



**Ministry of Higher Education
(MoHE)**

**Higher Education Development Project
(HEDP)**

**Next Phase For
Champion/Master Trainer Selection
Action Plan**

**Modernizing and Enhancing the Quality and Standards of
Teaching and Learning**

2017

Vision:

To provide advanced OBE-SCL Training to qualified and skillful full time faculty members overseas and help they get the OBE-SCL Champion/Master Trainer title and expertise. To launch further local OBE-SCL Training sessions through Champions to enhance and improve the university academics and faculty members' quality and standard of teaching and learning.

Mission:

30 full time faculty members in primary discipline will receive advanced OBE-SCL training overseas. The faculties will later obtain the Champion title and expertise to help in nurturing and supporting the OBE-SCL practice and implementation through continuous training sessions at the local university level.

Goals:

- To identify competent and interested faculty members for Advanced OBE-SCL training
- To help achieve the long-term goal which is to modernize and standardize teaching and learning and support and nurture the OBE-SCL approach at all public universities

Objectives:

- To provide Advanced OBE-SCL training to the identified faculty members
- To promote the OBE-SCL practice and implementation through the contribution of the champions
- To organize and send out another batch of champions for advanced OBE-SCL training
- To offer a lifetime and unique experience of advanced OBE-SCL training overseas to university teachers
- To develop and expand the OBE-SCL knowledge, practice, implementation and support at/to the universities through the champions conducting OBE-SCL Training

Background:

The Advanced OBE-SCL Training/Workshop Overseas will be implemented in two phases. In the first 6 months of 2017, (first round) a batch of 30 people will be dispatched to UTM. In the second 6 months of 2017, (second round) another batch of 30 faculty members will be dispatch to UTM for Advanced OBE-SCL Training/Workshop. This process will continue up to the end of 2019 to ensure a pool of 150 OBE-SCL Champions/Master Trainers.

Target Universities

The target universities that can nominate their teachers for 1st and 2nd round-2017 Advanced OBE-SCL training overseas are as follow:

No	University	No	University
1	Kabul University	13	Bamyan University
2	Kabul Medical University	14	Kunar University

3	Kabul Education University	15	Paktia University
4	Kabul Poly-Technique University	16	Jawzjan University
5	Albironi University	17	Kunduz University
6	Kandahar University	18	Baghlan University
7	Herat University	19	Laghman University
8	Balkh University	20	Parwan University
9	Takhar University	21	Badakhshan University
10	Nengarhar University	22	Faryab University
11	Shaid Zayed University	23	Kandahar National Agricultural University
12	Ghazni University	24	Ghazni Technical Engineering University

The Primary Disciplines

The nominated candidates for Advanced OBE-SCL Training shall come from the priority disciplines and sub-disciplines identified and recommended by World Bank and HEDP are:

Table 1: Priority Disciplines under HEDP

NO	Priority Discipline	Priority Sub-discipline
1	Public Administration	Public Administration, Public Policy
2	Economics	Economics
3	Engineering	Engineering, Electro mechanic, Construction, Mines and Environmental Engineering, Chemical Technology, Geomatics and Cadaster, and Water resources.
4	Natural Sciences	Science and Natural Sciences fields excluding Mathematics
5	Computer Science	Information Technology and Computer Science
6	Health	Medical Science, General Medicine, Public Health, Stomatology, Pharmacy, Nursing, and Complementary Health Sciences.
7	Environmental Science	Environmental Science
8	Agriculture	Agriculture and Animal Husbandry
9	Language and Literature	Only English Language and English Literature
10	Geoscience	Geoscience
11	Veterinary	Veterinary

Note: University’s chancellor and vice chancellor shall opt for the priority disciplines and introduce faculty members from those primary disciplines.

University-Based Candidacy Intake Ratio

Selection Procedure:

There will be 24 universities that may introduce candidates for the Advanced OBE-SCL Training program. The procedure will start officially by sharing an official document (Maktoob) from MoHE-HEDP to the Chancellor/vice chancellor of each university seeking for their cooperation in spreading the announcement and news about the Advanced OBE-SCL Training program overseas. The University Chancellor/vice chancellor shall make sure to inform all faculty deans and through whom different department will be in the picture. So, it is worth to mention that the candidates shall be introduced to HEDP through sharing a list with full detail and information about them.

HEDP official website will also share this news online so that anyone interested in applying to Advanced OBE-SCL Training can nominate themselves.

University Intake Ratio

The intake ratio differs from university to university on the basis of university size, number of faculty members, and students.

No	University Intake Ratio	Number of Candidates Needed
1	If only one candidate will be selected	3-4 candidates shall be introduced by the university
2	If only two candidate will be selected	4-6 candidates shall be introduced by the university
3	If only three candidate will be selected	6-8 candidates shall be introduced by the university

Selection Criteria:

The candidates need to meet the selection criteria which are shared below.

1. Participants shall be Master Degree holder (exception in some cases may be considered)
2. Candidates/Trainees must be full time faculty members
3. It is good to have young spirits and workforce. So, the age specified shall be 25 up to 40 years old.
4. ***They should have good knowledge of English and be able to study, read, write, speak, listen and communicate in English***
5. Participants shall be computer literate
6. They shall be interested in taking the OBE-SCL Training abroad
7. They will have to sign a commitment letter in which they declare their strong commitment to provide OBE-SCL Training to **at least 30** other faculty members annually and support other related OBE-SCL tasks upon the completion of the advanced OBE-SCL Training and their return.
8. Participants shall have previous OBE-SCL Training exposure or at least some knowledge of OBE and SCL concepts and theories
9. They need to have some basic experiences in training and facilitation
10. Participants shall have at least 3-5 years of teaching experiences

11. More criteria points might be added based on the agreement between MoHE, HEDP, UTM and respective University

Candidates after being identified eligible for applying for the Advanced OBE-SCL Training program, will have to submit a completed portfolio (set of documents) with all requested documents for final selection screening. The portfolio shall include the following:

1. CV and a cover letter
2. Application Form
3. A copy of the Highest Education Diploma and Certificate
4. Answer a set of questions (Portfolio of Teaching)
5. Attach an actual course syllabus that they teach including the course learning outcomes
6. The course schedule for 15-16 weeks
7. Lesson Plan (one copy)
8. An undersigned commitment letter by candidate
9. He/she shall submit one page in written, exposing his/her motivation (motivation letter/letter of interest) to participate in the Advanced OBE-SCL Training:
 - Why am I the right candidate?
 - Why the Advanced OBE-SCL Training is useful for me?
 - How I can support and nurture OBE-SCL at university

Note: The nominated teacher might probably have to go through a Skype-Interview with the Senior Teaching & Learning Manager.

Selection Process:

After completion of the Portfolio and requested documents, the Senior Teaching and Learning Manager will go through the portfolios and short list the candidates that meet the criteria and stand out for exemplary performance. Then, the package will be shared with the OBE-SCL experts from University Teknologi Malaysia (UTM). HEDP and UTM will make the final selection together. This will ensure a transparent manner of nomination and selection.

MoHE and HEDP will make sure to provide this opportunity to all dedicated and committed university teachers from all target 24 universities in Afghanistan.

Important:

Since the introduced candidates from each respective university will go through a transparent selection process in coordination with MoHE, HEDP and University Teknologi Malaysia, it is crucial that the universities introduce the faculty members who are potential, hardworking, and have shown great dedication and effort towards their duties at the university and have secured high scores in their assessment. This will help to ensure a sustainable approach in the route of institutionalizing and implementing OBE-SCL at the higher education institutions. **University involvement in this matter is very crucial and HEDP seeks full coordination and cooperation from University Chancellor, Vice Chancellor, Faculty Deans and Department Heads.**