

Introduction

All great journeys have a humble beginning full of passion, concern and commitment. MFERD is a caravan of excellence by educators across the world contributing their thoughts, ideas, innovations, introspective studies, best practices, action-on-ground and duas year on year.

Everyone associated with education knows how critical it is to revamp our education system especially in these times to save humanity from losing humanity. The water from outside has started to enter the ship and it's about time that we clean up our act and get back to the roots.

As we think about it, our heart starts to sink. We gasp for solutions as if gasping for breath and end up waking in the middle of the night suffocated. We realize that there is a void and something must be done imperatively. Educators must come together to address these challenges and share their experiences. Design solutions that cater to the needs of the students, expectations of the community and regulations of the authorities.

Millat Foundation for Education, Research and Development thus emerged as a platform to develop collaboration among teachers, school leaders, educationists, research scholars, religious scholars, educational enthusiasts, parent community and all those who are concerned about the wellbeing of our future generations to channelize their work towards a greater goal of imparting excellence in education.

MFERD was conceived by passionate school leaders in the year 2004 with the intention of doing service to the creation of the Creator through education.

MFERD Vision: To proclaim greatness of Almighty till eternity.

To be a model learning community that inspires a commitment to seek truth, knowledge and excellence; live by faith, compassion and integrity in all aspects of life.

MFERD Mission: To nurture leaders in all walks of life with humane values.

To cultivate and nurture a thriving human identity that balances spiritual, academic, and cultural knowledge while providing an atmosphere where students, staff, parents and community is respected, appreciated, encouraged and supported. We strive to positively touch the lives of children so that they may become life-long learners and sensitive contributing citizens of the world thus able to accomplish Creator's purpose.

MFERD Key Objectives: To establish model educational institutions that provide Tarbiyat and Taleem with Excellence.

To improve the quality of education in existing schools by designing effective curriculum, efficient systems of human development for students as well as educators enabled by well-equipped research centers across the world.

MFERD Goals: To help see this noble intentions see the light of the day, we have set specific, measurable goals for limited time in the form of projects that are aligned with schools and easy to implement by students and teachers alike.

In this regards, we have taken up four initiatives to implement on ground in the next 20 years from 2016 to 2036 with a focus on minorities to bring them up in the mainstream and make our country inclusive, integrated and progressive. We term this as our Vision 2036

MFERD Vision 2036: To consistently develop Muslims as Contributors to the Society, Asset to the Nation and Global ideal Citizens.

MUST: This program evolved from the need that a good chunk of our population in this 21st century is still illiterate. Literacy is progress and achieving it nationwide is obligatory on every citizen. In order to make this dream come to reality, we intend to join hands with the school children and all educated citizens so that each one, reach one and teach one.

To help materialize this program of making '*Muslims as Assets (MUST)*' through literacy, we have co-created Literacy & Numeracy Kits such that anyone can be made literate within a month. We then partnered with several NGOs to implement this in various areas thereby declaring them as Literate Zones. We invite all schools and educational institutions to take up this project as a service learning project for their students and empower nearby localities as Literate Zones wherein every single person is literate.

The goal of this program by 2036 is:

- To achieve 100% literacy in order to empower our community harness the opportunities available.
- To glorify teaching as a profession by creating opportunities, presenting teachers as heroes and thus develop empathetic teachers by choice across the country.
- To integrate teacher training program with graduate studies and encourage girls to choose teaching as their first choice of career.

How to implement?

- 'Each one, Reach one, Teach one' – Encourage everyone to reach at least one person every year and make him/her literate.
- Service Learning @ Schools
 - Students take this program as a homework project to make someone literate every year.
 - Students can be given task or a challenge/competition or marks in their annual progress report for service to the community which can then be rewarded during annual celebrations.
 - School premises can be used after school hours to run literacy labs wherein students, teachers or literate neighbours can spare couple of hours to help people become literate.
 - Students can request parents and locality elders to setup literacy labs in their neighbourhood and volunteer to help deserving neighbours become literate.

- Lifelong Learning – For graduates and professionals as a service project with credits for their career.
- Adult Education – Equip centers that provide continuous education or adult education with simple easy to use literacy kits to accelerate the impact.
- Alternate Education – Collaborate with centers that provide educational help to out of school or drop out children.

MASTORS: This program is aimed at creating avenues for skill development in every individual so that people are productive thereby contributing to the economy. It is noted that there still exist a huge disparity between earning to spending in families especially among minorities. On the other hand, the students who graduate even from professional colleges are not employable due to skill gap called structural unemployment.

In order to remove this gap, we have designed numerous programs from vocational skills to communication skills, journalism, arts, psychology, sports, life skills, scientific temperament, STEM, robotics, entrepreneurship and more. We have even partnered with industries to develop Skill Development Kendra and Incubation Centers to harness the creative potential of students thereby propelling them in the right direction according to their talent. Therefore, preparing every *Muslim AS Contributors (MASTORS)* to the Society.

The goal of this program by 2036 is:

- To empower every child in the schools with basic employability, entrepreneurial and leadership skills.
- To develop self-sustaining communities that contribute back to the economy and increase the GDP ratio to the percentage in census.
- To bridge the gap in areas that serve our nation and resolve challenges of citizens.
- To prepare professionals who solve problems of the future through research, innovation, creativity and technology thereby leading the growth of our nation.

How to implement?

- Vocational Training programs for adults
- Quality Competitive coaching for students
- Early Talent Assessment and Career Planning
- Develop resilience, endurance, curiosity and determination to experiment and explore opportunities while handling failures with ease.
- Integrated Skill based Curriculum @ Schools
 - Upto 6th Grade Core Skills blended in various subjects and activities.
 - 7th to 9th Grade Aptitude Test and Specific Skills (Vocational to Entrepreneurial Skills) through Workshops and training assignment.
 - 11th & 12th Hands-on Projects related to their choice of subjects.
 - Under-graduation Real time projects through Internships at industries or skill development Kendra

- Post-graduation Hand-holding and opportunities to explore at the incubation centers tied up with industries, educational institutions or innovation hub by the Government.

MAGIC: This program is intended to address the cultural and social aspects of the society. In this fast depleting cultural landscape, it's extremely important that we cater to the emotional and spiritual aspects of children through behavioural modelling and practical learning.

We need to provide role models in all of us so that our children gets influenced everywhere they go whether at schools, or home or market or wherever they learn. Sahaba Ikram (RA) used to say, follow us to be on the right path. They were the true leaders and global citizens and we need to teach our kids to tread their path. Therefore, we intend to name this program of imparting values as *MAGIC – Muslims As Global Ideal Citizens*.

The goal of this program by 2036 is:

- To inculcate values and develop character of each individual so that they present truth to the entire world.
- To imbibe sincerity in thoughts, compassion in relations, honesty in transactions and integrity in character.
- To empathize with the needy and spend for the right cause regardless of the caste, creed, colour or religion.
- To safeguard the fabric of peace, public safety, cultural values, usage of natural resources, environmental health and distribution of means to the poor.

How to implement?

- Setup institutions of exemplary service and charity regardless of faith for the needy or the times of need.
- Each one, reach five with exemplary character and passion for inclusive growth.
- Make the lessons from Seerah easy to understand and follow by one and all in all the walks of life.
- Value based Curriculum @ School that partners with Parents
 - Age appropriate values integrated in the curriculum
 - Role models from the history to learn how to live and serve
 - Cultivate Faith and Religious Tolerance
 - Behaviour modelling, all round assessments and empowerment through leadership programs.

MAP: This program is crafted to emphasize the contribution of Muslims in the Nation building throughout the history upto date thereby encouraging one and all to stand up to the reputation and contribute forever.

Muslims As Patriots (MAP) is not just a program but an expression of our tradition, our love, our sacrifices and the true spirit of belongingness to the nation. It's not about showing or claiming

patriotism rather being a true patriot right from the budding years of the school. Everything is natural but it has to be facilitated at the right time. Similarly, MAP is a proactive program of facilitating patriotism in students so that they live up to it on par with all the citizens of the country.

The goal of this program by 2036 is:

- To enliven the glorious past of our ancestor's contribution to the nation and proactively excel in nation building.
- To exhibit your care, concern and compassion to fellow citizens through thoughts, words and actions.
- To organize inter-faith programs and spread the message of universal brotherhood, values and humanity.

How to implement?

- Celebrate stories of the unsung heroes and the freedom fighters from all religions.
- Value the diversity in unity and not just unity in diversity.
- Participate in Government Schemes and programs to serve, benefit and help others.
- Form peace keeping committees to exchange love, cherish culture, support events and share the resources for common challenges in daily lives.
- Imbibe Love for the nation @ Schools
 - Paint the tricolor in classrooms and corridors
 - Celebrate National days, National Integrity and the traditions
 - Organize Student Exchange Programs, Interfaith programs
 - Participate in Community Development Programs, NSS, Scout and Guides
 - Demonstrate the patriotic spirit in march past, parade and similar programs
 - Conduct 'Young Global Citizen Workshops'
 - Collaborate with NGOs for nation building campaigns, projects and activities

However, in order to accomplish these goals in the long run, we aim to develop smaller year wise goals to strengthen our schools and facilitate these programs.

MFERD Goals for 2019:

Focus is the key to achieve any goal. Thus, MFERD requests its associate schools to focus and channelize their energies in the following areas, in order to take one step towards becoming 'school of excellence' and progress in the fulfillment of the vision at large.

1. **Finance:** MFERD strongly recommends our associate schools to inculcate 'budgeting habits' in coming years. This way, we stay in control of our finances, control our leakages and gain stability for bigger initiatives. To help you formulate one, we have attached a sample budget under '**Tools**' section.
2. **Internal process:** Does the absence of any one individual in your school creates a challenges in the functioning of the school? This happens when our schools become people-driven rather than process driven. As such, listing the activities we perform in school (from assembly to dispersal)

and breaking those activities into steps and compiling those steps in to process will help us become more effective, efficient and independent.

Activities -----> Steps -----> Process

For this year, MFERD designed the process of conducting annual function in the light of Shariah (**attached under Tools section**) to help develop strong relations with students, parents and staff alike. This way, other processes may be defined as well.

3. **Relationships:** Parental relation with school forms foundation for running it successfully. And academic excellence sits at the core of parental satisfaction. In this regard, we have developed '**Result Enhancement Sheet**' (**attached under Tools**) for teachers to set targets, help identify the areas to strengthen and follow up with each student to help them achieve better results.
4. **Employee Development:** All humans need motivation. And teachers too need it throughout the year. They require information on 'how well they have done last year & their **areas of improvement**' to work upon. Towards this, MFERD have developed a simple '**Performance Appraisal Sheet**' (**attached under Tools**) for principals to evaluate the progress of their teachers **every 6 months**. Rewards and recognition of teachers becomes easy and fair with the help of this tool.

Apart from this FIRE framework for Management, we are presenting certain helpful tools to ease the functioning of school while improving results as follows:

- **Weekly Schedule Tracker for the Principal** to create room for planning, appointments for proactive as well as reactive parents, observation of teachers and classes, interaction with students, one-one mentoring of teachers and more in a systematic manner.
- **Supervision with Rubrics** for the HM/Incharges to observe the classes, innovative methodologies adopted by Teachers, bonding between teacher and students, Tracking of syllabus and other records, Review of corrections, Motivation for Students and more in the form of a matrix for each teacher at least once a week.
- **Teachers' Observation with rubrics** to monitor implementation of 5E framework, observation and feedback of students and parents for a 360 degree feedback.
- **Research Journal of Innovative Learning** has been launched this year to help teachers understand 'What is Action Research?' and 'Why & How to perform it in the class?' to achieve desired results by shifting the focus on students' learning from their own teaching style.