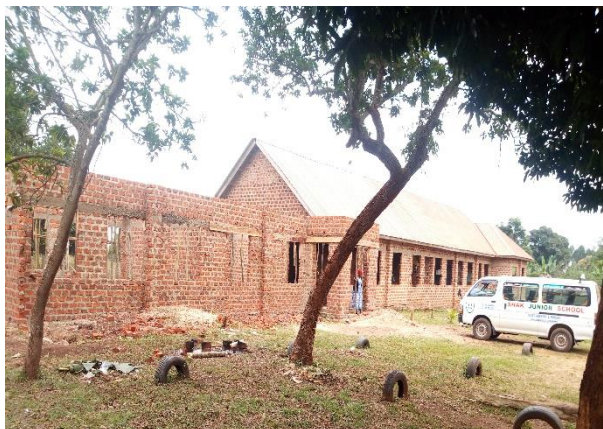


**SHAK JUNIOR SCHOOL**  
**ANNUAL IMPACT REPORT ON SES SENIOR EXPERT KLAUS GRESSER'S**  
**WORK AT SHAK JUNIOR SCHOOL**



## Foreword from the School Director



The clock has ticked 1 solid year down the road since the Shak Junior School family gratefully hosted the Senior Expert (SE), Klaus Gunter Gresser courtesy of the Senior Experten Services (SES) from Germany. I am therefore overjoyed to present this impact report in reflection of the wonderful and very much fruitful work that the SE did and is continuing to do for the development of Shak Junior School and the vulnerable children in the community of Bulabakulu and the surrounding areas. I am so grateful to the Lord that has sustained us through the disastrous and disruptive wave of COVID19 that left the whole world paralyzed medically, socially and economically. I am also indebted to thank the team at SES for the good work you do especially of connecting services of experienced senior experts in Germany to areas where they are highly needed. That is a very wonderful strategic approach to stimulating equitable sustainable development. At Shak Junior School we are a proud beneficiary and a living testimony to the lasting positive impact of this noble service. I wish to also thank all our friends and supporters out there for the love and support you have extended to us as an institution on our journey to “seeding the future” of the vulnerable young generation in Uganda and the world over. Your contribution has been so pivotal to the tremendous developments so far realized at our school. May God bless you all!

A handwritten signature in blue ink, appearing to read 'Saad Luyinda', with a stylized flourish at the end.

Saad Luyinda

**Director**

**Shak Junior School - Bulabakulu**

**Uganda**

## 1.0 Introduction

SHAK Junior School is a Mixed Nursery and Primary School located in Bulabakulu Village, Zirobwe Sub County, Luwero district – one of the rural districts of Uganda. The school is premised on the aspiration for establishing a successful and sustainable educational center that provides affordable, high quality comprehensive education services to children especially those from low income households in the community. Driven by the principle of social inclusion, our approach will enable to create a conducive environment that embraces social, religious and cultural diversity while supporting every individual learner to achieve their full potential. We strive to offer a dynamic learning community where teachers and parents work harmoniously together in supporting students to become long life learners. As an independent private school we shall always target key areas that holistically develop our students as successful and motivated learners who strive to achieve their best. We strongly believe that through building strong strategic partnerships with the local community, government, Non-governmental Organizations (NGOs) corporate entities and individuals that cherish our vision and cause, we shall enhance our capacity to achieve this aim. We have a clear vision and purpose to be recognized as a school focusing on delivering high quality services. Our ultimate goal is to give every student the best education and equip them with skills to adapt to and flourish within a consistently changing world.

## 2.0 Our Vision

A community where all children have equal opportunity to access quality education services for sustainable development.

## 3.0 Our Mission

We strive to eliminate barriers to enjoying the right to education by providing the community with a comprehensive primary school where all children receive the best possible education in **a safe and secure environment.**

#### **4.0 Objectives**

1. To build a safe and secure school providing an exciting, inclusive curriculum which equips children with skills for lifelong learning and achieving high standards of living.
2. To provide equal opportunities for development for all members of the school community
3. To make the school a part of the community and to develop strong and productive links with community
4. To recognize and value parental rights to involvement in their children's education through the development of close working relationships.
5. To prepare the children to be responsible, God-fearing citizens within the community and to give them the flexibility and skills to meet the demand of a rapidly changing society
6. To enable learners to establish social and personal relationships based on respect, understanding and cooperation.
7. To contribute positively to community and national development through creation of jobs for both teaching and non-teaching personnel from within and outside the community.

#### **5. Our Values;**

- God fearing
- Love, Care and compassion for learners
- Excellence for all
- Discipline
- Respect for human dignity
- Environmental Protection
- Integrity
- Accountability
- Team work

## **6. Keys to success**

At SHAK Junior School we believe that the key aspects to our success will lie in;

- Ability to attract and retain a competent team of professional and devoted teachers
- Perception in the marketplace/stakeholders as a Center of academic excellence as well as moral and social nurture for the children at our service.
- Establishing and sustaining trust with our potential clients; learners and community as a private education center committed to their cause.
- Creating an attractive, safe, secure and inclusive learning environment.

## **7.0 Strategic Partnership**

The school management treasures the notion of partnership and team work both internally and externally. Our hands are therefore open to receive and welcome any opportunity for partnership and collaboration with all individuals and organizations/institutions that sympathize and would therefore wish to join our struggle in the pursuit of our cherished cause.

## **8.0 Our Collaboration with Senior Experten Services (SES) in Germany**

In February 2020, the SHAK Junior School scooped an opportunity to collaborate with the Germany Based Senior Experten Service (SES) program. Through this collaboration the school was privileged to host the Senior Expert Klaus Gunter Gresser who arrived at the school on Saturday 8<sup>th</sup> February 2020.

It is now exactly one year since the school had this memorable visit.

## **8.1 Objectives of the Visit**

The SE's visit was premised on the following objectives and tasks.

- Improved staff performance
- Improved academic performance among learners
- Improved psychosocial welfare of the learners
- Effective and efficient use of institutional resources for better output

- Improved school management skills among the administrators these may include planning and budgeting resource mobilization and management, strategic planning, capacity building and sustainability planning

In a bid to get a practical basis for his technical support, The SE embarked on a task of insightfully analyzing and assessing the situation at the school. This involved visits in the various classrooms to watch the flow of the teaching processes. This was aimed at helping him to identify areas of strength and gaps to be technically filled for better performance.

## **8.2 “The Future” Workshop**

After thorough analysis the schools internal systems and operations, the SE engaged the management and staff into a reflective workshop codenamed “The Future Workshop” basically to scan through the institutional future prospects and reflect on the prerequisites to attaining the dreams (school vision) by looking at the internal strengths, treasures, opportunities and within the internal and external environment as well as stumbling blocks that might hinder the smooth attainment of the dreams. This workshop was a GREAT EYE OPENER and greatly helped to unlock the minds of both staff and management for better performance.

**9.0 Practical Mentorship and Coaching** Now the SE embarked on delivering practical classroom sessions in the different classes as a way of mentoring the local staff on better teaching approaches and methodologies. He emphasized the notion of the morning circle where teachers should kick start the day with a simple musical moment or a story telling as an ice-breaker to prepare the minds of the learners for the normal lessons. As a skilled guitarist, he always used his guitar to play very interesting melodies for the learners and this proved to be so nice to them and a very effective stimulant for active learning.

## **10. The teacher training workshop on Classroom Management**

Following the first analysis phase and the various sessions conducted with teachers at class level, the SE now had an evidence-based ground to organize and conduct a teacher training workshop which focused on the dynamics and techniques for Classroom

Management and control. It covered such aspects like ensuring tranquility in class by minimizing noise, learners behaviour management using the colour coded behavior traffic light, control of learner movements using tools like the toilet traffic light, setting classroom rules, organizing schedules for daily class activities, using the reward system to influence classroom manners and using class names to entrench some norms and cultures at class level. The workshop had very enormous impact on the side of staff and efforts are underway to implement the new innovations that were adopted from the training as we strive to transform into a modern school and a center of excellence,

### **11.0 The Impact**

On behalf of management and the entire school community I wish to explicitly state that our engagement with the SE Klaus Gresser has had very far reaching impact on the holistic development of the school as can be analyzed in the sections below.

#### **a). Improved technical capacity of staff and management**

As a result of the skills development workshops delivered by the SE to the staff and management of Shak Junior School, the teachers' skills and competences improved tremendously especially in the area of classroom management and contemporary teaching techniques. Notable among the key skills acquired is fostering a tranquil learning environment through effective noise control among learners during classroom sessions. Teachers were also equipped with skills in scheduling of class activities and facilitating self-study activities among learners. This was a new concept to adopt.

#### **b) Infrastructural development**

On top of the technical Assistance, the SE has greatly championed efforts to mobilize financial resources which has enabled the school to drastically improve on its infrastructure. With financial support from our well-wishers in Germany we have managed to achieve the following, all attributable to the efforts of the SE Klaus Gresser.



**c) Improved classroom environment;**

8 Quality Wall clocks purchased to enhance time management and observance of scheduled classroom activities for better learning outcomes



*Picture of wall clocks donated by our German friends*



#### **d) Improved siting facilities and worktops for teachers in the classrooms**

7 teachers' desks with fitting chairs purchased. Now teachers can comfortably have adequate sitting and worktop station as well as lockable drawers for keeping some essential/sensitive classroom materials



*Pics showing teachers in classrooms without worktops*



*Picture of some teachers' desks and chairs donated by our German friends*



### e) Improved transport facilities

The biggest achievement of the year is the purchase of the second school van.

Initially the school had only one 7- seater Noah car that was used to carry over 65 learners to and from their homes school. This meant that the learners had to be picked in shifts and given the poor



*The SE observing learners as they pile into the rather 7 seater van in 2020*

road network, the process would take a lot of time hence causing late reporting to school as well as dropping learners back home. On the other hand the learners had to be squeezed into the van and on some occasions some learners had to be carried on laps of others.



Picture of the new van donated by German Friends and Supporters of Shak Junior School, mobilized by the SE Klaus Gresser and other associates.



## f) Extension of classroom building structure

Much as we have not yet received any direct financial support for our classroom structural development, we highly believe that the financial support extended to us in other areas has indirectly enabled us to save some money locally which has enabled us to rigorously do some expansion of our classroom



block. This has been partly possible because we locally managed to make the required building blocks using locally available resources at the school premise for example, mud, grass for covering the bricks and firewood for baking them. Now our biggest need in this area is to secure funding for roofing the extended part of the classroom structure. Below is the artistic impression of how the finished school building structure will be in future...step by step!



### **g) Classroom Library**

Through efforts of the SE, we have secured funding to purchase essential books and storage equipment to set up two classroom libraries. This will go a long way to enhance the development of reading skills and competences among our learners. The process is on to purchase the recommended books and set up the libraries.

### **h) Exposure to international community**

The SE has technically and financially together with our other friends and supporters in Germany supported the process of creating a web-based page for the Shak Junior School. Through this platform many people have been able to learn about our school, our plans and needs. Reports from the SE indicate that the platform has started to attract even people from new places especially in Germany. This is a big success for a school like Shak Junior School, based in the rural area of a developing country to be brought into the lime light at the international scene.

### **i) Formation of the Friends and Supporters of Shak Junior School Association**

I wish to also report that through the SE Klaus Gresser we have been able to establish a legally recognized Friends and Supporters' Association in Germany. This association has a full Board of Directors and works as a center of encouragement and collaboration as well as resource mobilization for the school to respond to its short and long term strategic development needs. At this moment we would like to appreciate all our well-wishers that are affiliated to this association for the generous and selfless support that you have extended to us through this fraternity. We cannot take your donations for granted, especially at this critical time when every individual, family and companies are struggling for their economic survival due to the disastrous effects of COVID19.

## **12. Special Appreciation**

In a special way I would like officially acknowledge and thank the following friends and well-wishers for all your selfless efforts towards the betterment of the conditions at Shak Junior School, seeding the future for vulnerable children in Uganda.

**Erwin Rössler Eckhart Zahn Ricarda Simon Monika Keller Familiengottesdienstteam der Kath. Kirchen-gemeinde Engen Huub Tindermans Andrea Dickmann Gerhard R. Daiger (Firma Dr. Walser Dental) Britta Binder Franziska Gresser Saskia Dickmann Rita Schwörer Elke und Peter Veser Cordula und Martin Gresser Esther und Max Bruder Lio und Karl-Heinz Rehm Kath. Kirchengemeinde zum guten Hirten Ulm-Böfingen Familie Greuter, Engen Familie Wilken, Böfingen Hans Rauch mit Familie Gesellschaft für integrierte Invest Planung 1 mbh&Co.KG Julian Rauch Melanie Reutlinger Thomas Oswald, Böfingen Maria Wannenmacher Gertrud Frech Fabian Wissmann Thomas und Alexandra Mayer Mütterkreis-Bazar Kath.Kirchengemeinde zum Guten Hirten Böfingen Johannes Gresser Carlotte und Roland Hölzle Elisabeth Heizmann Jörg und Marion Bürssner Ute Schamberger-Zeyffert Frank Ellner Industrie-Chemie Stein GmbH, Hechingen Tatjana und Dr. Jörg Zukunfft, Warthausen Sabrina Hirt**

Thank you so much and may the good Lord reward you abundantly and grant you all your heart desires!

## **13. Conclusion**

In conclusion, I once again take this opportunity to appreciate the team at SES for the opportunity they granted to us by attaching the SE Klaus Gresser to Shak Junior School (SHAK-UG), which in my opinion was the genesis of all the developments that have unfolded as above mentioned.

Special thanks to Ms. Oswitha for the moral support extended to the SE that kept him energized to work with us for the period he spent at our school on a foreign land in a typically rural and remote setting where almost all basics of life according to the European standards were missing! For Ms. Ricarda Simon, my appreciation is endless.

To our friends and supporters I wish to commit to you that we are very much appreciative of every single euro that you extend to our cause and assure you that we shall always observe the highest degree of accountability and good stewardship for all resources entrusted to us for the development of the school as we continue seeding the future!