

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

November 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 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 condition allows.

This fund is part of Hein's family financial support who have already contributed and helped UNO Kabul office in the past. UNO 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 funds UNO/EPA designed six cycles of training sessions in Kabul and most likely in two other provinces to conduct seminars in teaching methodology and school management for the Afghan teachers and school administrators. Beside these skills, participants will receive information on health education concepts which will be relevant to their daily life needs to improve family health conditions. In total 150 teachers and principals will receive intensive training through six sessions. The immediate result of this program will affect the educational system to improve the capacity of teachers and school administrator to provide standardized and effective teaching at their schools.



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

### **Activities:**

After receiving the funds in October 2018 the Kabul office started the official process of contacting the MoE to decide on training locations and list of participants for the first training in Kabul. According to the request letter from MoE, the Kabul office training coordinator had a meeting with the Kabul City School Director and educational district supervisors on October 13, 2018 at Kabul City Education Directorate, and decided to start the first cycle at the 10<sup>th</sup> educational district in Kabul. (MoE letter of request is attached)



The Kabul office training department followed all official steps and provided teaching materials at the location which was determined by the 10<sup>th</sup> district supervisor. The participants were from different schools such as: Bibi Mahroo Girl School, Jadidu Tahsis Boys High School, Char Qalai Wazir Abad High School, Sherpur Literacy, Aziz Afghan Middle School, Spina Adi Middle School, Amani High School, Ahmad Shah Masood High School, Chamandi High School, and Zarghoona Girls High School.

In total 30 school teachers introduced from 29 districts took part in the 12 days teaching methodology seminar at Zarghoona High School. 23 out of 29 were female and 6 were male participants. The first cycle of seminar started on October 24, 2018 and successfully ended on November 6, 2018.

### **Course objectives:**

The course objectives were designed based on the needs of the teachers which were assessed through the previous training programs; as well as feedbacks from school administration to improve their teaching skills and knowledge through a short term intensive training program.

At end of the course participants will be able to:

- Develop a teaching plan based on teacher and students activities

- Have more student participation during the teaching process
- Teach every subject according to its objectives
- Identify goals and objectives of every subject and lesson for the students
- Recognize student aptitudes and abilities
- Create appropriate method of teaching for every subject
- Identify students' needs and determine relevant topics and assignments
- Determine students' problems according to behavioral learning concepts to find the solutions.
- Improve their health education through first aid and dental hygiene models

And finally students will be able to:

- Improve their self-confidence
- Solve their own problems and help others
- Be able to gain and apply knowledge
- Improve their understanding, implementation, analysis and evaluation skills.

### **Description of Activities:**

At the beginning of the seminar the Kabul office team talked about the course objectives and program agenda. Then the 10<sup>th</sup> educational district director talked about UNO's previous activities. He thanked the UNO team for providing such opportunities. He asked the participants to take an active role in the learning process. The director also shared his own experience of when he was a participant in the past, and pointed out the importance of this seminar and topics which are covered.



All participant were provided a package of stationary. A pre-test was given to the participants to gage their level of knowledge at the beginning of the seminar, and 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 are facing a deficiency of teaching skills and knowledge. The result helped the UNO team to focus on the areas which are identified as lacking during the seminar.

At the end of every day participants were asked to journal about what they learned that day. Applied teaching skills, sample lessons and involving the participants in the learning process were some of the ways to improve their capacity during the seminar.



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

The following are course contents for Teaching Methodology:

1. Introduction, seminar objectives and rules
2. Pre-assessment
3. Good teacher qualities
4. Human relations
5. Objectives and goals
6. Objectives of different subjects
7. Lesson plans
8. Monthly, weekly based lesson plans
9. Student-centered based activity
10. Teaching methodology(lectures, question/answer, demonstration, competition, practical and group work)
11. Model teaching for different subjects.
12. Evaluation objective and types
13. Examination objectives and goals
14. Teaching material development
15. Child and educational psychology (Piaget Growth Theory)
16. Health education (first aid, and dental hygiene)
17. Practical teaching



## 18. Reflective journal

- a. What did you learn?
- b. What was most important?
- c. What was unpleasant for you?
- d. Where and how do you apply it?

During the seminar KCED provided a training space at Zarghoona Girls High School. The seminar was conducted before noon starting 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 were the 29 teachers, and the indirect beneficiaries were hundreds of students, related school teachers and their families overall. During the seminar each participant received \$40.00 per day for the 12 days of attendance to help with transportation costs and stipends. At end of the program participants received a certificate of completion distributed by the UNO team and MoE authorities.



**Participants Feedbacks and points of views:** The current course was evaluated by the participants and MoE. At the end of the program the participants' feedback and ideas are received to strengthen the program. Their feedback confirmed the role and importance of such program for all teachers. Most of their suggestions were to continue such programs for all teachers in the future. The following are some points and comments from participants:

- This seminar was much better than the previous seminars
- The content were arranged very well
- Participants learned more about lesson plans and teaching styles
- Participants learned every subject should have its specific goal and objective
- Participants understood learning is not only application, but also a change in the thought process

- Participants learned how to apply different teaching methods for different subject
- The seminar's contents related directly to their field of work
- The trainers commitment and respectable behavior was a good example for them
- Beside topics related to methodology; health concepts was an interesting area for them to learn about
- The content of the seminar helped in their teaching style
- Some of them found great improvements when they applied the new method in their classes and shared their experiences with others.



### Seminar details and Specification

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
<b>Total</b>					<b>23</b>	<b>6</b>			<b>29</b>



seminar Participants Evaluation from Oct.24 -Nov.06.2018								
No	Name	Fa/Name			Activity 30	Homework15	Attendance15	promotion
			pre(100)	post(40)				
1	Rega	Gh.Alishah	9	29	25	15	15	75
2	Safia	Abdul Ghafoor	10	17	20	15	15	57
3	Pari	Shaikh.M	11	20	22	15	15	61
4	Toorpikay	Ghulam Rabani	14	19	21	15	14	55
5	Nabila	M.Ebrahim	12	13	17	15	15	48
6	Belqis	Ghulam.M	17	24	23	15	15	60
7	Karima	Abdul Razaq		21	15	12	15	63
8	Adila	Shahmahmud		19	20	10	15	64
9	M.Ebrahim	M.Arif	10	23	20	15	15	63
10	M.Omar	Aqa Jan	6	10	27	15	13	59
11	Gultab	Faqirshah	17	28	30	15	15	71
12	Maryam	M.Ekram	16	17	20	15	15	51
13	Afifa hoshmand	Faqir.Ahmad	16	15	25	15	14	53
14	Meena	M.Rahim	18	24	25	15	15	61
15	Farida	M.Unos	11	14	15	14	13	45
16	Malalai	M.Unos			21	13	15	49
17	Homa	M.Qasem	13	19	20	15	15	56
18	Nazifa	Ab.Wahab	21	18	17	15	15	44
19	Laily	Doost.M		23	15	15	15	68
20	Abdul Ghafar	M.Hashem		10	17	13	15	55
21	Nabi dad	Rasol dad		24	18	15	14	71
22	Zarimina	Amanullah	12	19	15	15	15	52
23	Laila	Baran Khan	12	21	25	15	15	64
24	Sayeeda	Sayed wahdat shah	13	24	20	15	15	61
25	M.Taleb	Khoda dad	19	19	21	14	15	50
26	Abdul Bashir	Abdul Qudous	6	10	17	15	15	51
27	Deena sadat	Sayed Ahmad		19	19	15	15	68
28	Sakina	M.Eshaq		15	25	13	15	68
29	Sultana	Hamidulhaq		15	25	15	15	70
30	0	0			30	15	15	60
Total			263	529	630	434	443	2036
Percentage			13.15	2036				72.71
Promotion								59.56

جمهوری اسلامی افغانستان  
وزارت معارف



د افغانستان اسلامی جمهوریت  
د پوهنی وزارت

Islamic Republic Of Afghanistan  
Ministry Of Education  
ریاست معارف شهرکابل  
آمریت انسجام و هماهنگی

کڼه 445

نېټه ۱۳۹۷/۷/۲۳

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به اداره محترم موسسه پوهنتون نبراسکا!

پیشنهاد شماره (۷۵) مورخ مورخ ۱۳۹۷/۷/۲۳ امریت حوزه دهم تعلیمی شهرکابل عنوانی این ریاست واصل و نگاشته اند:  
موسسه پروگرامهای تعلیمی پوهنتون او ماهای نبراسکا برنامه های آموزشی بشکل سمینار بخش اداره و منجمنت و بخش میتود  
را برای استادان و اعضای اداری مکاتب به پیش میبرد و اکنون بخاطر بیشتر ارتقای ظرفیت کارمندان ضرورت تدویر  
چنین سمینارها احساس میشود امید از طریق خویش موضوع را به موسسه محترم راجع و منظور خواهند فرمود.  
که در زمینه ریاست معارف شهرکابل از موسسه محترم همکار سپاس گذار بوده و از اینکه سمینار متذکره برای پرسونل این  
ریاست در امور یومیه بسیار موثریت داشت بناً از موسسه محترم خواهشمندیم تا سمینار اداره و منجمنت برای پرسونل  
مکاتب شهرکابل بخصوص مکاتب حوزه دهم تعلیمی دایر نموده ممون سازید.

با احترام

داکتر احمد ضمیر "گوارا"  
رئیس معارف شهرکابل

کاپی به امریت محترم حوزه دهم تعلیمی.



