



HIGHER EDUCATION DEVELOPMENT PROJECT (HEDP)- MINISTRY OF HIGHER EDUCATION OF
AFGHANISTAN (MOHE)

Workshop on Introduction to Outcome- Based Education (OBE), Students Centered Learning (SCL) and E-Learning

Kabul, Afghanistan 21-22 November, 2015

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Table of Contents

1.	Introduction and Objectives:.....	3
1.1	Objectives:.....	3
2.	Location and Period:.....	3
3.	Attendance:	4
4.	Workshop sessions and Discussions:.....	4
5.	Closing and Further OBE-SCL Planning.....	6
6.	Participants Comments and Evaluation:	7
7.	Annex:.....	11
7.1	List of participants:	11
7.2	Workshop Agenda	14
7.3	Workshop Description:.....	16
7.4	Training Materials:	17

1. Introduction and Objectives:

One of the main objectives of the Higher Education Development Project (HEDP) is to modernize the teaching and learning methods in the public universities of Afghanistan. Globally, there is a growing a trends towards active student centered learning and outcome based education in the higher education, while many Afghan universities still follow traditional teacher-centered pedagogy and passive student learning approaches, due to which many Afghan universities failed to achieve national quality standards for their academic programmes. There is also a general recognition among the Ministry's leadership on the need for using modern-learning-techniques (MLTs) and introducing online-education in universities.

In achieving the above mentioned objectives and ambitions, Afghan universities needs to undergo through a culture change from that of teacher-centered to student-centered. To address this, a two days workshop on introduction to Outcome-Based Education (OBE), Students Centered Learning (SCL) and E-Learning was organized. This workshop aimed at enlightening participants on the importance of OBE and planning its implementation. There are basically 3 stages in the implementation of OBE, i.e. planning or designing the curriculum, implementation and delivery, and assessment. At planning and design stage, participants are guided to develop programme educational objectives, programme outcomes and course outcomes; as well as getting them linked to the assessment requirements. Some of the best practices are also highlighted particularly on students centered approach.

1.1 Objectives:

The workshop was designed for young and mid-career as well as senior on-job teachers from various faculties and universities of Afghanistan. The prerequisite set for the participants were;

- Teaching experience in higher education and interest in continuing teaching career path
- Affinity with Outcome-Based Education (OBE) and Students-Centric Learning (SCL) (optional)
- Basic knowledge of English language (Speaking, Listening, Reading, Writing)
- Commitment to follow all future training on OBE and SCL
- Willing to share knowledge and train other colleagues on OBE-SCL

More specific objectives of this two days workshop were that, at the end of this workshop participants will be able to;

- Explain the importance of Outcome-Based Education
- Prepare and overall OBE plan for a programme
- Write learning outcomes effectively
- Discuss issues of learning a teaching deliveries and assessment (in brief)
- Explain the importance of e-learning and use of ICT in higher education

2. Location and Period:

The workshop was held in one of the halls of the Ministry of Higher Education within the Ministry compound. The hall was relatively well equipped with the facilities such as microphones, projectors etc

and was big enough to accommodate all participants. The workshop was held on 21st and 22nd November (Saturday and Sunday), 2015.

3. Attendance:

The workshop was attended by 94 participants, including 77 teaching staff from various faculties from almost all universities of Afghanistan. The workshop was also attended by the Deputy Minister (Academic Affairs) of Ministry of Higher Education and few other directors such as the director of Information Technology. Some other representatives of organization involved in support higher education activities of Afghanistan such as representatives of USWDP also attended the workshop.

The table below shows the number of participants from various universities. More specific details of participants are attached in the annex.

Table 1: Number of participants from different universities participated in the OBE-SCL workshop

Universities	Number of Participants	Universities	Number of Participants
Kabul University	15	Kabul Medical University	3
Kabul Education University	4	Kabul Polytechnic	1
Balkh University	3	Nangarhar University	3
Herat University	3	Kandahar University	4
Khost University	3	Laghman University	2
Albironi University	2	National Agriculture University Kandahar	2
Badakhshan University	1	Takhar University	2
Kunar University	2	Pakteya University	2
Faryab University	2	Ghazni University	2
Kundoz University	2	Parwan University	3
Technical University Ghazni	2	Urzgaan University	1
Ghor H.E Institute	1	Logar H.E Institute	1
Badghish H.E Institute	1	Sar-e-pol H.E Institute	1
Farah H.E Institute	1	Diakondi H.E Institute	1
Penjsher H E Institute	1	Bamyan	2
Enayatrahman	1		

4. Workshop sessions and Discussions:

The workshop had basically three main sessions, a session on strategic plan for Ministry of Higher Education, a second session on Outcome-Based Education and Students-Centered Learning, and a third session on e-learning and ICT literacy.

MoHE's Strategic Plan:

The bigger picture on how OBE-SCL and e-learning fits in the overall strategic plan of the Ministry of Higher Education was presented by H.E Prof. Mohammad Usman Babury (the deputy minister of MoHE). After highlighting the challenges and the achievements made in the higher education of Afghanistan, H.E Prof. Babury stressed on the need for modernizing higher education in Afghanistan through promoting OBE-SCL and e-learning in all universities of Afghanistan. H.E also assured all participants that no opportunity will be wasted to equipped all universities with support-facilities required for the implementation of OBE, SCL and e-learning. His talk was followed by Mr. Darwish's presentation on overall activities of the World Bank funded Higher Education Development Project (HEDP), its support in the implementation of the Ministry's strategic plan with particular focus on modernizing teaching and learning activities in all universities of Afghanistan.

OBE-SCL Session:

International Consultants with the help of HEDP team covered the session on Outcome-Based Education and Students Centered Learning. After giving an overall orientation on the OBE-SCL concepts, participants conducted an exercise on revisiting the learning outcomes and learning objectives of their educational programmes and courses. Few participants presented their work in front of all and got feedback from their colleagues as well as from international consultants. A similar exercise was conducted for teaching and learning activities, and then a presentation with examples from the University Technology Malaysia (UTM) was presented explaining how to align teaching and learning activities with the learning objectives of a lesson or programme. The examples given were mainly from engineering disciplines and not from other disciplines, which was pointed by the participants during the workshop as well as during the evaluation of the workshop.

The assessment and continuous quality improvement as well as student centered learning topics were discussed on the second day of the workshop. A case study from University Technology Malaysia (UTM) was presented by international consultant, but due to time constraint these topics could not be covered deeply.

ICT Literacy and E-Learning:

ICT literacy and E-Learning topics were covered in the workshop by Prof. Dr. Qayoumi (Chief Adviser for the President for Infrastructure, Human Capital, & Technology) and HEDP team and by the Director of Information Technology of the MoHE. Topics such as 'Technology integration into learning environment', 'greater access to alternative education' and 'globalization of education through electronic access to information and experts worldwide' that are also part of the policy of e-learning in higher education of Afghanistan (2015) came under discussion. The role of ICT to engage students in the teaching and learning activities also came under discussion in the same session. Prof. Qayoumi in his presentation on '*Nurturing new avenues in higher education by E-Learning*' explained how to improve e-learning and empower for success in the 21 century, and how to guide to become better self-directed learners. He

finally expressed his and President's support for the higher education particularly in providing high bandwidth internet access to all universities in the near future.

Participants' Concerns regarding ICT and E-Learning in the Universities:

During the ICT literacy and e-learning session, participants shared the following valid concerns regarding the introduction and implementation of ICT and E-Learning in their universities:

- Future sustainability (particularly financial) of technology investment at Afghan universities
- Increased awareness and participation in e-learning
- Online access to prestigious academic resources and communicate with university faculties
- E-learning and ICT literacy implementation challenges in universities where majority of the faculty staff in leadership are senior faculty members (lack of leadership support)

5. Closing and Further OBE-SCL Planning

The workshop closed with getting some feedback from the participants and discussing their future training needs to be able to implement OBE-SCL in their respective faculties and universities. Some important comments of the participants are covered in section 6 (Participants' Comments and Evaluation:).

Future OBE-SCL training activities were discussed in a separate meeting with H.E Prof. Babury, international consultant, Hamdard and Darwish. H.E Prof. Babury explained the direct link on how the implementation of OBE-SCL can help universities to achieve quality assurance as well accreditation requirements, and stressed on its implementation in the universities through the master trainers (champions).

Proposal for further trainings for the Champions:

The consultants emphasized on the need for advance trainings and proposed 9 other modules for the master trainers (champions). Each module will last for two and a half (2.5) days and will enable the champions to master OBE-SCL concepts and train other academic staff in the respective ministries.

Certification for Champions:

A mutually recognized certificate/diploma for the master trainers also came under the discussion. UTM (consultants) showed flexibility in issuing certificates to the champions upon completing 10 modules and getting few exposure visits to UTM.

Way Forward:

Few urgent tasks proposed and agreed in the meeting chaired by H.E Prof. Babury are as follow;

- A Task force on OBE-SCL will be established, first at the ministry level and later on it will be tier down to each university
- OBE-SCL should be institutionalized through Professional Development Centers (PDCs) in each university
- OBE-SCL certification should be introduced and it should be added as a condition for Quality Assurance and it should also lead to Performance Development of each academic staff
- A second module on OBE-SCL should be planned as soon as the master trainers (champions) are identified
- Champions should be as mediator between the international consultants and local universities
- Champions should also part of a steering committee for the task force in each university

6. Participants' Comments and Evaluation:

Below some of participant's comments and feedback are quoted from the evaluation form and are divided into three main sections;

Usefulness of the training:

"Overall useful to know about new approaches in higher education, particularly about teaching and learning"

"Usefully to get information on how to set good learning objectives, but more specialized trainings needed"

"Different teaching and learning activities were discussed that was very useful"

"The introductory session on assessment was very useful but needs further training"

Synthesis:

The training covered important topics such as setting good learning objectives for a lecture/semester or even degree programme, teaching and learning activities, use of ICT in higher education as a mean to engage students in the lecture, assessment methods and e-learning. Overall the training was useful as an introduction to OBE, SCL and E-learning concepts, and to start thinking in this direction. The graphs below from the evaluation of the workshop also reveal that participants have grasped the concept of OBE-SCL to a large extent; however implementation of these concepts in Afghan universities need more time and further trainings.

Figure 1: Overall Workshop Rating by Participants

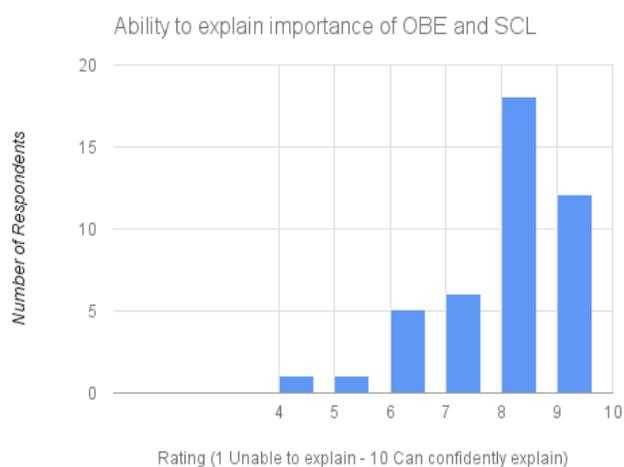


Figure 2: Participants Ability to Explain OBE-SCL's importance

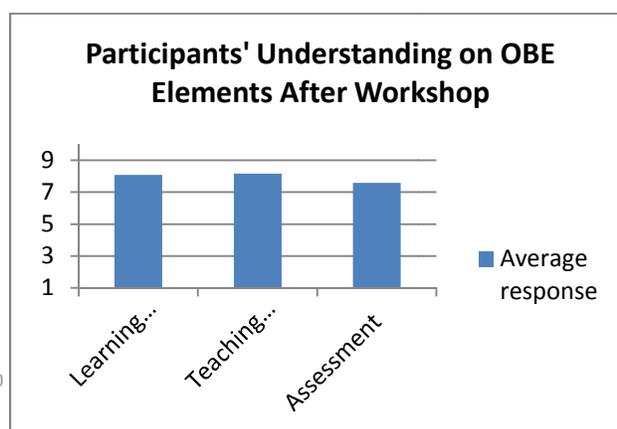
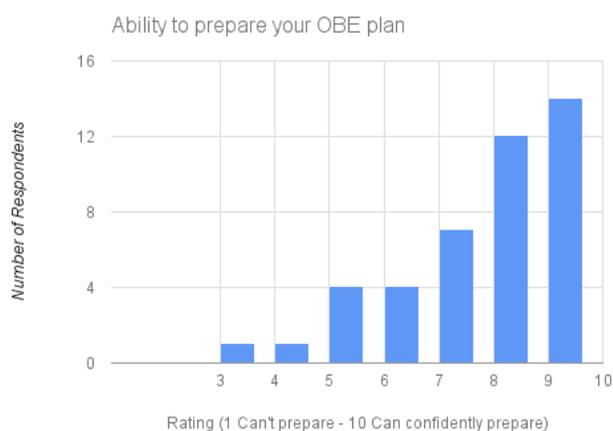
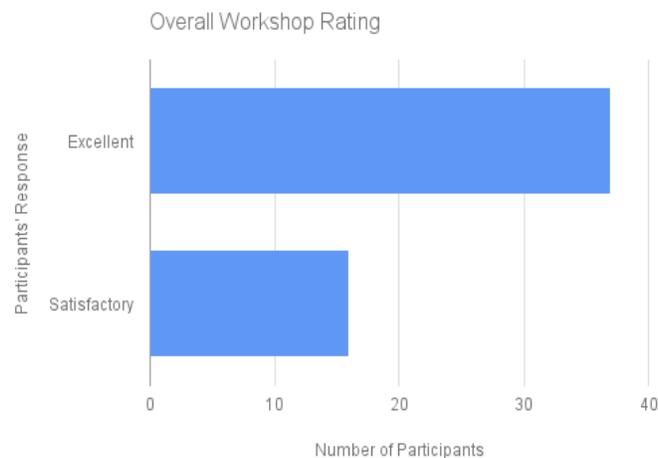


Figure 3: Participants' ability to prepare OBE plan

Figure 4: Participants' understanding of OBE

Suggestions:

Few suggestions that came repeatedly during the training evaluation are as below;

"More participatory approach required, give more time to participants to ask questions and get feedback"

"More time should be given to such training"

"More session on E-Learning, assessment, objectives setting"

"Teachers from Afghanistan universities should be linked with other universities in their own disciplines, so that they get mentorship"

"To implement OBE- SCL in the our universities there is need for support facilities such as projectors, computers, lab etc"

"The training materials are useful for us and should be given to us so that we can use it"

"Participants should read more about OBE-SCL online, to explore more about these approaches"

"The translation issue should be solved before workshop in the future trainings"

"More group sessions should be added"

"Training materials should be shared with participants before the start of the training, so that we can benefit more from the training during the limited training-time"

"More specific trainings on OBE-SCL relevant to each discipline should be arranged"

"Pairing teachers/universities to work together on its implementation on OBE-SCL"

Synthesis:

The key suggestion provided by the participants were on giving more time for such workshops in the future, also organizing similar workshops but on more specific topics for specific disciplines. There were also suggestion to make such workshops more participatory and provide support facilities to universities to implement OBE, SCL and e-learning.

Further Training Demands:

The demand for future trainings for the participants in the OBE-SCL is reflected in the following quotes;

"Training on teaching methodologies will be highly useful for us"

"Specific training on assessments and evaluation"

"More training on teaching and learning activities for different disciplines"

"Training on research methods"

"Training on problem-based learning"

"More such workshops on the same topic but with more time allocation"

"Similar training should be conducted in each university"

"Exposure to international universities where OBE-SCL is practiced"

Synthesis:

Generally there was enthusiasm among the participant to know more about OBE-SCL and e-learning. There are requests and need for further training on OBE-SCL and e-learning in each university. There are also demand for more specific trainings such tailor training on problem-based learning, assessment methodologies, setting objectives and teaching activities. Participants were also interested in exposure visits to other international universities where OBE-SCL and e-learning are implemented.

Criticism:

Along with many compliments to the workshop there were some criticism as well, that are quoted below;

"English accent of the trainers were not so clear, problem with the pronunciation"

"Prefer Native English speaker trainer"

"The time was not enough time to cover content of the workshop"

"Not enough time to ask questions and get feedback"

"Too many participants, the screen was small and was not visible to all"

"Not enough time for break and workshop started very late"

"Not only examples from engineering disciplines but from other disciplines as well"

"Such training should be conducted in native Afghan languages"

"Less time was given to the assessment part"

"There was nothing about the indicators for the outcome and objectives"

"Poor time management, the program did not go according to the schedule"

"Some lectures were too long"

Synthesis:

Language barrier, time limitation and some other logistical issues such as small projector screen were criticized by the participants. Furthermore, the time allocated for the content to be covered was also too little.

7. Annex:

7.1 List of participants:

S/N	Name	Organization/University	Faculty	Email ID
1	Prof. Mohammad Usman Babury	Deputy Minister for Academic Affairs		Mobabury@hotmail.com
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50	Mr. Habiburhaman	Badakhshan University	Sharia Faculty	-
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58	Mr. Ahmad Fahim		Literatur Faculty	
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70	Prof. Rokn-ud-Din Moshkanai	Farah Higher Education Institute	chancellor	m_moshkani86@yahoo.com
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72	Mr. Mohammad Arash Khalili	Sar-e-pol Higher Education Institute	Education Faculty	khalili_arash@yahoo.com
73	Mr. Mohammad Sadiq	Daikondi Higher Education Institute	Agriculture Faculty	m.sadiqmerzai6@gmail.com
74	Mr. Sayed Faridullah Fitrat	Pansheer Higher Education Institute	Sharia Faculty	
75	Sayed M. Baqer	Bamyam University	Agriculture Faculty	smb_hussaini@yahoo.com
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7.2 Workshop Agenda

Day 1 (Saturday) – 21 November

Time	Activity	Duration
8.30 am - 9.00 am	Registration	30 min
9.00 am - 9.05 am	Recitation of Holy Quran	5 min
9.05 am - 9.10 am	National Anthem	5 min
9.10 am - 9.40 am	Keynote Speech Current situation of higher education and role of EL,	30 min

	OBL and SCL in higher education Professor M. Osman Babury, Deputy Minister for Academic Affairs	
9:40 am – 10:00 am	Introduction to HEDP project Noor Ahmad Darwish, HEDP Director	20 min
10.00 am - 10.20 am	Break	15 min
Participants will sit in groups of 5-6 members, round table setting		
10.20 am – 12:00 am	Introduction to Outcome Based Education – The big picture Presenters: Shahrin/Syed Hamdard/Adelyar	1 hour and 40 min
12.00 pm - 13.30 pm	Lunch	1.30 hours
13:30 pm – 14:45 pm	Setting learning objectives and outcomes Presenters: Shahrin/Syed Hamdard/Adelyar	1 hour and 15 min
14:45 pm – 15:00 pm	Break	15 min
15:00 pm – 16:00 pm	Aligning teaching and learning activities with learning outcomes Presenters: Shahrin/Syed Hamdard/Adelyar	1 hour
16:00 – 16:15 pm	Wrap of the day	15 min

Day 2 (Sunday) – 22 November

Time	Activity	Duration
9.00 am - 9.30 am	Reflection on Day One- Presenters: Shahrin/Syed	30 min
9:30 am – 10:30 am	Role of ICT (Modern Learning Techniques) Literacy in E-Learning Ms. Shukria Jamal/Bahadur Helali	1 hr
10:30 am – 10:45 am	Tea Break	15 min

10:45-11:30	E-Learning Prof. Dr. H. Qayoumi, Adviser to the President	45 min
11:30 am – 13:00 am	Aligning assessment methods with learning outcomes Continuous quality improvements Presenters: Shahrin/Syed/Hamdard	2 hours
13.00 pm – 14:00	Lunch	1 hour
14:00 pm – 16:00 pm	Case study – aligned teaching and learning – review of lecture/course materials from a university in Afghanistan Presenters: Shahrin/Syed/Hamdard	2 hours
16:30 pm – 16:30 pm	Training evaluation and wrap up session Shahrin/Syed/Hamdard	30 min

7.3 Workshop Description:

MODULE 1	INTRODUCTION TO OUTCOME BASED APPROACH IN EDUCATION (OBE) AND SCL – IN COMPLIANCE TO ABET AND NCAAA REQUIREMENTS
COURSE CATEGORY	Academic, Professionals & Administrators
SYNOPSIS	
<p>Afghanistan is currently towards applying the outcome based approach in assuring the quality academic programme through the requirements by the ' National Standards'. This approach has also been adopted by the international standards of the Accreditation Board for Engineering and Technology (ABET).</p> <p>In meeting the requirements of these regulatory bodies, developing and implementing an academic programme needs to undergo a culture change from that of teacher-centered to student-centered. This workshop enlightens participants on the importance of OBE. There are basically 3 stages in the implementation of OBE, i.e. planning or designing the curriculum, implementation and delivery, and assessment. An overview of approaches in SCL to meet outcomes will be discussed. At planning and design stage, participants are guided to develop programme educational objectives, programme outcomes and course outcomes; as well as getting them linked to the assessment requirements. Some of the best practices are also highlighted.</p>	

LEARNING OUTCOMES		DELIVERY METHODS
<p>At the end of this workshop, participants will be able to ;</p> <ul style="list-style-type: none"> ➤ explain the importance of OBE ➤ prepare and overall OBE plan for a programme ➤ write learning outcomes effectively ➤ discuss issues of learning an teaching deliveries and assessment (in brief) 	<p>Lectures</p> <p>Discussions</p> <p>Working in teams</p> <p>Presentations</p>	
COURSE CONTENT		
<ol style="list-style-type: none"> 1. OBE – What & Why. 2. Overall OBE plan 3. Programme Educational Objectives (PEO) , Programme Learning Outcomes (PO) and Course Learning Outcomes (CO) and the relationship 4. Learning and teaching deliveries in SCL to address the learning outcomes - an introduction 5. Assessing Learning Outcomes and Continuous Quality Improvement – an overview 		
FACILITATORS	<ol style="list-style-type: none"> 1. Professor Dr Shahrin Mohammad 2. Dr. Syed Ahmad Helmi Syed Hassan 	
TARGET GROUPS	Heads of Departments, Programme Owners, Programme Managers, Course Coordinators, Course Panel, Academic Staff	
CAPACITY	Up to 70 participants	
DURATION	2 days	

7.4 Training Materials:

- [OBE-SCL training PowerPoint presentation by international consultant](#)
- [Learning Style Index form](#)
- [Participants Information Form](#)
- [Role of ICT in E-Learning by Mr. Helali & Ms. Jamal](#)
- [Nurturing new avenues in higher education by E-Learning - Prof. Dr. Qayoumi](#)
- [Workshop Evaluation Form](#)