize the notion of classroom management and learn the skills to organize a learning-effective classroom
- ▶ Familiarize themselves with different stages of classroom observation
- ▶ Develop understanding regarding feedback, its phases and implications for students learning
- ▶ Improve their understanding regarding library management
- ▶ Conceptualize various innovative teaching methodologies, particularly the use of technology in teaching and learning processes
- ▶ Improve their reflective practices by being involved in reflective sessions

Workshop Themes

To develop various content knowledge and teaching skills, the following themes were carried out during the weeklong course:

- Language and Communication

- Students' learning needs in 21st century
- School leadership and Ethical leadership
- Educational Monitoring and Evaluation
- Lesson Planning, the what and how of lesson planning
- Classroom Observation and Feedback
- Classroom Management and Various dimensions of classroom management
- Students' Assessment, Purpose and different types of Assessment
- Teaching & Learning with Technology (Innovative Pedagogies)
- Library Skills Development

Applied Teaching and Learning Methods

The weeklong course focused the following teaching and learning strategies to involve the course participants in learning processes:

- Group and class discussions to engage the participants in exploring their understanding and experiences, i.e. brainstorming, individual, group and pair work activities
- Group presentations
- Practical work to deepen participants' understanding in various themes
- Using Audio-visual sources pertaining to various themes
- Critical feedback by the course participants and facilitators
- Whole class and individual questions
- Independent learning by guided tasks

Instructional Team Member (s)

Sultan Alam, Senior Instructor & Coordinator AKU-PDCN

Zeenat Shah, SIP Coordinator

Shueb Sultan, Instructor SIP

Saima Karam, Instructor SIP

Workshop Outcomes

Generally, the themes selected for the weeklong workshop seemed quite appealing and pertinent for the teachers. The following successes/outcomes were drawn by analyzing the course evaluations, formal discussions with CPs, informal observations and CPs reflections:

- Language and communication is one of the leading barriers for the teachers teaching in various schools. The session on language and communication remained instrumental in developing their understanding and fluency in various language areas, particularly the phonics and communication.
- The theme on students' needs in 21st century and role of school leadership informed the participants about what different roles the school leaders can play to address the needs of the students, studying in current era.
- Monitoring and evaluation for students learning activities provided the participants an overall view of the successful implementation of the initiatives pertaining to students learning and how school leadership can make it happen.
- The session on classroom observation and feedback, and classroom management invited the participants to reflect on their practices related to their observation mechanisms and management of their routine classes. These sessions assisted them to modify their existing practices and convert their classes towards most attractive learning ones.
- Lesson planning was an attractive addition for improving teachers' competencies. The presentation and practical work using various syllabi textbooks developed participants' understanding on developing plans tailored with students' needs.
- Students' assessment invited the participants to reflect on their existing practices pertaining to students' assessment at school. Different types of assessment using multiple tools added participants' understanding on carrying out real assessment procedures to improve students' learning.
- Library skills development in the contemporary world was quite new theme for the course participants. The session on library management and practical approaches using low/no-cost materials helped the participants to develop various skills, needed to increase their existing library literature sources, maintain stock register and books-issuing practices.
- The session on innovative pedagogies, particularly technology-integrated teaching helped the participants to re-align their teaching with modern needs. In this regard, the

presentation and practical work through using various search engines and learning sites enhanced participants know how about using technology in their teaching.

- The most important achievement of the program was the profound positive change in course participants' attitudes. In this regard, certain themes conducted by four of the faculty members and librarian remained highly inspiring to motivate the participants in various areas of school improvement.
- Through frequent reflective sessions, the teachers came to know about the importance of reflections for teachers and its important role for enhancing teaching and learning processes.
- Throughout the course, the participants were encouraged to search the literature through utilization of library books and internet. They were also provided certain opportunities to integrate the new learning with various activities. This approach ultimately remained highly effective in capturing new ideas and to know about the developments made in the field of education.
- Overall, the weeklong course focusing on improving professional competencies of teachers provided ample opportunities for the participants to improve their conceptual understanding, and capacities needed to bring positive improvement reforms in their respective school. In this regard, all the course participants' course evaluations and discourses were quite inviting, as they shared their beautiful learning experiences during the weeklong training course.

Course Participants' Evaluations

2. School Leadership & Educational M & E

Sat	Mod	Good	Excellent	Outstanding
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Comments (content, instructions, activities, facilitators' attitude)

Very engaging, excellent command over training materials & content. Living example of 'practice what you preach'. Clear, concise usage of language. Honored & humbled to have attended his session.



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Capacity Building Workshop for Nasir-i- Khisrow Academy Teachers March 08-12, 2021 Course Evaluation Form

Please rate your learning in the following themes and write your comments in the space given:

Note: 1= Satisfactory, 2= Moderate, 3= Good, 4= Excellent, 5= Outstanding

1. Language and Communication

Sat	Mod	Good	Excellent	Outstanding
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Comments (content, instructions, activities, facilitators' attitude)

Content was useful. Facilitator was engaging. She had good command over her subject content and training materials. She was passionate about her work. Used an array of activities, kept us involved.

5. Library Skills Development

Sat	Mod	Good	Excellent	Outstanding ✓
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Comments (content, instructions, activities, facilitators' attitude)

My facilitator's attitude was very nice toward us. He elaborated in detail about library, uses of books and many more new things I learnt from him.

6. Teaching Methods/
Innovative Pedagogies

Sat	Mod	Good	Excellent	Outstanding ✓
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Comments (content, instructions, activities, facilitators' attitude)

This session was the best session overall because Sir taught us the use of technology which we already have but we never make use of it. The activities which he used were all up to date which is what we need the most nowadays.



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1. Language and Communication

Sat	Mod	Good	Excellent	Outstanding
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Comments (content, instructions, activities, facilitators' attitude)

Ms Samra was very effective with her communication (tone, content & delivery) Activities were also very engaging & practical.

**3. Lesson Planning/
Classroom Management**

Sat	Mod	Good	Excellent	Outstanding
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Comments (content, instructions, activities, facilitators' attitude)

A great instructor, had an opportunity to learn about new ways of making lesson plan and we had activities based work in which we made our own plans that was very useful

3. Lesson Planning/
Classroom Management

Sat	Mod	Good	Excellent ✓	Outstanding
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Comments (content, instructions, activities, facilitators' attitude)

In This Session I learn about lesson planning very well. I learn that how will I develop a lesson plan what should be the objectives and how will I facilitate students. Group work was very good.

5. Library Skills Development

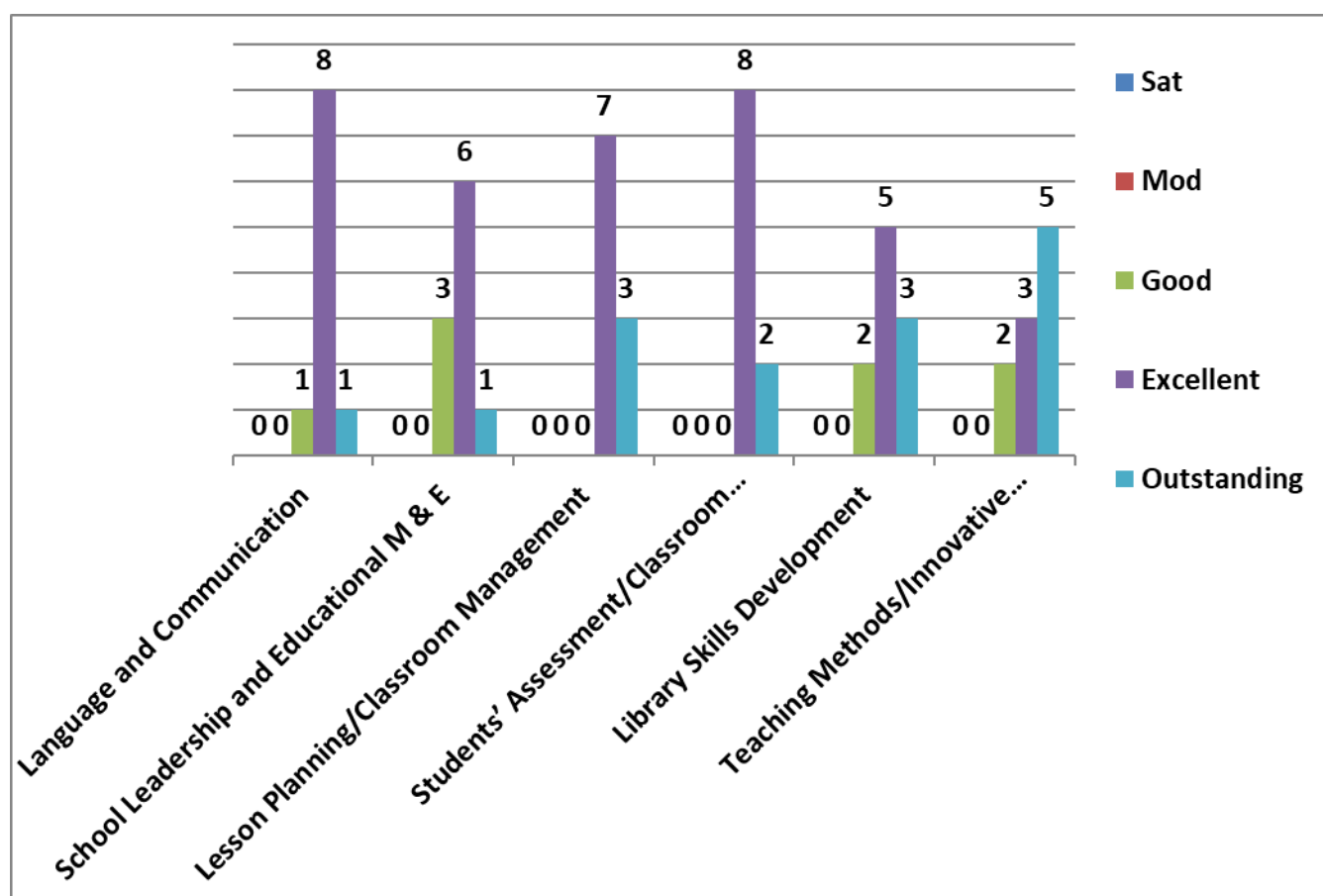
Sat	Mod	Good	Excellent	Outstanding ✓
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Comments (content, instructions, activities, facilitators' attitude)

Fourth day session was very well because we learn practically. I was not aware of library rules and policies. Library team teach us very briefly and clearly and show us everything which are going to done at library.

Course Participants' Course Analysis

Themes	Sat	Mod	Good	Excellent	Outstanding
Language and Communication	0	0	1	8	1
School Leadership and Educational M & E	0	0	3	6	1
Lesson Planning/Classroom Management	0	0	0	7	3
Students' Assessment/Classroom Observation/Feedback	0	0	0	8	2
Library Skills Development	0	0	2	5	3
Teaching Methods/Innovative Pedagogies	0	0	2	3	5



Reflection about CPs Analysis

Course participants' evaluations show an appealing picture. The overall data shows that course participants rated all the themes mostly (25%) in outstanding scale, followed by excellent (62%) category. Additionally, the table shows only (13%) in good scale, while none of the CPs rated any themes in satisfactory and moderate levels. Their theme ratings clearly depict out that the content and the activities being carried out during the weeklong course were matched with the needs of the participants.

Challenges and Recommendations

As the course was carried out in one week only, hence to facilitate more themes (as requested) in shorter period of time remained a constant challenge. To overcome this challenge, the facilitators applied different approaches by assigning certain home tasks for the participants. This approach helped in utilization of time more efficiently and productively and the objectives of the workshop were met effectively.

Conclusion

The workshop arranged for the teachers of Nasir-i-Khisrow Academy Gojal, Hunza remained inspiring for the respective teachers in content and pedagogical areas in general and to improve their aptitudes. The overall course evaluations, and formal and informal discourses with the course participants revealed that it has brought a visible change, needed for their profession. For instance, it has improved the multi-dimensional content areas needed for school improvement at one end, while it has also remained effective in developing the pedagogical skills at the other end. By analyzing the overall structure of the course and course participants' deeper involvement and feelings shared during the activities, it can be established that the teachers' expectations have been met with higher standards. To add additional skills, there is need to arrange similar courses in content-specific and pedagogical aspects, needed to improve students' learning outcomes in the said school. Such continuity of courses not only improve their aptitudes, but also become instrumental in bridging the various content and pedagogy-based issues prevailing in their system school.

List of Course Participants

S#	Name of Participant	Gender	Name of School/Place	Contact
1	Aman Hussain	Male	Nasir-E-Khasrow Model High School Gulkin, Gojal	0355-4158131
2	Abbas Ali Shah	Male	Nasir-E-Khasrow Model High School Gulkin, Gojal	03555-328039
3	Bibi Sosan	Female	Nasir-E-Khasrow Model High School Gulkin, Gojal	03555-292772
4	Saima Jabeen	Female	Nasir-E-Khasrow Model High School Gulkin, Gojal	03555-745732
5	Saina Parveen	Female	Nasir-E-Khasrow Model High School Gulkin, Gojal	03555-450349
6	Shahista Parveen	Female	Nasir-E-Khasrow Model High School Gulkin, Gojal	0310-218991
7	Shanila Parveen	Female	Nasir-E-Khasrow Model High School Gulkin, Gojal	Not Mentioned
8	Mehreen Hussain	Female	Nasir-E-Khasrow Model High School Gulkin, Gojal	042-36681030
9	Rima Kiran	Female	Govt. Inter College, Gupis Ghizer	034-79620536
10	Naseem Parveen	Female	Al-Aymin Model School Gulmit, Gojal	0342-9492966

WEEK PLAN
March 8-12, 2021

Time	Monday 08-03-2021	Tuesday 09-03-2021	Wednesday 10-03-2021	Thursday 11-03-2021	Friday 12-03-2021
9:00-9:30 AM	Registration SD+FZ	Reflection	Reflection	Reflection	Reflection
9:30-11:00am	Introduction of CPs, sharing objectives & Setting ground rules Language and Communication Saima	Educational Status in Hunza Students' learning needs in 21 st century School leadership Zeenat Shah	Lesson Planning, the what and how of lesson planning Group work on Lesson Planning Sultan Alam	Classroom Observation and Feedback Sultan Alam	Teaching Methodologies Shueb Sultan
11:00-11:30am	Tea break				
1130- 1300	Types of communication	Ethical leadership Educational Monitoring and Evaluation	Classroom Management Various dimensions of classroom management	Tools for Classroom Observation (1100-1145) Sultan Alam Library Skills Development in Contemporary world (11:45-13:00) Jameel Akhtar	Teaching & Learning with Technology (Innovative Pedagogies)
1300-1400	Lunch Break				
1400-1530	Practical work/ demonstration of language and communication tools	Various tools used in educational Monitoring and Evaluation	Students' Assessment Purpose and different types of Assessment	Practical Work on Library Skills	Course Evaluation, Synthesis and Conclusion

Glimpses of the Workshop





