



Content Development Training Program for Hushe Valley Teachers-Phase ii-2017

At

Professional Development Center Machulo (PDCM)

Organized

By

Felix Foundation Baltistan

Information corner

Project:- Sharba Sabaq

Activity:- A.2.1 Training Course in Pedagogy for Teachers

Duration:- 11 Consecutive Days (9:00 to 4:00)

Trainers: -

a. Mr. Zakir Hussain

D.D.O Surmo Government High School, Ghanche

b. Mr. Mumtaz Hussain

Senior Science Teacher at Girls Higher Secondary school Khaplu, District Ghanche, Graduate of AKU-IED Karachi.

Facilitators: - Akber Ali, Senior Teacher at Munawar Public School Machulo

Kamal ud Din, P.M Edu Felix Foundation Baltistan

Venue: - PDCM

Body of Report: -

Part one: - Detailed from *Acknowledgment* to *Conclusion* by Trainers with Help of Kamal

Part two: - Eye view of Program Manager (Kamal regarding the training. Suggestions etc)

ACKNOWLEDGEMENT

I am thankful to Felix Foundation Baltistan team and management for providing us an opportunity to conduct content development training for elementary teachers. Without their support we might not be able to accomplish this important task. Thank you all indeed!

Our heartfelt gratitude goes to General coordinator and academic coordinator who devoted their precious time to support us to complete this task successfully. They were so caring and supportive all the way from planning to conduction of the training program.

It would be inappropriate if we do not appreciate and acknowledge the services of the Felix Foundation guest house staff for their support and good services during our stay at Machulo. Special thanks go to kitchen staff for presenting us delicious foods during the program. Without the cooperation of all these people this program would have not been possible. Thank you all!

Zakir Hussain & Mumtaz Hussain

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Content Development Training Program for Hushe Valley Teachers-Phase ii-2017

INTRODUCTION

Hushe valley is the entrance to Baltoro Glacier. Baltoro Glacier has the dignity to own the eye-catching peaks along with enormous eight thousand meter peaks. The gateway counts after Skardu to Khaplu district for 2 Hours drive distance and met first glance of Saling suspension bridge. Here, the entrance in the Valley where eight villages (Saling, Machulo, Talis, Baley Gone, Marzi Gone, Khane, Kande and Hushe) are situated. Baltistan Fundazioa (Spanish Counter-part) and Felix Foundation Baltistan (Pakistan Counter Part) have been working since 2002. The population of the valley is 11146 including 51% Females and 49% males. The people of this valley speak Balti and cent percent followers of Noorbakhshi sect of Islam. This sect follower is very temperate, undeveloped, and sympathetic for enlargement and recognition for the progress. The frugality of residence is based on agriculture and tourism.

Ibrahim Rustam¹ is a high altitude porter and he was born in Machulo. In **1995** Ibrahim Rustam was part of a Pakistani expedition to climb Mount Everest; he was exposed to the climbing school (CS) in Kathmandu and in 1997 CS in Machulo was initiated on self-basis by Ibrahim Rustam, Shamshair Ali², Akhon Ibrahim³, Rustam Ali⁴ and other youth of Machulo. Later they shared the idea with Jon Lazkano⁵, Alberto Inurrategi, Felix Innurategi⁶ and their other foreign friends. They appreciated the idea and started the initiative. The CS replaced its name in honor of Felix Innurategi as he was disappeared on G-II during his expedition. It was a very difficult and sorrowful moments in Basque Country and Machulo as well. On this appreciation and honor to Felix from the youth of Machulo inspired the friends and families of Felix and they invited (Shamshair Ali, Ibrahim Rustam, Akhon Ibrahim and Rustam Ali) to Spain, Basque Country and developed a combined vision “Development of

¹ Ibrahim Rustam:- The founder member of Foundation in Pakistan.

² Shamshair Ali:- The founder member and General Coordinator FFB.

³ Akhond Ibrahim:- The founder member of Foundation.

⁴ Rustam Ali:- The founder member of Foundation.

⁵ Jon Lazkano:- The founder members of Foundation in Spain

⁶ Alberto & Felix Inurrategi:- The founder members of Foundation in Spain

Socio-Economic Condition of Hushe valley”. In this way Baltistan Fundazioa⁷ was established in Basque Country and Felix Foundation Baltistan⁸ was established and registered in Baltistan in 2002 and both organizations actively involved with the community of Hushe valley for sustainable development of Hushe valley since the idea evolved. In this both can't forget the role of Basque Mountaineers (Felix, Alberto, Jon Lazkano, Txema Camara, Tamayo and Jounjo Sansebastian etc.)

TYPE & NATURE OF ORGANIZATION

FFB is a development organization. It's a non-government, not-for-profit and non-sectarian, non-partisan organization working for social development of vulnerable and less developed people. It's a human-centered NGO. FFB could also be labeled as an implementing organization which designs and implements various developmental projects with the financial and technical support of international donor agencies and the government.

VISION

Educated and skillful Hushe valley

MISSION

The FFB is a non-profit organization, seeking to improve the welfare of the people of the Hushe Valley, leading our community to a Human, Sustainable and Participatory Development.

OBJECTIVES

Following are broad objectives of FFB:

1. Promotion of Education with special focus on quality, girls' education, teacher professionalism and school management.
2. Bequeath the people in the area with the skills and infrastructure necessary to promote and manage their own mode of sustainable and economic development, for both men and women.
3. Promotion of Gender Equality & Women Empowerment.
4. Provide Timely Relief Assistance to Disaster Affected Communities and Assist them for their Timely Rehabilitation and Early Recovery.
5. Human and professional training is, therefore, one of the pillars of the Foundation

⁷ Baltistan Fundazioa (BF) The foundation in Spain, Basque.

⁸ Felix Foundation Baltistan (FFB) The foundation in Pakistan, North

6. Provision of accessible and clean drinking water & quality sanitation Facilities and Improvement of Community Physical Infrastructure.
7. Promote Basic Health Facilities and Address women pregnancy and delivery.

CORE PROGRAMS

Felix Foundation has following core programs which help Foundation in strategically achieving its mission.

- i. Education
- ii. Infrastructure, Disaster and Rehabilitation
- iii. Skill Development
- iv. Agriculture
- v. Women Empowerment
- vi. Health
- vii. Mountaineering
- viii. Gender Development

Professional Development Center Machulo

The overall goal of Professional Development Center Machulo is to improve quality and relevance of education in its various Institutions across the Hushe valley of district Ghanche of Gilgit-Baltistan. For this purpose PDCM team arranges various training programs for the professional development of teachers focusing on the content knowledge and pedagogical skills with ultimate aim to enhance students' learning outcome. This training is one of the series of PDCM academic initiatives.

This content development training was particularly designed for Elementary teachers to improve their teaching skills in teaching key subjects i.e. Mathematics, English, General Science and Geography at elementary level. In this connection, the course has been designed in a way which was based on the activity based teaching and learning with fun.

The major emphasis of this program was to develop the teachers' competencies of teaching key subjects at Elementary level using innovative pedagogies to provide learning opportunities for the students to experience key subjects as an integral part of their lives and have a fun while learning it.

TEACHER EDUCATION

Refers to the policies and procedures designed to equip teachers with the knowledge, attitudes, behaviors and skills they require to perform effectively.

RATIONALE FOR IN-SERVICE CONTENT DEVELOPMENT TEACHER TRAINING

Because the world that teachers are preparing young people to enter is changing so rapidly, and because the course content and teaching skills required are evolving likewise, no initial course of education can be sufficient to prepare a teacher for a career of 30 or 40 years. In addition, as the student body continues to change due to demographic issues there is a continuous pressure on academics to have mastery of their subjects but also to understand their students.

AIMS OF CONTENT AND PEDAGOGY TRAINING FOR HUSHEY VALLEY TEACHERS

The aims of Content based Training is to enable the teachers reflect upon their competencies, keep them up to date, and develop their content based knowledge further.

Keeping in view the above mentioned aims Felix Foundation Baltistan organized 11 days content and pedagogy training workshop for Hushey valley teachers from 24th July to 3rd August 2017 at Machulo. 24 number of teachers from the following schools participated in the training program.

1. Munawar Public School Machulo I
2. Munawar Public School Machulo II
3. Munawar Public School Machulo III
4. Gvernment Primary School Marzigond
5. Government Primary School Balaygond
6. Government Middle School Talis
7. Unique Model School Saling
8. Government high school Khaney
9. Amin Braq Public School Kanday
10. Mashabrum Public School Hushe

Need based analysis was carried out by the trainers and by the management Felix Foundation Baltistan to identify 24 numbers of teachers as participants of the training. To train the

participants two talented and experienced teacher educators (Resource Persons] were hired from Government Education Department Ghanche to conduct the said training effectively. List of participants participated in the training are appended as appendix A.

OPENING CEREMONY OF THE PROGRAM

Founding members of Felix foundation participated in the opening ceremony. The program started with the recitation of some verses from holy Quran by Ghulam Nabi one of the participants of the program. The training coordinator spoke to the participants. They shared the vision of Felix foundation regarding the development of education in the remote areas of Hushey valley and motivate to learn and serve in the schools more passionately. The Participants shared their expectations from the training program. By incorporating the expectation of course participant's facilitators shared the objectives of the program.

EVALUATION OF THE PARTICIPANTS

Participants were assessed to determine the level of understanding in the four focused subjects at elementary level i.e. Mathematics, English, General Science and Geography by the direct administration of pre-test. The misconception identified during pre-test was particularly focused in the professional development program. After the completion of training program same tool was administered as post test to determine the efficacy of the content and pedagogy training held at Machulo.

REFLECTION SESSION ON DAILY BASIS

Reflective model of teacher training was used to train the participants in four subject areas. Therefore, reflective practices were encouraged during the program. The sessions were started with a 30 minutes reflection session on daily basis to improve the sessions further, during this session participants critically reflected on the previous day's activities and the facilitators note down the important suggestions to implement in the coming sessions.

ANALYSIS OF PRE-TEST AND POST-TEST ACHIEVEMENT SCORES

The sum of achievement scores achieved by each participant in respective subjects in pre & post-test were calculated to determine the efficacy of the training program. The clear difference between the pre and post test scores shows the program went effective to the participants.

EVALUATION OF THE TRAINING PROGRAM THROUGH PARTICIPANTS

A total of 24 teachers as participants and two trainers were nominated from Education department Ghanche by Felix Foundation Baltistan to conduct the said program on need basis. An evaluation tool developed by the facilitators was used to evaluate the efficacy of the program. The participants were asked questions related to the program on six point rating scale. The tool used for the evaluation of the program is given below:

TRAINEES' SELF EVALUATION FORM

Questions asked to participants	No Responses					
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	NA
a) The training schedule was well organized.						
b) The manual developed for the purpose was match to course						
c) Selection of trainers for the CPD was made on ability basis.						
d) Nomination of trainees was made by the Felix Foundation						
e) The materials provided will be useful to me.						
f) I understood all concept taught by the trainers						
g) The methodology of the trainers were up to the mark.						
h) The methodology adopted by the trainers is applicable in the						
i) The arrangement of the workshop was appropriate.						
j) The workshop venue is easy accessible, suitable and						
k) The resources provided by the management were sufficient.						
l) The facilitators used AV aids to make understandable the						
m) Such workshops should continue in the Hushey valley during						
n) The content taught by the facilitators was match to the school						
o) Do you study books other than school curricula regularly?						
p) Do you have dictionary (Urdu/English) in your cell						
q) Do you use social media (Face Book, Twitter, What's app etc)						
r) Do you have computer/lab top?						
s) Do you know the use of computer?						
t) Do you maintain class room diary regularly?						
u) Do you prepare yourself before going to the class?						
v) I cope with the school administration in curricular and co-						
w) I maintain cleanliness my body and clothing regularly.						
x) I involve community/parents to enhance the standard of						

Table 1 No of responses given by the participants in evaluation of the training program

ITEM RATING

Respondents (Trainees) were asked to rate the efficacy of the program against each item on a 6-point rating scale according to their experience in the said training program as a trainee. The numbers of responses were calculated for individual items. The overall analysis of item scoring revealed that the item (i) was mostly agreed by most of the participants (85% agreed and 12% strongly agreed and 3% marked as neutral). The said item was regarding the arrangement during the workshop was appropriate. The item 'r' was least agreed (37% strongly disagreed and 62% and less than 1% marked as not

applicable) by the trainees. The least agreed item was: do you use information and communication technology in your teaching? Perhaps they are not enough privileged to have information and communication technology facilities to use in their classroom teaching. That is why the item related to the use of ICT in the classroom teaching was least agreed by the participants. The overall evaluation regarding the efficacy of the program is encouraging.

CLOSING CEREMONY OF THE PROGRAM

The closing ceremony of the teacher training program was held in the hall of Professional Development Centre Machulo on 3rd August of 2017, the founding members and management staff of Felix Foundation have graced the occasion. Participants shared their reflection. Coordinator Felix Foundation Baltistan also spoke at the occasion.

Mr Ghulam Nabi shared their reflection as participants of the program. They appreciated the efforts of Felix Foundation for providing continuous professional development opportunities to update the teachers.

Mr Kamaluddin Program manager acknowledged the efforts of trainers and participants during the content development training program. He appreciated the cooperation of Education Department Ghanche regarding the nominations of trainees and trainers to promote public private partnership to improve the quality of education. He emphasized the teachers to implement their learning in their classrooms. He said that the Felix Foundation Baltistan is determined to develop the Hushe valley in the field of education and awareness. He congratulated the participants for their successful completion of the course.

Facilitators advised the audience that all the efforts should revolve around the education of children. They emphasized that commitment is the key to change the educational institutions. They said that the efforts of Felix Foundation Baltistan regarding the development of education in the remote areas of Hushe valley are commendable and appreciable. They expressed the desire to take joint actions to uplift the peoples of this area through the improvement of educational facilities.

They said teachers never retire from service if he or she is an effective teacher. So prepare yourself to an extent that your demand increases in the society. Moreover, they emphasized that respect cannot be done rather it can be earned by a person's efforts.

They directed the participants to conduct monthly review meetings to assess the month's activities focusing the education of the students. The self-imposed barriers must be identified for better performance. They further directed to keep an eye on National curriculum document as well as hidden curriculum. They emphasized to make efforts for their professional development.

ACHIEVEMENTS

Some key achievements of the program were as follows

- Contextual misconceptions were successfully identified to address in the training program.
- Provided with a need based content development training program for key subjects at the door steps of the participants to ensure participation of more participants from remote areas of Hushe valley.
- Participants were orient with the learner centered collaborative instructional strategies for effective teaching in the classrooms
- Those female teachers who have difficulty to attend trainings at out stations due to socio cultural and religious factors had an opportunity to participate in the training.
- Low cost no cost materials were developed by the participants.
- Conduction of training in Hushe valley was economical due to fewer charges of transportation of participants and non-involvement of hoteling charges.
- Participants were given ample opportunities to present their learning from the activities on daily basis to promote their confidence in teaching the key subjects.
- Local trainers have benefit to make the participants understand in local language as well as better understand the contextual needs of teachers.
- Use of low cost and no cost materials was introduced in teaching abstract concepts

CHALLENGES

Following were the some challenges faced during the program

1. Being harvesting season the participants were not comfortable to attend the training program.
2. Diverse academic and professional background of the participants was difficult to deal with same level in terms of session planning.

3. Male participants were dominated in terms of their numbers so that female participants used to hesitate in participating group works.
4. Use of ICT could not be introduced due to non-accessibility.

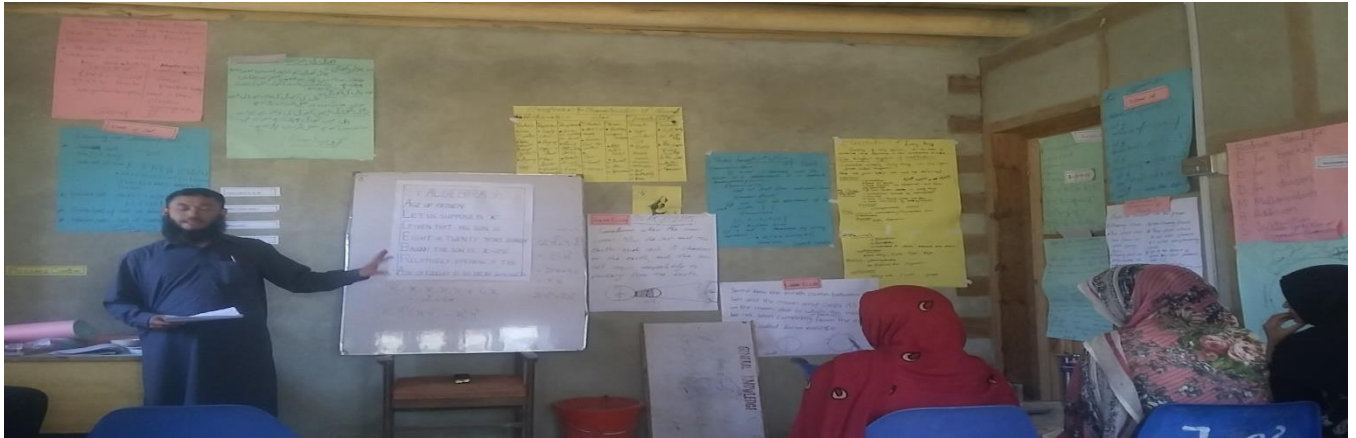
RECOMMENDATION

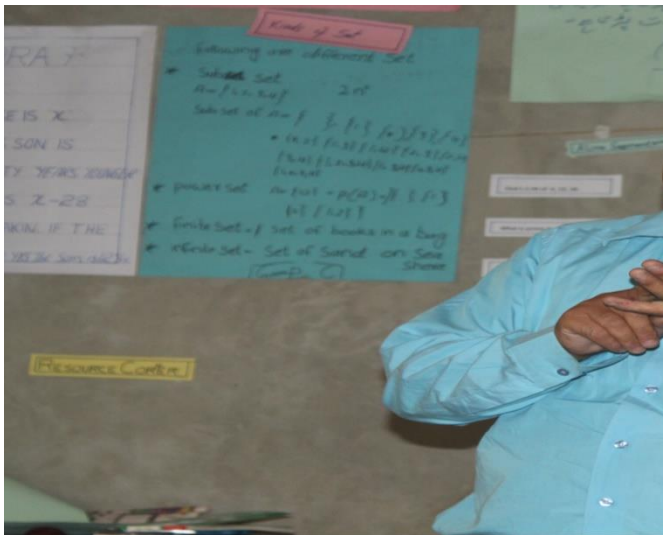
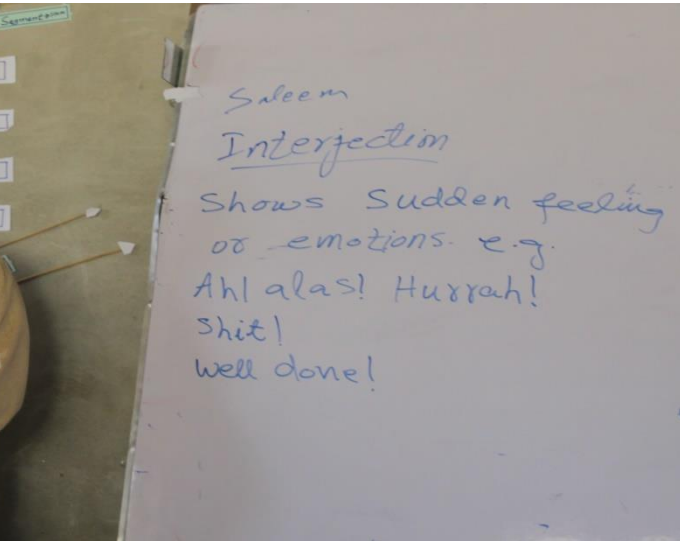
- Follow up mechanism must be devised to ensure the implementation of training in the classrooms teaching learning process.
- Modular training program should be planned to fulfill the need of teachers in specific subjects.
- Gender balanced group of participants should be nominated to discourage the male dominated programs to encourage females active participations in future.
- Travelling and daily allowance must be provided to the participants to encourage their participation.
- Training need assessment must be carried out to nominate the participants on need basis.
- Separate trainings must be organized at primary, elementary and secondary levels to pin point their professional needs
- Subject based teacher associations must be promoted to encourage collaborative learning i.e. science teachers association or mathematics teachers etc under the umbrella of Felix foundation Baltistan.
- Exposure visits for teachers to effective schools may be arranged to get ideas for school improvement.
- An educational journal may be published to encourage the writing skills of students and teachers.
- Afternoon debriefing sessions may be encouraged to share the challenges and opportunities in between the teaching staff.
- Monthly review meetings must be conducted to assess the academic progress in Felix Foundation adopted schools.
- Feedbacks may be received from the school management to improve the future's professional development programs.

CONCLUSION

The clear difference between the achievement scores of pre and post-test shows that the training went effective to the participants. The program was evaluated by participants through the evaluation tool design by the trainers. Data analysis shows maximum participants were satisfied from the program. Most of the participants suggested that this program may be continued in future too. Moreover, a comprehensive follow up mechanism may be devised to ensure the implementation of the training program in the classrooms. Feedback may be received from the head teachers of concerned teachers to make the training more effective.

PICTORIAL VIEW OF THE PROGRAM





List of Teachers for Training

FELIX FOUNDATION BALTIKSTAN

Registration form of Course Participants
Content based training for Hushe Valley Teachers 2017 Phase II

S.No	Name of Participants (in Capital)	Male / Female	Name of School	Acad Qual	Prof Qual	Mob #	Residence	Subj Taught	sign
1.	GHULAM NABI	M	P/S Balygone	M.A	B.ed	03555668755	Machulo	English	Jin
2.	Nazir Ali	M	MPS Hushe	BSC	B.ed	03555298123	Hushe	math	Shukla
3.	Sikandar Khan	M	P/S Muzigond	F.A		03555414041	Muzigond	math	Standa
4.	Shair Ali	Male	M/S Talis	FA	-	03554135189	Talis	S. St English	S
5.	SHAIR KHAN	MALE	M/S Muzigond	metric	-	0355-5323420	Muzigond	math	Shair
6.	Mazhar Ali	Male	P/S Muzigond	metric		03555419627	Muzigond	S.S.T	Muzhar
7.	Wajid Ali	Male	M/S Khanay	B.A.B	B.Ed	03554157078	Khanay	math	Wajid
8.	Shahid Ali	Male	P/S Balygone	Metric	-	03555225696	Talis	Geography	S.
9.	JAVAD	Male	P/S Machulo	I.CS/MA	B.Ed	03554163568	Machulo	English	Javad
10.	Sardar Hussain	Male	P/S Machulo	B.S.P	Phy	03554176892	Machulo	Phy/math	Sardar
11.	M. Aqeel	Male	P/S Machulo	B.SCS	computer	0355-5194708	Machulo	computer	Aqeel
12.	KHADIM ALI	MALE	MPS Hushe	MA	B.ed	03554176696	Hushe	Math/science	Khadim
13.	Bushra Ansari	Female	M/S Talis	F.A	-	0355-5681618	Talis	English	Bushra
14.	Nuzhat Khatun	Female	MPS Machulo	M.A	UT	03555647013	Machulo	Science	Nuzhat
15.	Shakila Bano	Female	S.S.P Machulo	B.A	-	03555229836	Machulo	English	Shakila
16.	Rafiza	Female	S.S.P Machulo	Metric		03555382967	Machulo	Urdu	Rafiza

FELIX FOUNDATION BALTIKSTAN

Registration form of Course Participants
Content based training for Hushe Valley Teachers 2017 Phase II

S.No	Name of Participants (in Capital)	Male / Female	Name of School	Acad Qual	Prof Qual	Mob #	Residence	Subj Taught	sign
17.	Abbas Ali	Male	MPS Hushe			03554164292	Hushe		Abbas
18.	M. Nazir	Male	A.B.P.S.K	F.A	C.T	03555415425	Kanday		M. Nazir
19.	M. Abdullatif	Male	U.M.S Salang	F.A		03558503889	Salang	Urdu/Science	M. Abdullatif
20.	Zubeeda Bano	Female		B.A		03555712460	Machulo	Urdu/Science	Zubeeda
21.	Muhammad Ali	Male	MPS-II	BA		0355-5115724	"	Science/Math	Muhammad
22.	Muhammad Naseem	Male	A.B.P.S.K			0355-5485887	Kanday	Economy	Muhammad
23.	Zafar Ghalib	Male	MPS II	BA	C.T	0355-4164052	Machulo	Math, Comp	Zafar
24.	M. Haidary	male	U.M.S.Salang	F.Sc		0355-5400178	Salang	Math, Eng	M. Haidary
25.									

Comment of Program Manager (Kamal ud Din)

The training may improve and be more effective as we continue the improving tasks. I have enlisted their recommendations and challenges and described the comments in its light.

CHALLENGES AND SUGGESTIONS

Following were the some challenges faced during the program

- 1. Being harvesting season the participants were not comfortable to attend the training program.**
 - a. It may improve by conducting the sessions during the school time or in winter vocations. It may be improve if we devise a mechanism to increase salaries who attend the training effectively. We can assume or facilitate them by remunerating some amount for the training if it is conducting during the vacant days.
- 2. Diverse academic and professional background of the participants was difficult to deal with same level in terms of session planning.**
 - b. The training should conduct for the same level of age, qualification and subject mastery. So, the teachers may understand bitterly as their level of teaching and learning from the trainers.
- 3. Male participants were dominated in terms of their numbers so that female participants used to hesitate in participating group works.**
 - c. The female teachers may have a female trainer as well, so they can feel better and comfort to learn more effectively.
- 4. Use of ICT could not be introduced due to non-accessibility.**
 - d. The use of computers due to unavailability in most of the schools is still remaining to gain maximum and instant knowledge for the teachers. The female teachers majority can't use ICT based knowledge and its usage. It may be improve by giving training to the teachers regarding the usage of computer based surfing etc.

Apart from the above I would like to comment that the trainings on content based for teachers are very effective. It would be further be improve by follow up by those teachers who are being paying from Sharba Sabaq under the stability pluses activity, so, it would be more effective and less expensive regarding transportation etc.

Mr Akber Ali, a teacher from Munawar lead as facilitator for three English classes to teach the participants. This was a great intervention to count the master trainer preparation from the valley. I personally and masters trainers particularly helped him out to design the content, presentation, method and encourage him. He put his best and have good potential to deliver the content based training in future.