

Workshop on SWOT Analysis and Active Learning



Dated: 11th June 2019

Venue: Auditorium, La Salle H/S School Multan

La Salle Higher Secondary School Multan

9 Bosan Road, Multan, Pakistan

Preface

Usually, the summer break is a suitable time for teachers and school staff to have time for their learning and professional development. The management of the La Salle H/S School Multan organized some refresher courses for teachers and staff every year, usually in the summer vacations. This year the management of the school organizes a workshop on SWOT Analysis and Active Learning along with other (Spoken English Language Course) capacity building programs.

Introduction

This short document will explain the proceedings of Workshop on SWOT Analysis and Active Learning that was organized on June 11, 2019, in the auditorium of La Salle School Multan being participated by the teachers and other staff members having the presence of 63 people in the workshop. The workshop consisted of two parts as detailed below:

- SWOT Analysis session was facilitated by **Br. Shahzad George Gill (Principal)**
- The active Learning session was facilitated by **Dr. Kiran Hashmi (PLEB-Member)**

Both resource persons elaborated their contents nicely, participants were fully involved and keen to learn for their professional grooming and their application in academic activities in future endeavors.

First Session (SWOT Analysis)

The SWOT Analysis session was facilitated by Br. Shahzad George Gill (Principal). The importance of the SWOT tool and its implications in the organization. Methodology to be utilized, its outputs and future planning for professional development to eradicate the weaknesses and threats.

It's important to know the aspects of progress and failure of the organization through SWOT analysis and need to redress them timely to save the organization from threats of organizational failures. In the perspective of personal grooming, it can also be utilized to find out our own deficiencies and areas need to improve and capacity building program should be initiated on the same basis. At La Salle, we are equally concerned about the organizational grooming, development and capacity enhancement. Further he elaborated the word SWOT and how to conduct the analysis of an institution.

S	Strength
W	Weaknesses
O	Opportunities
T	Threats/Challenges

Bro. Shahzad George Gill asked the teachers to form the groups and work on SWOT analysis that what are our strengths, weaknesses, opportunities, and challenges in the school. There were 8 groups formed who did the group work on charts and presented as mentioned below:

Strengths

1. Teachers are regular, co-operative and sincere.
2. Teachers are always ready to take the instructions to complete the syllabus, preparing results and summer task. They also use innovative ideas for teaching.
3. The infrastructure of the school is very suitable that provides a pleasant learning environment.
4. A number of students who came from different schools have shown good results in first term exams.
5. Parents are satisfied with the academic progress, result, and communication.
6. Most of the students have paid their fee dues.
7. The management of the school is kind and helpful to the staff.

Weakness

1. Lack of some extra curriculum activities e.g. P.T lessons, fewer opportunities for reading & writing.
2. It is difficult to deal with (conditionally promoted + late new admissions) students.
3. New students create problems for teachers to complete their notes.
4. Parents of some weak students don't care about their child and their academic progress.
5. Parents of weak students, fee defaulters and failures don't pick up the phone calls and do not come to the school.

Opportunities

1. Foreign tours of students and teachers.
2. Social harmony among teachers and students.
3. The transparent & democratic way of management fair results.
4. Organizing a regular sectional meeting to identify problems and their solution through sharing.
5. Supportive and Co-cooperative management, ready to provide financial and moral support.
6. Fee concession for children of teachers.
7. Confidence building through organizing reflection, speeches, and sports activities.
8. Organizing In-service programs and capacity building training for staff.
9. Youth Programs and training.
10. Speech and Spelling Bee Competition And International Kangaroo Math/Science Competitions For Students.

Threats & challenges

1. Conditionally promoted students.
2. Less number of teachers having a tough schedule and taking replacements.
3. Initiative to start a new junior Cambridge section and girls college.
4. Recovering fee from fee defaulters.
5. Communication gap with parents.
6. Spoken English, Urdu and English handwriting.

After the above-mentioned group work of all eight groups, each group presented their strengths, weaknesses, opportunities, and threats on charts to all participants and there was a reflection of Br. Principal individually to develop their understanding on the subject.

Teachers were happy to know about the strengths, weaknesses, opportunities, and threats of the school that was a really amazing exercise for them that they had not experienced in the past.

Br. Principal also answered some of the questions being asked by the participants and every participant was encouraged to express his/her views and concerns regarding SWOT analysis. Then he said that it is an important assessment tool to gauge our success and redress our operational/management issues and challenges that is necessary for institutional development.

Second Session (Active Learning)

After the SWOT Analysis, there was a session on Active Learning being facilitated by Dr. Kiran Hashmi (PLEB-Member). Br. Shahzad introduced Dr. Kiran with the participants and then she started the session "Active Learning". She defines the active learning is the learning activity in which the student interacts/participates. Active learning requires students to do meaningful learning activities and think about what they are doing. Active learning refers to activities that are introduced in the classroom.

The core elements of active learning are student activity and engagement in the learning process. Active learning is often contrasted to the traditional lecture where students passively receive information from the teacher but in the active learning students solve problems, answer questions, formulate questions of their own, discuss, explain, debate, or brainstorm during class.

She explains that teachers shape child development through experiences that had. They should keep in mind the use of the five senses in learning i.e. **hearing, sight, smell, taste, and touch**.

Hearing

Dr. Kiran emphasis on hearing while teaching and learning. It is an important element for both the teacher and the student. Without sending and receiving correct information, it is not possible to understand the subject matter. As the hearing or auditory perception, is the ability to perceive sounds by detecting vibrations, and ear is an organ that function to hear and transmit the signals to the mind to understand the subject matter being discussed.

Ensure the interest of the students have maintained in the communication so that they should hear you with keen interest and will understand the message you are delivering to them.

Sight

Dr. Kiran explains the eyesight as it is another important element in learning. Without seeing things, it is difficult for human beings to recognize things. Usually, we see the things, we perceive the things and make the image of the thing and transmit it to the mind for recognition. Then we come to know about the thing that we have seen.

So, this important for all the teaching staff to utilize visual aids as much as we can, especially while teaching the small children. Exposure visits are important examples to learn about the sites by seeing them that remains in memory for a long time, she explains.

Smell

There was another interesting and information topic about the smelling sense of human beings by Dr. Kiran Hashmi. She explains that the human sense of smell is weak as compared to that of many animals, it is still very important. We can recognize thousands of different smells, and we are able to detect odors, etc. our smelling function is carried out by two small odor detecting patches.

While teaching we can recognize many gases through smelling them, recognition of various food items, we also distinguish if the things are deteriorated, and many more functions by our smelling. We need to properly train the students for learning by smelling. It would add another twist into the learning of the students and teachers.

Taste

Dr. Kiran Hashmi defined another sense of learning that is taste as the sensation produced when a substance in the mouth [reacts chemically](#) with [taste receptor](#) cells located on [taste buds](#) in the [oral cavity](#), mostly on the [tongue](#). Taste, along with smell and stimulation determines [flavors](#) of [food](#) and/or other substances.

Usually, by tasting the substance, we come to know about the taste of the substance that is our learning output. We need to develop this taste sense among the students and utilize this ability in our lifelong

learning. Give the complete orientation of all five basic tastes i.e. sweetness, sourness, saltiness, bitterness, and umami.

Touch

Another important sense of learning being described by Dr. Kiran was a sense of touch that is important as well as respectful and in a decent manner while learning process. She explains that touch is the first sense we acquire and the secret weapon in successful life relationships. It has cognitive benefits, skin-to-skin contact lets children know that they're safe and protected, building trust between children, parents, and teacher helps them to grow in all respects.

Students are sensitive, we have to be careful about their non-verbal communications and as a teacher, we have a responsibility to properly train the students to touch and learn respectfully. They should have to be well aware of a handshake, encouraging, touching for building confident relationships with all.

Developing four Essential Skills – (listening, speaking, Reading and Writing)

There was another important topic being explained by Dr. Kiran Hashmi was the four skills of language are four capabilities that allow an individual to understand and learn spoken language for effective interpersonal communications. These skills are **listening, speaking, Reading and Writing**.

Further, she explains that while learning any language usually, students learn listening, speaking, reading and writing. As a teacher, we should keep in mind the sequence of the learning process to make it easy for students to learn any language for their communication needs.

Then she formed five groups and ask them to write on five topics i.e. Classroom Environment, Assessment, teaching, teacher and students. All teachers joined their respective groups and prepared their charts and presented one by one. They defined the following points on the topics.

Class Room Environment	Assessment	Teaching	Teacher	Students
<ul style="list-style-type: none"> • Friendly/relax • Rules/regulations • Comfortable / airy • Well decorated • Well equipped • Well managed • Students can easily ask questions 	<ul style="list-style-type: none"> • Understanding • Learning outcomes • Knowledge • Concepts • Students behavior • Basic skills • Confidence level • Clarity 	<ul style="list-style-type: none"> • Passion, not profession • Teaching is preaching • Involvement of student • Punctuality • Planned teaching 	<ul style="list-style-type: none"> • Good listener • Friendly • Character builder • Touching hearts • Hardworking • Serving/service • Passion • Students trust • Character building • Moral social grooming • Discipline • Faith • Devotion • Accepting the challenge • Creativity 	<ul style="list-style-type: none"> • Students are hard working • Students always seeking knowledge

Dr. Kiran Hashmi explains that active learning occurs when we as a teachers understand how to keep involve each student in all the activities, discussions, and lectures by asking different questions from them,

answering their questions, creating and maintaining their interest in learning, understanding their problems/issues, providing adequate counseling by loving and caring.

The teachers should demonstrate their friendly behavior in the class to gain the confidence of the students, so that they can share their issues and challenges well in time to solve them accordingly.

The assessment of the students should also be well structured, organized and meaningful.

Learning Reflection/Outputs

Indeed both of the sessions were enough beneficial to enhance the professional understanding and capacity of the staff but following points were mark-able:

- Teachers learn how to conduct institutional SWOT analysis (identifying/analyzing the strengths, weaknesses, opportunities and threats).
- Teachers learn how to maintain active learning in the classroom by involving each student present in the class.
- Teachers learn how to develop four essential learning skills i.e. (listening, speaking, Reading and Writing).

The above learning points are appreciable to utilize in the classroom while active learning keeping.

Recommendation

Dr. Kiran Hashmi recommended an excellent methodology to promote active learning that students can feel comfortable. The methodology should be adopted acceptable to all students, well-structured and planned, focused on the subject matter and familiar to both the teacher and the students.

Conclusion

Overall the workshop remains successful in terms of participation and learning of the teachers. Both sessions were admired by the participants and admitted that these sessions were necessary to meet the current teaching and learning challenges. Both sessions have added a new concept of institutional and self-analysis. The development and design of the capacity building program should be on the same basis. Dr. Kiran was happy to have active participation in the sessions and their learning outputs. She assesses the learning of the teachers by asking various questions at the end of the workshop.

Pictorial View

