

Technical and financial proposal for the training of school principals at Addis Ababa City Administration

Prepared by:

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Addis Ababa City Administration Education Bureau

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1. Introduction

(Brief introduction about the importance of planning, M&E, students assessment, leadership and conflict management for the effectiveness of a school and students' learning) 1 or 2 pages
(Wagari)

2. Rationale for the training (why is the training required?) 1 or 2 pages (Dejene)

It is known that Addis Ababa City Administration has provided so many scholarship opportunities for teacher and school leaders in undergraduate and post graduate levels, particularly in summer program. However, despite the training, the result of teachers and school principals' performance appraisal has shown continual decline in both primary and secondary schools of Addis Ababa. Accordingly, the Addis Ababa City Administration Education Bureau has reached on the decision that providing short term trainings for the school principals on the areas where there is clear gap, would alleviate the problem. Thus, it was agreed that the most important skills and qualities required of school leaders, such as the practicalities of leadership, how to plan and properly implement it, the concept the practice of Monitoring and evaluation, how to practically and properly assess students' learning in terms of the knowledge, skill and attitude they need to acquire at particular grade level and how to manage conflict in educational settings need to be included in the training.

3. Objectives of the training (what would the trainees attain after the training?) 1 page (Dejene)

The training is supposed to equip school principals with;

- The clear understanding of what leadership is and how to practice it in school context
- The concept and dimensions of different types of school plans and its proper implementation
- How to assess students' learning and take remedial action based on the result of the assessment
- The central concept of monitoring and evaluation and its proper utilization in school setting
- Good grasp of the nature of conflicts, types of conflicts, factors triggering conflict and proper management of conflict.

4. Scope of the work(Dejene)

The training will be given to all government primary and secondary school principals found in Addis Ababa City Administration. So, the total number of principals to be involved in the training will be about 1000.

The training will be provided by two scholars; one from Addis Ababa University (Dr. Dejene Niguse), the other from Haramaya University (PhD Fellow). Both scholars have long year of teaching, researching and providing training of different types.

The training will be scheduled to take place turn by turn in each of the ten sub-cities of Addis Ababa City Administration. Accordingly, the two trainers will provide the training on different topics simultaneously. Thus, one full day will be dedicated for each of the four training topics. Therefore, both trainers will finish the training in each sub-city within two days. The training in all the ten sub-cities therefore will take 20 days.

5. Contents of the training

5.1. Planning (Dejene)

5.2. Conflict management in educational institutions (Dejene)

5.3. School Leadership (Wagari)

5.4. Monitoring & evaluation, student assessment (Wagari)

6. The training methodology

6.1. Material preparation (providing brief handout for the trainees) (Wagari)

6.2.Face to face training (power point presentation combined with different active learning)
(Wagari)

7. Time frame and action plan (Dejene)

[illegible]

management																				
M&E and students' assessment																				

8. Cost (Dejen &Wagari)

Handout preparation for the four training topics.....100,000 birr

Providing the training for 20 days for 2 scholars.....4000 birr per day. $2 \times 4000 \times 20 = 160,000$ birr

Total: 260,000.00 birr

NB. The government tax will be covered by the client. The trainers will pay only 2% with holding tax.