

**EXECUTIVE SUMMARY ON CAPACITY BUILDING TRAINING FOR ZANZIBAR UNIVERSITY
ACADEMIC STAFF ORGANISED BY ZANZIBAR UNIVERSITY AND FUNDED BY NAMA
FOUNDATION**

1.1 PREAMBLE

The afore mentioned professional enriching training program was conducted between Sunday 19th – Wednesday 22nd July, 2020 at Zanzibar University with two main objectives of building capacity of academicians on New Education Era (NEE) which is opposed to the Traditional Education Era (TEE) and enabling staff fit in the Roadmap of Outstanding Educators. The new approach focuses on learner's (Active Deep Learner Experience). A total of Forty-six (46) academic staff from different Institutes, Departments and Faculties participated in the training. This enriching Training Program was sponsored by NAMA FOUNDATION headquartered in Kuala Lumpur; Malaysia through its subsidiary or liaison office; NAMA Integrated Centre for Excellence Limited (NICE) located in Dar Es Salaam, Tanzania. It was co-ordinated by the experienced and famous NICE Tanzanian Executives, Mr. Mfaume Juma; Chief Executive Officer, +255 717 058 492 and Mr. Suleiman Abdalla; Program Coordinator, +255 754 371 115.



1.2 TOPICS COVERED

The training focused at the Five (5) Teaching-Learning Domains with all their Fifteen (15) Principles technically dubbed as **FIRST Edu**. These enable Educators design curricular that facilitate Active Deep Learner Experience (ADLE). These are the 5 FIRST Domains with their respective principles:-

- **F** stands for **Focusing**; Individualization, Probing & Assessing and Trust the Learner.
- **I** stands for **Interacting**; Social Event, Positive Spirit and Motivation & Attention.
- **R** means **Reviewing**; Readiness Increase, Activity Facilitation and Reviewing Actively.
- **S** stands for **Sequencing**; Structuring & Sequencing, Repetition without Boredom and Linking & Summarizing
- **T** stands for **Transforming**; Reflection on Reality, Practicing & Experiencing and Continuity & Follow up.

The sessions were very active and participatory in nature. Participants did quizzes, educational games and group works to facilitate the learning process. Participants managed to design session flows and demonstrated teaching practice by using all the fifteen principles of FIRST.

1.3 PARTICIPANTS' EXPERIENCE

- The training was very interesting and beneficial to the Zanzibar University staff especially those who did not offer Education as a professional course before
- The traditional KSA approach to teaching which stood for Knowledge, Skill and Attitude is now changed to AKS after participating in the program. The new approach stands for Attitude, Knowledge and Skill.
- It shed a lot of light on the New Era of Education (NEE) which focuses on the learner's experience. This is a very handy practice for teaching – learning environment.
- In teaching – learning scenarios, the teacher is not the only source of knowledge and therefore, learners are not passive recipients of knowledge. They come to class with some knowledge on what they are taught.
- The sessions were interactive in nature (push & pull methods) which if adopted, have the potential to help learners to rediscover themselves

- Staff are now in position to develop, design and facilitate learning efficiently
- Staff are now able to correctly develop academic programs with appropriate learning outcomes that are in line with TCU and NACTE perspectives.
- It has equipped staff with the abilities to prepare lesson plan by using session flow on the basis of activities, energizers, quizzes, study games and the like.

1.4 LIST OF TRAINERS AND THEIR CONTACTS

The training was conducted by five well skilled, talented and experienced consultants. They were;

- Dr. Baraka Kondo (NICE, Tanzania and Agency for Development of Educational Management (ADEM- Bagamoyo), +255 655 585 410
- Mr. Mbaraka Ishobeza (NICE, Tanzania) +255 713 854 350
- Ms. Hadija Mgambo (NICE, Tanzania), +255 713 465 437
- Mr. Zinga Bakar (NICE, Tanzania and Genuine Educators Sky Co Ltd), +255 714 329 808
- Ms. Rayha Ali Abdalla (NICE, Tanzania and Library Services, MoEVT, Zanzibar), +255 777 430 168.

1.5 CONCLUSION

This essential program should be maintained because it is a refresher program for academicians who offered Educational courses before joining Zanzibar University but also, it is offering pedagogical skills to the majority of staff without teaching background.

If funds can allow, the program should be rolled out in the whole of Zanzibar, Tanzania and Africa as a whole. This would go a long way in imparting pedagogical skills to the many persons teaching in higher institutions of learning but without the perquisite teaching skills.

1.6 THE SESSIONS AND THE WHOLE PROGRAM IN PICTORIAL FORM

Herewith attached are photos showing what really transpired during the Program.

Prof. Mustafa A. A. Roshash
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