

Enhancing knowledge and skills as an equitable strategy

11/30/2021

Planning: conduct a Focused Group Discussion to explore the possibilities of enhancing knowledge disseminating skills of female teachers

Action:

- Invited four teachers from Saraswoti School to Janahit
- The four teachers and the four teachers from Janahit had focus group discussions.
- The male teachers of Janahit engaged in individual and group discussions with the students. For support, I developed the following format (see below)
- The female teachers of Saraswoti shared their new learning with each other (e.g. multi-grade teaching). I intended to develop collaborative learning, not only cascading.
- All the female teachers actively participated in the discussion and explored the following:
 1. How to prepare well before going for training or knowledge disseminating program
 - 2 How to develop a booklet or presentation
 3. Who can support me? (Peer support, video reflection)
 4. Who are participants, what is the content, why are you listening
 5. Seek possibilities of peer learning for professional development (only personal support was in practice)

Reflection:

- Exploration of possibilities of learning and sharing knowledge inspired teachers to feel, 'Yes, I can also do the presentation.
I need to share what I learn.
I need to improve what I enjoy doing.
I need to respect my skill and knowledge.
Respecting self-esteem is important in the professional setting."
- Lack of female-female support as skilful female teachers had not supported or asked to help enough to each other.
- Female teachers' felt the need of improving skills as an equitable strategy.
- They showed willingness to visit neighboring schools and others, share knowledge and skills of their particular interest area (e.g. developing and using teaching and learning materials) for professional development.

What did not work well?

I planned to get the following information but I could not. It is because I got time to meet teachers at 2:15 pm. Teachers did not get enough time to fill the form as they had to manage classes as four female teachers had to sit for FGD. I am hopeful to get the filled form on my next visit.

खेलकुद वा खेलकुदका सामान्ग्री प्रयोग गरेर विद्यार्थीको पढाइमा के कस्तो प्रभाव पर्ला भन्ने सम्बन्धमा विद्यार्थीसंग गरिएको कुराकानी वा छलफल को विवरण

विधि (चिन्न लगाउनुहोस)	व्यक्तिगत कुराकानी		समूहमा छलफल
विवरण			
विद्यार्थीको नाम	केटा	केटी	विद्यार्थीको भनाइ
शिक्षकको पुनरावृत्ति (reflection):			

शिक्षकको योजना (planning):