



December 2003

Highlights

Issue: VII

### Editor's Note

Dear all,  
We wish you all a happy and prosperous New Year. The year 2004 promises to be full of excitement and celebrations as our school in Gwadar, Balochistan completes its 100 years of operations.

In this month's issue, we welcome on board the General Manager for Northern Areas and also take a look at how the Community Development Officers in the North have successfully mobilised the community in recent years.

The QuAID (Quality Advancement through Institutional Development) project starts off in the South with a seminar to be held in the month of January 2004. Read more on QuAID in our next issue, which would be our quarterly newsletter.

We appreciate the enthusiasm with which highlights were received and look forward to coming up with more interesting quarterly newsletters.

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### Features of the month

- . Field Based B.Ed Programme...
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- . Working with AKU-EB...
- . Career Flyer Programme...
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### Field Based B.Ed Programme in Northern Areas

Education Office, Northern Areas recently signed a memorandum of understanding with Hamdard University, Karachi to launch a Field-Based B.Ed programme. The field based programme's advantage lies in the fact that teachers (particularly females) are not uprooted from their homes. During the past years, the main focus of field-based training had been for PTC, CT and refresher courses. The increasing demand and need for degree courses, led to the introduction of the B.Ed programme. A total number of 30 candidates from all the five districts of Northern Areas including DJ and community school teachers, coaching centre teachers and few professional staff are attending the programme, which has a specified curriculum approved by the Higher Education Commission, Islamabad. The course subjects cover areas such as curriculum studies, approaches to teaching and learning, classroom dynamics, educational assessment, teaching methodology, study skills, lesson planning and teaching practice.

### First Centre of Excellence inaugurated in Mombasa, Kenya

The first of a planned network of Aga Khan Academies dedicated to expanding access to education of an international standard of excellence in Asia and Africa was inaugurated in Mombasa, Kenya on 20 December 2003. The Academy's curriculum is based on the framework of the International Baccalaureate (IB). It will eventually feature a robust system of international student and teacher exchanges between Academies in different countries as well as with allied schools, including Phillips Academy in the United States and the Schule Schloss Salem in Germany. Admission to the Academy is merit-based and means-blind.

### Working with AKU Examination Board

The Education Office, South made a presentation to the AKU-Examination Board on the activities and assessment system followed by Aga Khan Schools in Karachi. The presentation also highlighted the challenges of the existing public examination system and suggested a framework to improve on the existing assessment system to ensure optimal focus on critical learning and skill development processes.

### Career Flyer Programme in Hyderabad and Thatta

With the successful completion of the Career Flyer and Presentation Programme in Karimabad jurisdiction in Karachi, the Career team visited Hyderabad and Thatta where a total of 5 sessions were organised. In Hyderabad, the sessions were held in Sultanabad, Aynabad and Mubarak Colony where 356 students of Classes VII – XII actively participated. Similarly, sessions were held in Mehmoodabad and MirpurSakro in Thatta where 200 students of Classes VII – XII participated. The students and participating parents raised many career-related questions and the programmes in both Hyderabad and Thatta were highly appreciated by them.

### Seminar in Northern Areas

A seminar on "Teaching and Learning at premier institutions of the Aga Khan Education Service, Pakistan" was held at Aga Khan Higher Secondary School, Gilgit. The importance of the event in the context of secondary school teaching in the Northern Areas of Pakistan was highlighted during the programme. Faculty members of AKHSS, Gilgit, AKHSS, Gahkuch, and Aga Khan Academy, Hunza gave presentations on topics such as the importance of environmental education, developing critical thinking among the students, reflections on secondary school education in a remote valley of North, role of English Language in our educational system and in-service professional development of teachers. The presentations were followed by a session where participants reflected on the day-long seminar through group discussions. This seminar was indeed a step forward for continued professional growth of the staff of the premier institutions in Northern Areas.

### GM South addresses Seerat Camp

The Seerat Youth camp was organised by the Youth and Sports Board, Tariqah Board and Education Board, Dubai. Wasif Rizvi, GM South represented AKES, P and spoke on "Excellence in Education" at the camp. In his address, he highlighted areas such as what it meant to be educated, what formed the bases of excellence and the critical need for excellence in education. His presentation at the camp was well-appreciated by the participating youngsters and organisers.

### Principal, AKHSS as Coordinator

**Alay Murtaza Naqvi** - Principal, AKHSS Karachi, has now also been appointed as **Coordinator School Operations, South**. In addition to his responsibilities as Principal, AKHSS Karachi, he will also be responsible for providing overall leadership and guidance to Principals and Heads of all Aga Khan Schools in South while supervising and coordinating the support services functions i.e. Human Resources, Finance and Administration, in the South region. We congratulate him on his new appointment and wish him all the very best.

### GM Northern Areas appointed

**Dr. Allah Bakhsh Malik** has joined AKES, P as General Manager, Northern Areas effective December 1, 2003. He has a Ph.D in Economics and M.Phil (Cambridge) in Development Economics with distinction. He has a vast experience of around 20 years in the fields of education, social / sustainable development, project management, donor coordination, district administration and functioning of public sector. He has also worked as Deputy Commissioner in Chilas, Gilgit, Muzaffargarh and Pakpattan Sharif. Before joining AKES, P he was the Additional Secretary Literacy and non-formal Basic Education for the Government of Punjab. We welcome him on board and wish him all the very best for his future endeavours.

### Our Pride...

#### Community Development Officers in action...

In recent years, Community Development Officers (CDOs) have been appointed in Northern Areas and Chitral to promote active participation and enhance the capacity of the community for sustainable educational development. The activities carried out by CDOs in areas such as Gilgit, Hunza, Gupis and Gahkuch have provided the community with opportunities for discussions and sharing of ideas to resolve their issues through a participatory approach. Major interventions by the CDOs have been to increase parental role in the schools through mobilisation of Village Education Committees (VECs). Additionally, Parent Teacher Associations have been piloted with the concept of fostering parent-teacher interaction to increase parental involvement in the holistic development of children. To activate VECs in playing an instrumental role in increasing parental involvement, a training manual has been developed to train VECs on themes such as participation, importance of parental involvement in schools, educational management and planning, decision making and conflict resolution, effective communication and local resource mobilisation techniques, TOR of VECs and their role in school development. Several workshops to train VECs and orientation sessions for VECs and PTAs have been conducted by CDOs after the

development of this training manual. CDOs have also promoted inter-regional visits of VECs and conducted workshops for parents/mothers on themes such as effective parenting, education vs. socio-economic development, responsibilities of parents in the process of upbringing, tips on personality building, health, hygiene, food, nutrition and their impact on learning. In addition, special meetings are held with parents of 9<sup>th</sup> and 10<sup>th</sup> class students to create awareness of the importance of higher studies amongst them. Mothers have been encouraged to preside over the celebrations at schools and model mothers have been invited to share their experiences with other mothers. Career awareness sessions for 9<sup>th</sup> and 10<sup>th</sup> class students on themes such as how to get good marks and what are the career choices for girl students have also been organised. One-day workshops for communities on various topics such as record keeping, local resource mobilisation and effective management have been organised to optimise their utilisation of available resources from matching grants. The impact of these activities has been that the parents have developed a sense of responsibility and started visiting schools inquiring about their children's performance, monthly test records and fees. VECs have started planning in advance for the whole academic year and getting involved in school activities. The active participation of female members in this regard has surpassed all expectations. The interaction between different VECs has developed a sense of competition and positive inter-dependence for the promotion of quality education. Communities have developed a sense of responsibility and their role in school management, e.g., in record keeping, fee collection, arranging review and planning meetings and mobilising resources for development activities has greatly increased.

### How to Build Personal Trust

A report issued by the Forum Corporation reported in *Across the Board* shows that humility helps build trust with colleagues. By admitting doubt or error and acknowledging mistakes, managers were felt to be competent. Co-workers thought, "I can trust you. You won't try to bluff me." *Other findings:* Colleagues rated highly trustworthy were also rated highly competent. *Also:* To build trust, you must be seen as a collaborator, not as a competitor. *Source: Leaders*

**CEO AKES, Syria visits AKES, P**

Mr. Ahmed Hyder, CEO - AKES, Syria recently visited AKES, P. A detailed presentation related to the academic operations of Education Office, South was made to him. Mr. Hyder also visited the schools in Karachi.

**Partnering with National Council**

AKES, P in collaboration with the Council for Pakistan recently certified the 'English Language Master Training Programme', through which the master trainers had been trained who in turn facilitated the first phase of the 'English Language Teachers Training Programme'. The first training programme has come to an end and the master trainers are in the process of planning and offering two more training programmes for the English language teachers in areas of Garden and Karimabad. The programme will equip participating teachers with effective teaching strategies focusing on the basic skills of English language. It will help the participants to grow professionally as English language teachers and also provide a platform for them to become a resource to the community.

**Collaboration with AKU-HDP**

One of the core focus areas at all Aga Khan Schools has been Early Childhood Development. The ECD models developed by Education Office, South were recently shared with AKU- Human Development Programme to create synergies in this regard. Based on these presentations, AKU-HDP invited representative from AKES, P to be part of a working group, which will work on capturing the richness and complexity of the holistic development of children between the ages of 36 years. Anisa Wali Mohammed from AKES, P would be part of this team.

**A Question For Candidates**

Ask a candidate you are interviewing this question: "If I met your former boss at a barbecue and ask her or him to tell me in just one sentence about you, what could the one sentence be?"

Chances are you will get an accurate picture of the person.

**AKES, P welcomes on board...**

Dr. Allah Baksh Malik  
G. M. Northern Areas, EO, North

Sophia Ahmed  
Manager Budget & Planning, CO

Altaf Hussain  
Maintenance Asst, AKHSS, Gahkuch

Malik Fidai  
Sr. HR. Officer, Central Office

Rehana Batoc  
Warden, AKA, Hunza

Nasima Bibi  
Community Mobiliser—Chitral

Sultan Abbas  
Academic. Dev. Officer—Chitral

Saima Karim Ali, Lab Assistant  
Abdul Naeen Kakepoto, Teacher  
Aga Khan School, Sultanabad

Muneer Alam  
Office Assistant, REB, Punjab

Laila Noorali Lakhani, Almas Tajuddin  
Unaiza Asim, Shahina Hasan, Kishwer  
Pareveen, Asma Ahmed, Sanober  
Alfraz Patel, Samina Mushtaq Ahmed  
Alia Aqueel  
Teachers, SMS, Karimabad

Shaukat Bakht Muneer, Marzia Navroz  
Ali, Shazia Mehboob  
Teachers, AKS, Kharadar

Khalid Mahmood  
LAC, AKS, Kharadar

Shama Abdul Rahim  
Asst. Librarian, AKS, Garden

Hassan Ismail  
Audit Officer, Central Office

Tanzeela Soomro  
Mentor Teacher, RCC, Project

**Tip of the Month**

**A Good** question to consider whether you are evaluating an employee or being evaluated: Why does this company need you?

*Source: Mark McCormack's Success Secrets*

**We bid farewell to...**

Habiba Badruddin  
Dep.Head Mistress, AKS, MirpurSakro

Salim Wali Mohammad  
Asst. Manager Finance, Central Office

Kausar Parveen Yousuf  
Matron, AKA, Hunza

Arjumand Bano  
Teacher, SMS, Karimabad

Shahida Maheen  
Programme Officer, CBS, Sindh

Mola Buksh Murad, Aurangzeb Mohd  
Fozia Sultana  
Teachers, AKS, Gwadar

Sohail Ashiq Ali, Maqsood Ahmed  
Teachers, AKS, Hyderabad

Salim Akhter  
Field Supervisor, CBS, Sindh

Fazeel Fatima Mohd, Samina Jamal  
Naureen Javed Hirani, Kamran Jilani  
Nasren Bano Ahmed, Afsheen Inayat  
Ali, Tahir Ahmed, Shahana Abrar  
Teachers, SMS, Karimabad

Uzma Aziz Ali  
LAC, AKS, Garden

Nusrat Begum  
Mentor Teacher, RCC, Project

**60 Seconds Writing Clinic**

**Sick Sentence:** "The members of the committee have taken into consideration every one of the factors that has the capacity to affect the plan."

**Diagnosis:** Our physicians frowned when they found a festering fungus.

**Cure:** Fumigate the fungus in members of the committee, taken into consideration, every one of and has the capacity to.

**Result:** "The committee members have considered all the factors that can affect the plan."