



**Your Skill Boost (Teacher Workshops)**  
**School Teachers and Administrators Workshop**  
***New Africa International School (NAIS)***



**Hai Jondoru, Rejaf Payam, Juba County**  
**Central Equatoria State**  
**Monday, 27<sup>th</sup> January 2025**

**Reported by:**  
**Khemis Simon Stephen**  
**Project Manager**  
**Email: [khemis@efss.ngo](mailto:khemis@efss.ngo)**

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## I. Introduction

An assessment conducted by the Education Project Manager of the Excellence Foundation for South Sudan (EFSS) in some select Juba-based schools highlighted the urgent need for teachers' professional capacity-building intervention through in-service teacher workshops. The workshop proposal received approval from the New Africa International School (NAIS) director after a consultative meeting, and the date Monday, 27<sup>th</sup> January 2025 was selected for the implementation of this workshop.

Five (05) teaching staff and two (02) administrators (head teacher and director) including five (05) females and two (02) males participated in this workshop at the premises of New Africa International School from 9: 45 a.m. to 4:30 p.m. in Hai Jondoru, Rejaf Payam, Juba County, Central Equatoria State.

The major goal of this workshop was to enhance the capacity of the schoolteachers to improve learning outcomes in their classrooms.

The topics discussed during the engagement included:

- South Sudan Teachers' Code of Conduct 2012
- The National Professional Teacher Standards.
- Developing CBC Scheme of Work and Lesson Plan
- Mental Health and Psychological Wellbeing for Educators.
- Maintaining Administration-Teacher-Parent Relationships.
- Child Safeguarding in school

### I.1. Objectives of the Activity

*The objectives of this workshop were to:*

- Help participants understand and implement National Professional Teacher Standards.
- Promote Mental Health Well-Being for educators.
- Strengthen Parent-Teacher Relationship, Administrator-Teacher Relationship and Teacher-Child Relation.
- Enhance Child Safeguarding strategies.

### I.2. Methodology

The workshop utilized a mix of explanations, participant-led discussions, group exercises and brain teasers to ensure that every attendee gained maximum knowledge at the end of the training. The participants were given opportunities to ask questions, experience sharing and give their feedback to the facilitators at the end of each session. In addition to that the attendees were allowed to give new inputs during their sessions.

The workshop used flipcharts, and tapes to bind down the flipcharts on the board to illustrate important points using markers where participants were provided notebooks, and pens by their administrators to note down key concepts.

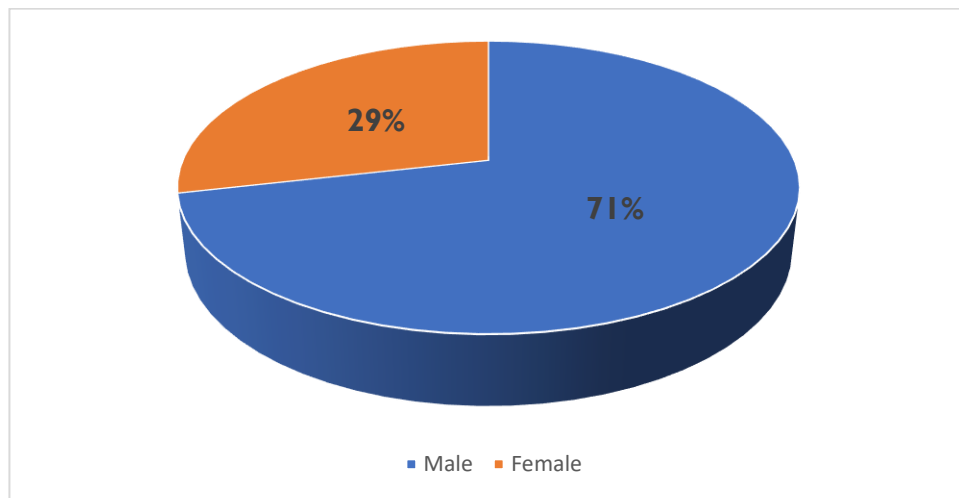
A one-hour lunch break and a twenty-minute health break were given to all participants for refreshments and to reflect on the workshop content.

### 1.3. Description of Beneficiaries

There were five (05) female teaching staff and two (02) males in full-time attendance as administrators at the workshop. The two administrators worked as a head teacher and a director making a total of Seven (07) members of New Africa International School.

Gender	Number
Male	05
Female	02
Total	07

Figure 1: Attendance by Gender



The workshop was facilitated by three trainers Emmanuel Karaba Ezra – Executive Director, Mawa Minga – Board Member, and Juru Bianka, Project Officer. All these three trainers were supplemented by Emmanuel Bida Thomas – Program and Communications Manager.



Trainer Emmanuel Karaba facilitating a session on the South Sudan Teachers' Code of Conduct

## 2. Description of the Activity

### 2.1. Tasks

The key pre- and post-workshop tasks included the following:

- Pre-workshop engagements between the school's director and the organization's Education Project Manager to agree on a suitable date and workshop topics or content.
- Assigning trainers based on their knowledge of agreed topics.
- Preparing workshop material and content which includes researching and preparing notes and slides of respective subjects.
- Conducting the workshop on the agreed date that includes content delivery, pre-evaluation and post-evaluation.
- Writing reports for internal Organization use.

### 2.2. Interaction with Beneficiaries

Most participants during the setting of their expectations before the start of the workshop showed that they were having such an engagement for the first time while expressing gratitude to their director and EFSS for stepping up efforts by putting resources together to allow them to learn new strategies for work.



Workshop Participants following an engaging session

In addition to that most of the participants had considerable challenges in maintaining parent-teacher relationships, teacher-administration relationships and mental health and psychological well-being as evident during the workshop.

The participants received new skills and innovative ideas on how to build parent-teacher - relationships, mental health and psychological well-being at the workplace and teacher-administration relationships that they were looking forward to incorporating the new knowledge to boost their work in the academic year.

### **2.3. Evaluation of Activity by Beneficiaries**

*This report section reflects on the beneficiaries' evaluation of the activity such as their recommendation and critics:*

The participants thanked all the facilitators for the good work they had done and for making the training session engaging and interesting. Many of the participants graded the workshop outcome eight out of ten (8/10).

The participants felt that more workshops on child safeguarding, social networking and child mental health and well-being should be carried out in schools for teachers to monitor the well-being of children.

### **2.4. Beneficiaries' Quotes**

*The beneficiaries' positive quotes about the activity are captured in this section:*

*"The training was excellent because I was able to learn many new things,". A teacher from New Africa Internal School.*

*"Schools should invest in teacher's capacity building rather than concentrating on accumulating more profit for the success of teacher's skill growth that enhance children learning," (Engineer Betim Madol Betim)*

*"I appreciate the Excellence Foundation for South Sudan and our director for bring up this amazing workshop training to our school, " Ronald Manana head teacher.*

## **3. Evaluation of the Activity**

### **3.1. Main Achievements**

*The following are what we consider major accomplishments because of the workshop:*

- A new relationship was built between the Excellence Foundation for South Sudan and New Africa International School staff who met for the first time.
- Five (05) teachers and two (02) administrators at New Africa International School acquired new skills in lesson plans, South Sudan teacher's code of contact, mental health and psychological well-being, parent-teacher relationships and attitude as discussed during the workshop.

### **3.2. Challenges and Lessons Learned**

- No notes were shared with the participants to follow along with the workshop participants, but flipcharts and markers were used to illustrate key points.
- No breakfast or snacks were given to participants during the morning health break as refreshments for effective learning.
- Poor time management by the schoolteachers during workshop training day affected the time to cover all planned topics prepared by the organization, but an apology was tendered and acknowledged.

### **3.3. Recommendations and Way Forward**

*This section reflects on lessons learnt and how to address potential future challenges. It also recommends future changes in the same activity or propose new interventions to address the identified gaps.*

- EFSS as an organization should explore more ways to use mobile projectors and screens to share content so that facilitation and attendees can follow along during the workshop.
- The organisation should explore more partners to collaborate with to provide refreshments snacks, and other teaching resources to those schools that fear the training because of financial issues especially government sectors to extend our services.
- School administrators should encourage time management among staff for effective arrangements of similar events.

### 3.4. Follow-up and Action Points

- The workshop notes materials are to be shared with all participants online once the internet and participants' contacts are added to the EFSS Teacher Network WhatsApp group.
- The organization team will check the progress with the school administration a month after the workshop.
- The school managing directors can follow up with the organization for further training needed by the school.

## 4. Annexes

### Program Agenda



**Excellence Foundation for South Sudan**  
 "Towards a New Dawn"  
 P.O. Box, 214, Ministries Street, Buluk, Juba  
 Phone: +211 925 087 508 | +211 980 204 600  
 Email: [hello@excellencefoundations.org](mailto:hello@excellencefoundations.org)

#### YOUR SKILL BOOST 2025

#### ONE-DAY COMPREHENSIVE TEACHER WORKSHOP

S/No.	Activity	Time	Responsibility
1.	<b>Arrival and Tea Break</b>	<b>8:00 AM - 8:30 AM</b>	<b>All</b>
2.	Introduction & Attendance Registration	8:30 AM - 8:40 AM	All
3.	Welcome Remarks	8:40 AM - 8:50 AM	Host School Headteacher EFSS Project Manager, Khemis
	Activity Overview	8:50 AM - 9:00 AM	
4.	Overview of the South Sudan Teachers Code of Conduct 2012 Child Safeguarding	9:00 AM - 10:00 AM	Emmanuel Karaba <sup>1</sup>
5.	CBC Scheme of Work & Lesson Planning	10:00 AM - 11:00 AM	Emmanuel Karaba <sup>2</sup>
6.	<b>Health Break</b>	<b>11:00 AM – 11:15 AM</b>	<b>All</b>
7.	Mental Health for Educators	11:15 PM - 12:45 PM	Juru Bianka <sup>3</sup>
8.	<b>Lunch Break</b>	<b>12:45 PM - 01:45 PM</b>	<b>All</b>
9.	Psychological Well-being in the Workplace	01:45 PM - 02:15 PM	Juru Bianka <sup>3</sup>
10.	Classroom Management	02:15 PM - 03:15 PM	Khemis <sup>1</sup> /Moga <sup>3</sup>
	Teacher – Parent Relationships	03:15 PM - 04:15 PM	
11.	Experience Sharing and Feedback	04:15 PM - 04:30 PM	All
12.	<b>Departure</b>	<b>04:30 PM</b>	<b>All</b>

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## Workshop Photos

