

A report of three day leadership workshop in Kalika Secondary School Dhola, Dhading

As known, Association of Ek Pahila started to work with the Kalika Secondary School and it supported with science lab materials, library resources, furniture and classroom management in the nursery class. Ek Pahila people wanted to see more changes in quality of education of that school which was taking more time to improve the system and management of the school. Then they thought about the leadership and management challenges in that school and organized a workshop for all core stakeholders in the school. People from Rato Bangala Foundation involved in facilitating leadership workshop. Kalika school having 312 students (in 2016/17) and 14 teachers are working with enough classroom and a limited playground for the students.

Objectives of the workshop:

- Exposure of each participant as a team member
- To create an environment for team work
- To clarify the role of each stakeholder in school
- To facilitate School Improvement Plan (SIP) developing process

Methodology:

All teachers, school management committee members, parent teacher association committee members, members of the school advisory committee, members of the social audit committee and some student representative participated in the workshop. Some classes on good exposure for participants, review of the existing situation of the school, create an opportunity to know each other, SWOT analysis of school and SIP process activities were in priority during the workshop. It is a participatory work where everyone had an opportunity to learn and act.

Activities completed during the workshop:

Following activities were completed during the three day workshop

1. Explaining about the importance of the program by Krishna Duwadi (principal): School principal welcomed all participants and he explained about the importance of the three day workshop. He emphasized on quality of education and school management system to improve the quality of education.
2. The support and relationship of Ek Pahila Foundation with the school was explained by Madhav Shrestha (Director, Ek Pahila Foundation): Mr. Shrestha explained about the work and objectives of the organization. Foundation is supporting for the quality of education in the government schools. He also explained about the importance of the work that he is doing with the Kalika Secondary School.

3. Introduction of participants: cut pieces of the pictures were used to introduce the participants. Each participant picked out one piece from the box and find out his/her pair and introduce each other. Each other knew about friends' name, present role, best experience in life and expectation from the workshop. It was really interesting that each one had time to know each other and to share experiences openly. It was also useful for team building.
4. Presentation on well performing community school: A presentation was made on well performing school in Dailekh district. Rato Bangala Foundation worked with all community schools in Dailekh district and RBF had run an integrated project in Dailekh. It had conducted a comparative study based on time. This school had improved its management, teaching and learning, creative and interesting environment for students and also welcoming environment for parents and visitors. All changes in school were completed in a sustainable way and also initiated by the school stakeholders. The attractive classrooms, engaged teachers and enthusiastic students were proven result of their hard work. A comparative study of that school was discussed among the participants and finally each participant had committed to make a single contribution in the Kalika school. A list of 30 people and 30 piece of work was collected for a month. It was a really nice idea to involve all stakeholders and to make changes with small steps.
5. Situation analysis of school (Strength, Weakness, Opportunity and Threats): A very important activity was conducted on SWOT analysis. Most of stakeholders, they do not go back to their organization and they do not list out their strengths and opportunities during their planning. So, all participants worked in four different groups and they discussed and they listed out – Strengths, Weaknesses, Opportunities and Threats. They listed out more strength and then other aspects which is interesting and inspiring for them.
6. Presentation on Rato Bangala School (RBS) slides: A presentation was made on Rato Bangala Schools' classroom and teaching learning process. Classroom management, resourcing the classroom, furniture set up in the classroom, managing teaching and learning material in the classroom and hands on skill activities for the children were discussed. It also became an inspiring session for participants that they realized they do not need more expensive materials to perform best classroom teaching and learning. The simple, attractive and meaningful RBS classes were a good exposure for them.
7. Review of Three year School Improvement Plan (SIP): Participants involved in review of a three years' project. They reviewed different sections of SIP. They focused on either they completed all planned activities or not? Either they followed the right process of work performing or not? Either they put priority to local resources or not? The activities that they finished are sustainable or not? Different group did work on the above questions. Most teachers and stakeholders were not informed and were not involved in developing SIP and performing the SIP. They do not know about the activities explained in the SIP and most of the activities were not documented properly.
8. Watching a documentary on community schools: A documentary on community school was shown to participants. Rural schools in different districts had improved their facilities and had improved the quality of education in their schools. Students were involved in maintaining school environment and classroom cleanliness. Local resources were used to improve the physical facilities and parents/community members were involved in improving school facilities. Participants learned to improve their school with the ideas explored in that video.
9. Lesson on "Process Learning" as a methodology for classroom teaching and learning: Most

teachers follow the lecture method in community schools. Many of them have not ideas about child centered teaching and learning process. Since a class at process learning was discussed and experimented. The six steps of process learning were practiced by teacher participants. Each participant was committed to apply the new method in their daily classroom teaching.

10. Preparing draft copy of SIP for the year 2074 BS.: Finally, participants worked out on the school improvement plan for the year 2074 BS. They discussed about the regular activities, needs and available resources and then listed out the activities in priority. School principal with his team is committed to follow that draft copy and to finalize the beginning of the year 2074.

Results of the workshop:

Following are main results of the workshop;

1. All participants discussed openly
2. All participants informed about the School Improvement Plan (SIP)
3. A draft copy of SIP if prepared for the year 2074
4. A list of action of 30 activities is prepared
5. A concept of teamwork is created among the stakeholders

Recommendations to Association of Ek Pahila Foundation:

1. There are many possibilities to improve the school. Teachers are young and energetic and also they are enthusiastic to work harder and better. School is in the center of large community. School is in safe area which is in top and frequent disturbance is not possible from community people and others. Resource allocation is easy because of unity of community and political parties. School has enough classrooms and open space to improve the school environment. The number of students and teachers is very ideal. These are the factors that help to continue the project with that school and to see the changes.
2. Also, there are some limitations to work effectively. Leader does not have enough leadership skills, enthusiasm, capacity and interpersonal skills. Sometime it blocks the changes and new ideas in the school. May be the first intervention will be to work with a leader.
3. Better to develop the leadership qualities in leader to continue the project in that school.

Reported

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