

University of Nebraska at Omaha Center for Afghanistan Studies Education Projects for Afghanistan Teacher Training Activity Report

December 2018

Funded by: Private sector through the Center for Afghanistan Studies/
University of Nebraska at Omaha

Implementing Agency: UNO/Education Projects for Afghanistan

Introduction:

UNO's Kabul office received another funding opportunity to conduct seminars for a number of Afghan teachers and school administrators in Kabul. They also received funding for one or two seminars in Kandahar and Baghlan provinces if security conditions allow.

This fund is part of Hein's family financial support who have already contributed and helped UNO's Kabul office in the past. UNO's Kabul office appreciates their support and commitment to help the Afghan educational system through their financial support and long term assistance.

Objective:

Through the available fund UNO/EPA designed six cycles of training sessions in Kabul and most likely in two other provinces to conduct teaching methodology and school management seminars for the Afghan teachers and school administrators. Beside these skills, participants received information on health education concepts which would be relevant to their daily life to improve family health conditions. In total 150 teachers and principals received intensive training through six sessions. The immediate outcome of this program will

have an effect on the educational system to improve the capacity of teachers and



school administrator, so that they may provide standardized and effective teaching at their respective schools.

The long term goals are that the Afghan educational system will receive positive change and progress through qualified and professional teachers who are a part of the learning process. Although these programs are limited based on time; every step counts towards the support of their overall education system.



Activities:

In the month of November 2018, after completing the first workshop in Kabul, the UNO teacher training team followed the official process for determining the next seminar location and identifying participants from different schools, The MoE offices with cooperation of Kabul City Education Directorate helped in this process.

The second seminar was designed for administrative staff and educational zone supervisors, in this seminar there were a total of 29 males and females participants, of which 9 were female and 20 were male. The seminar started on November 13 and ended on November 27, 2018. The seminar was conducted at the KCSD building at Karti Char area.



Course objectives: The course objectives were designed based on the needs of the administrative staff and schools' supervisors, to improve their administrative, managerial skills, and knowledge through short term intensive training program. The anticipated result of this training was to transfer skills and knowledge of management and administration so they can:

- Improve skills and knowledge of participants according to the needs related to their daily work
- Familiarize participants with new concepts and issues
- Improve administrative effectiveness through enhancing aptitudes and skills
- Solve client's problem in a professional manner
- Help office staff improve their administrative skills



Description of Activities:

At the beginning of the seminar the Kabul office training team talked about course objectives and program agenda. Fazal Ahmad Haidari, Deputy Director of KCSD, briefly talked about the training provided by UNO team for many years and thanked UNO for providing such opportunities for their departmental staff. He mentioned the efficiency of UNO's intensive trainings, in which he has physically observed positive changes in some of their schools. He asked the participants to take advantage of this learning environment.



After the introduction, seminar guidelines and procedures were read to the participants and the instructors provided a chance for the participants to share their ideas, needs and expectations. The UNO team noted their needs and expectations consequently.

All participant received a package of stationary. A pre-test was given to the participants to gage their level of knowledge at the beginning of the seminar. Then a post test was given to see how much they had learned by the end of seminar. Based on the set indicators, the trainers were expected to provide improvement by the end of the program. The UNO team identified the needs of the participants after reviewing their test results and found most of them were facing a deficiency. The result helped the UNO team to focus on the areas which were identified as lacking during the seminar.



At the end of every day participants were asked to journal about what they learned that day. Practical work and involving participants in the learning process were ways to improve their skills.

Different methods of training were used to encourage participants to be more involved in the learning process. Discussions, answer/question, brain storm, group work, and presentation were methods that helped them to be more active in the learning process. Health concepts such as dental hygiene, primary health care and real life examples were also taught. These concepts applied to their daily work/life environment.

The following are course contents for the Management and Administration Training Program:

- Introduction, seminar goals and guidelines
- Learning human relation skills
- Learning organization skills
- Management, administration and leadership skills
- Information on human resource management
- Supervision, clinical, teaching and administrative support
- Knowledge, communication and record keeping
- How to establish relationships among the organization
- How to overcome challenges and find solutions
- Determining better problem solving techniques
- Determining priorities
- Determining the effectiveness of a leader's performance

- Appropriate usage of resources
- Conducting meetings and decision making
- Creating a realistic environment
- Having mutual respect
- Health education (first aid, and dental hygiene)

Reflective journal

- What did you learn?
- What was most important?
- What was unpleasant for you?
- Where and how do you apply it?

The seminar was conducted from 9:00 to 12:00 every day. Two UNO master's degree trainers and one health educator were assigned to conduct the seminar.



The direct beneficiary of this program are the 29 administrative staff; and the indirect beneficiaries are the hundreds of teachers, students, and their families overall. During the seminar each participant received \$40.00 as a stipends for the 10 days of attendance to help with their transportation costs.

At end of the program participants received a certificate of completion distributed by UNO team and MoE authorities. Post-test result showed that participants had a 53.9% progress after completion of the seminar.



Participants' feedbacks and points of views:

The current course was evaluated by the participants and MoE. At the end of the program participants' feedback and ideas were received to strengthen the program. Their feedback confirmed the role and importance of such programs for all teachers. Most of their suggestions were the continuation of such programs for all educational staff, school teacher and administrators in the future. The following are some points and comments from participants:

- This seminar was much better than the previous seminars
- The content was arranged very well
- Seminar contents were very practical
- We learned about understanding other viewpoint and the value of discussions and its role in conflicts resolution



Seminar details and Specifications

No	Location	Total days	Date		Methodic		Admin/ Management		Total
			Start	End	F	M	F	M	
1	Zarghoona Girls High School	12	Oct. 24, 2018	Nov. 06,2018	23	6			29
2	KCSD building	10	Nov.12, 2018	Nov. 27, 2018	9	20			29
Total					32	26			58

Seminar Participants Evaluation Sheet								
No	Name	Fa/Name			Activity 30	Homework15	Attendance15	promotion
			pree(100)	post(40)				
1	Wazhma	Gh.Marroof	10	12	20	15	15	52
2	Shir muhammad	Gul Muhammad	18	26	26	15	15	64
3	Shahpoor	Gh.Dastgir	18	22	22	15	15	74
4	Maryam	Abdul Qadir	16	12	21	15	14	46
5	Nisar Ahmad	Gh.Haidar	8	20	17	15	15	59
6	Zlia	Ab.jamil	14	20	20	15	15	56
7	M.Emran	Ebrahim	16	22	15	12	15	48
8	Jawad	Gul Aqa	20	28	20	10	15	53
9	M.Assif	M.Saber	16	24	20	15	15	58
10	Naweed Ahmad	Abdul Ahad	13	20	27	15	13	75
11	Sameia	M.Osman	12	20	30	15	15	68
12	Maliha	Gul Ahmad	14	20	20	15	15	56
13	Nazifa	Ali Ahmad	10	22	25	15	14	66
14	Marzia	Ab.Satar	14	12	25	15	15	53
15	Razia	Nisar Ahmad	8	18	15	14	13	52
16	Gh.Sidiq	Ab.Habib	10	12	21	13	15	61
17	Gh.Nabi	Hayatullah	16	16	20	15	15	50
18	Hedayatullah	Enayatullah	18	24	17	15	15	53
19	Abas	Sayed Taher	20	20	15	15	15	45
20	Manizha	Gh.Sakhi	22	12	17	13	15	35
21	Hbiburrahman	Fazlurrahman	24	26	18	15	14	49
22	Saidjan	Said qurban ali	16	20	15	15	15	49
23	M.Nasir	M.Karim	17	20	25	15	15	75
24	Temorshah	M.Atef	13	14	20	15	15	64
25	M.Samim	Ali Ahmad	20	30	21	14	15	60
26	Sayed Monir	Sayed usof Alishah	17	20	17	15	15	67
27	Noorullah	Besmellah	9	12	19	15	15	61
28	Maiwand	Akhtar.M	19	30	25	13	15	83
29	M.Rafi	M.Alem	16	19	25	15	15	74
Total			312	573	598	419	428	2018
Percentage			15.60	2018				69.59
Promotion								53.99

