

ALP

Applied Leadership Programme
For School Transformation

#poweredforMyChange

Applied Leadership Programme:

Impact Report for PwC Malaysia

27 November 2023
Kuala Lumpur



For:



KEMENTERIAN PENDIDIKAN MALAYSIA

Sponsored by:



Organised by:



Agenda:



1. Our theory of change

2. STRONG: Our officers are empowered

3. STEADY: Our officers and TLs are ready to go further

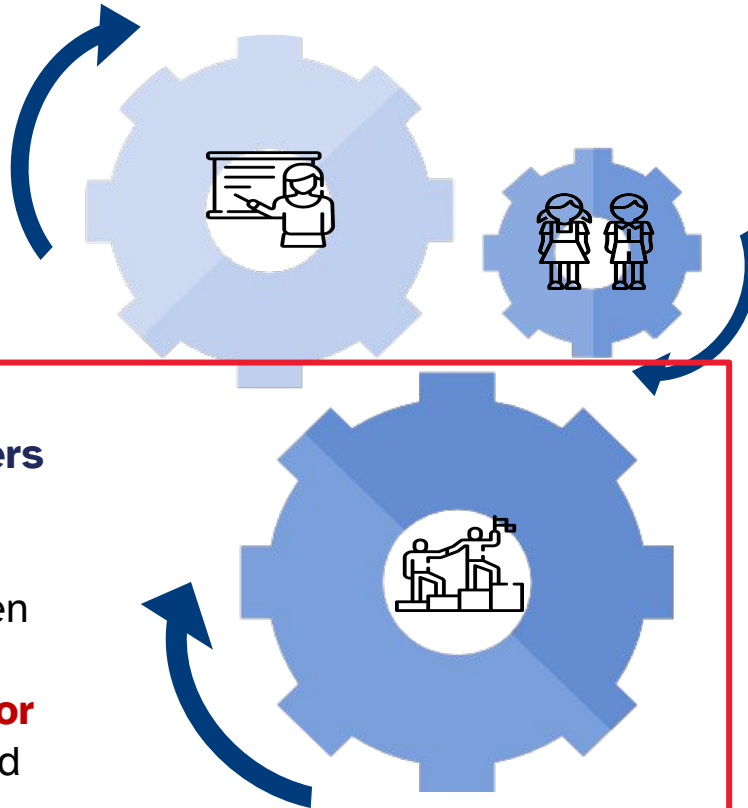
4. SIGNIFICANT: Our officers are making an impact

Edvolution's theory of change to revolutionise education.

Revolutionising Education Towards Ensuring All Children Have Access to Quality Education

Teacher Leaders

- Empowered to **lead change** in schools.
- **Creative** in teaching.



Students

- Have **access to quality school** and **learning opportunities** to grow holistically.

System Leaders

- **Competent** to problem-solve.
- **Create** data-driven solutions.
- **Coach and mentor** school leaders and teachers.

Solution: A leadership capacity-building programme for district leaders.

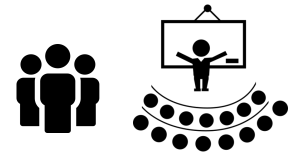
8 - month consultational and leadership training;



For:
District Officers



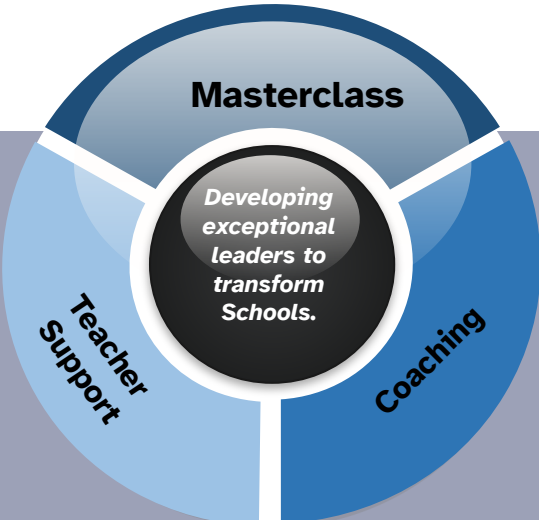
Focusing on:
Data capacity,
Problem-solving
and Coaching



To empower:
School Leaders and
Teachers with strong
pedagogical and
leadership knowledge



Resulting in:
Accelerated
improvement in
high need
schools



Our program supports MoE's aspiration and SDG #4 for quality education:



PROGRAM
TRANSFORMASI
DAERAH





**We are building systemic leaders who are
Strong, Steady and Significant.**

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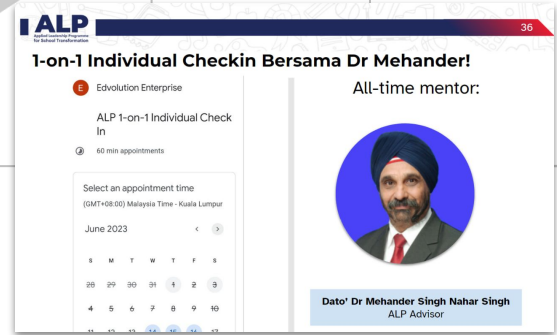
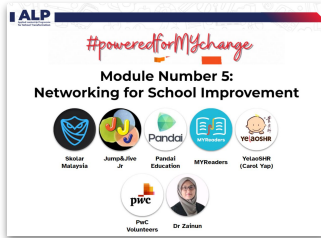


2. **STRONG**: Our officers are empowered

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Officers' learning journey for the 8-month programme:



Jan 2023

- Module 0: Core Values and Competencies of a Leader
- Module 1: Creating Teacher Leaders



Feb 2023

- Module 2: Building a Cohesive Team



Mar 2023

- Module 3: Data-driven School Improvement Initiatives



Apr 2023

- Module 4: Planning a School Transformation Initiative



May 2023

- Module 5: Networking for School Improvement



Jun 2023

- Module 6: Planning for Sustainability



Jul 2023

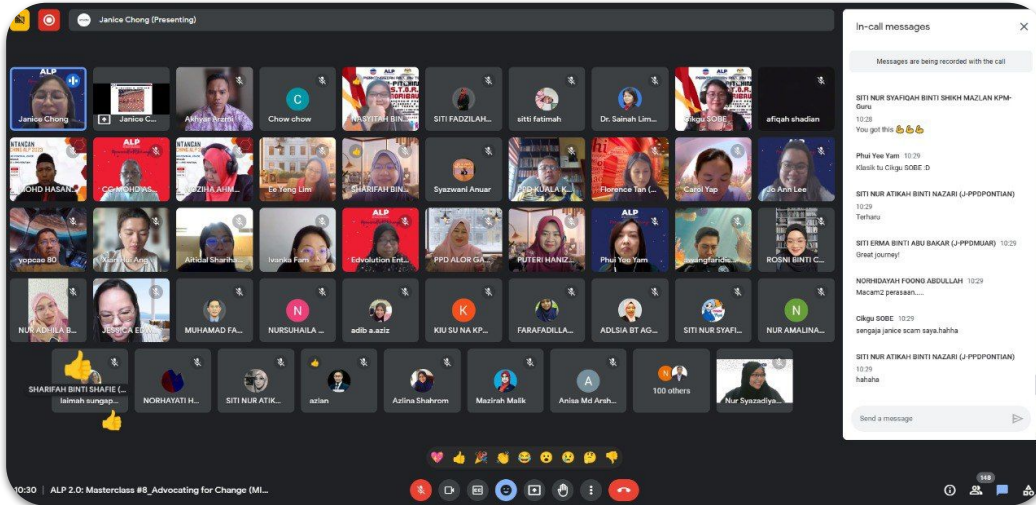
- Module 7: Effective Impact Communicating



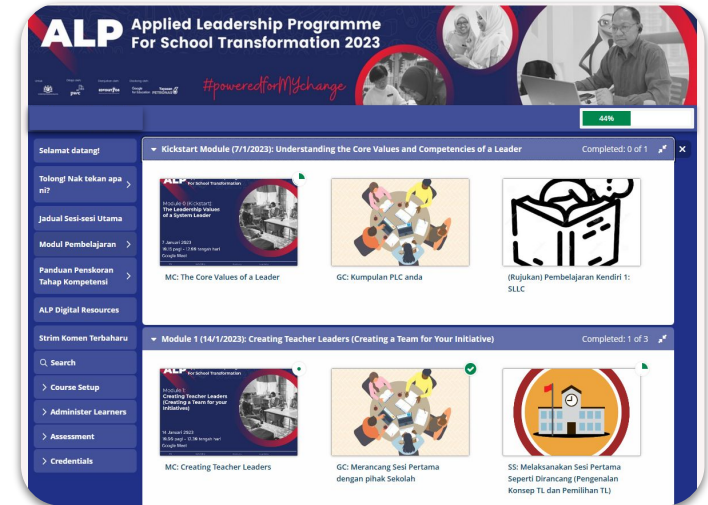
Aug 2023

- Module 8: Advocating for Change

We used multi-modalities to support the officers' learning and provide opportunities for them to apply the skills and knowledge gained.



8 masterclasses



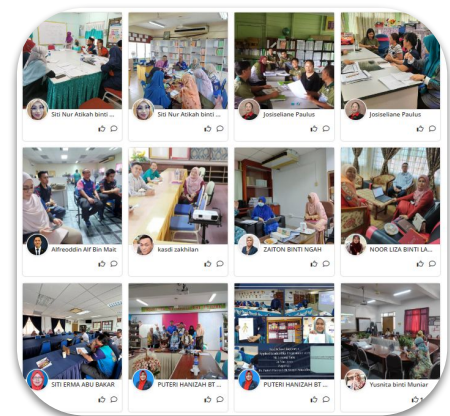
8 core modules on Open Learning



4 Collegial Discussion



>80 Group Coaching



>800 School Support

“It takes a village to raise a child. **It takes a nation to build an education system.**”

- Dato' Dr Mehander Singh

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We are building a pipeline of leaders nationwide.

- **52 Officers**
- **295 Teacher Leaders**
- **10 States and Federal Territory**
- **29 Districts**

Our Network of ALP Cohort 2 Officers

JPN P.PINANG (1)

- PPD Seberang Prai Selatan [1]

JPN KEDAH (4)

- PPD Kubang Pasu [1]
- PPD Pendang [3]

JPN SARAWAK (3)

- PPD Kuching [2]
- PPD Lawas [1]

JPN W.P.KUALA LUMPUR (2)

- PPD Bangsar/Pudu [2]

JPN PERAK (6)

- PPD Kuala Kangsar [5]
- PPD Perak Tengah [1]

JPN N.SEMBILAN (2)

- PPD Port Dickson [1]
- PPD Tampin [1]

JPN MELAKA (4)

- PPD Alor Gajah [1]
- PPD Jasin [2]
- PPD Melaka Tengah [1]

JPN JOHOR (16)

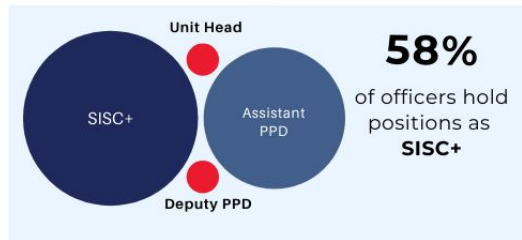
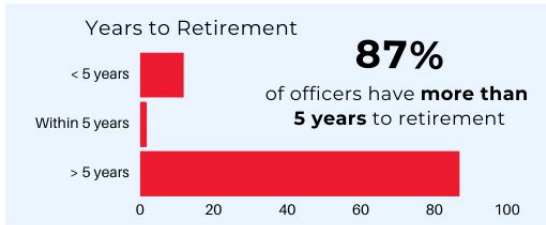
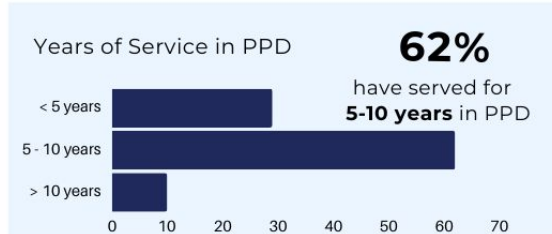
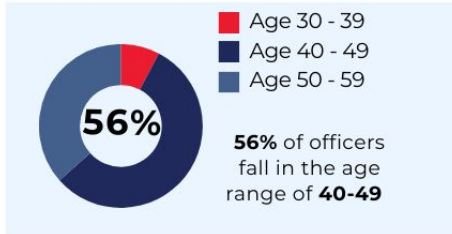
- PPD Batu Pahat [3]
- PPD Kluang [4]
- PPD Kota Tinggi [1]
- PPD Muar [1]
- PPD Pasir Gudang [5]
- PPD Pontian [2]

JPN SABAH (14)

- PPD Beaufort [1]
- PPD Keningau [1]
- PPD Kota Belud [2]
- PPD Kudat [1]
- PPD Kunak [1]
- PPD Pensiangan [1]
- PPD Pitas [1]
- PPD Sandakan [4]
- PPD Semporna [1]
- PPD Tawau [1]

Officers have some 20 years ahead to scale and sustain the impact in the education system:

Who are our officers?



3-5 officers from Cohort 2 are projected to step into higher leadership roles.*

**Based on previous Edvolution's leadership programmes, 5-8% of officers took on higher positions for wider impact, be it in school, district or state offices.*

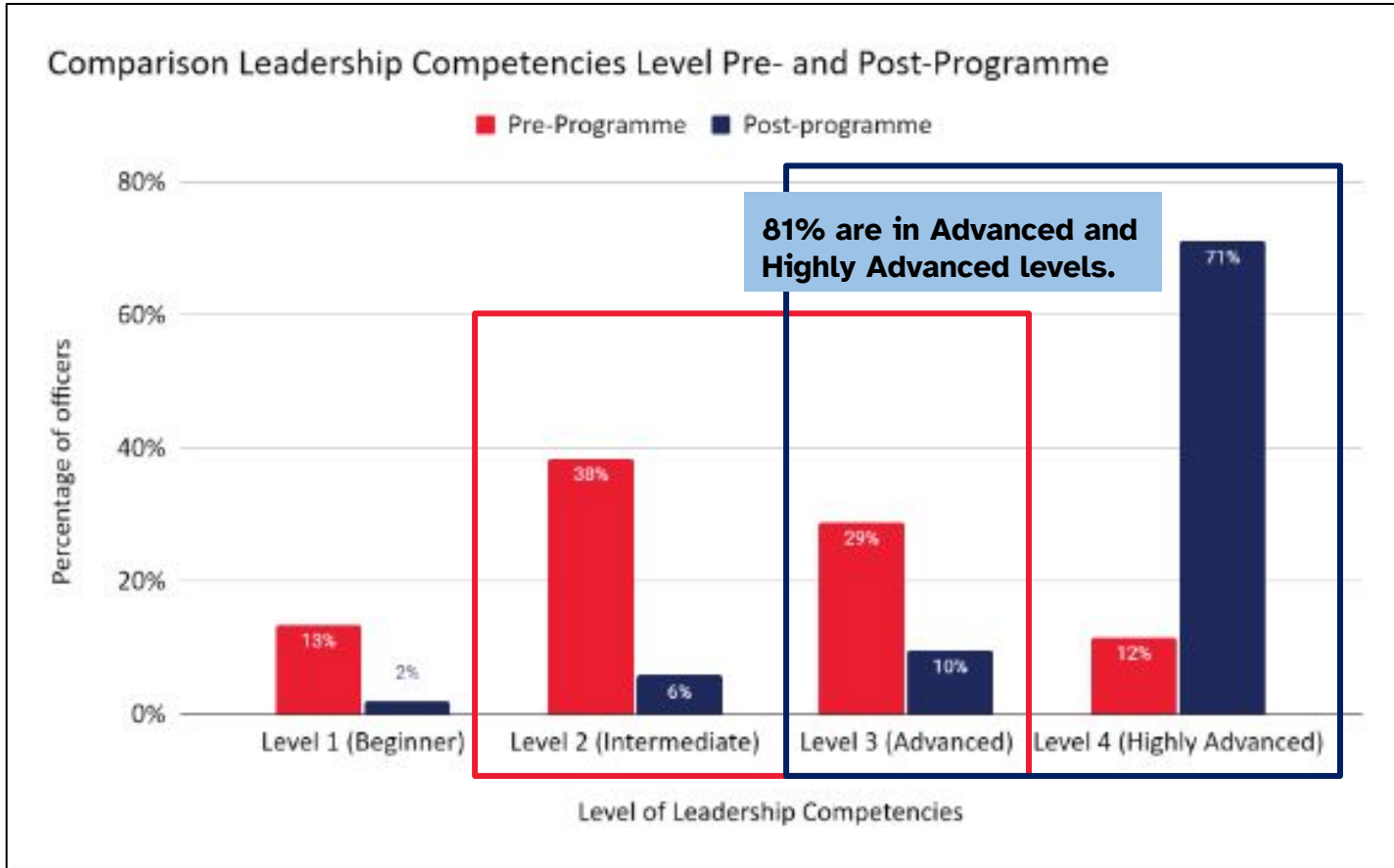
Examples of these roles are Timbalan Ketua PPD, Ketua PPD, Pegawai JPN, Pengetua, Guru Besar, etc.

“After the Applied Leadership Programme (ALP), I decided to enrol in the **National Professional Qualification for Educational Leaders (NPQEL)**. I hope to become a school principal one day. The course is very demanding but my learnings from the ALP helped to to be more prepared and confident to go through the course.



Nurul Khairani Nashruddin,
PPD Pekan, ALP Cohort 1 Alumna

Officers grew in their Leadership Competencies level to create change.



Officers display growth in 3 leadership competencies by **2 LEVELS** on average.

** This is seen regardless of their experience and age.*

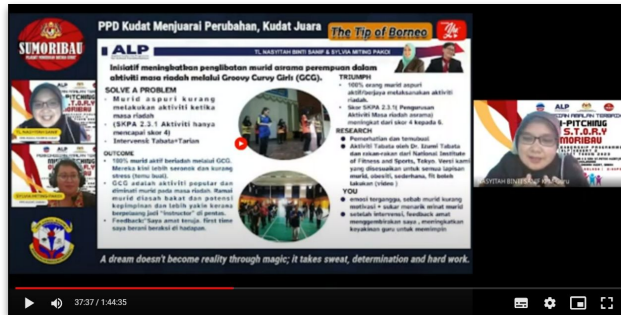
2.0 Coaching & Mentoring (+2 Levels)

3.0 Leading Innovation & Transformation (+2 Levels)

4.0 Building Network for School Transformation (+1 Level)

Officers guide Teacher Leaders to identify their leadership competencies and give them a platform to learn, lead, and accelerate their growth.

Teacher Leaders led 60% of all presentations in the Mini Pitching before judges from various industries and government agency, guided by the ALP officers.



Nasyitah Sanif
SMK Abdul Rahim II, Sabah



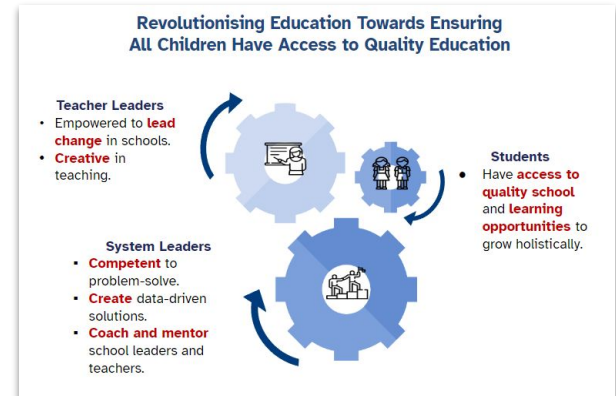
“The exposure, initiatives and strategies shared at The Heroes Academy Workshop during Sekolah Super Conference are all beyond helpful.”

Nur Syakirah Farhati Binti Mohd Nadzim
SMK Tinggi Kluang, Johor

“Previously others *‘tidak pandang’* this teacher. But **after he was selected as TL, cikgu ini lebih bersemangat.** Dia menunjukkan keinginan untuk membenteng inisiatif. Nampak TL rasa seronok untuk join ALP dan dia sgt berterima kasih untuk peluang ini. Nampak bersemangat.”



Norhidayah Foong Abdullah
PPD Tawau



We are creating **a talent pool of leaders** who are ready to take on bigger responsibilities in schools, PPDs and JPNs.

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➤ 4. SIGNIFICANT: Our officers are making an impact

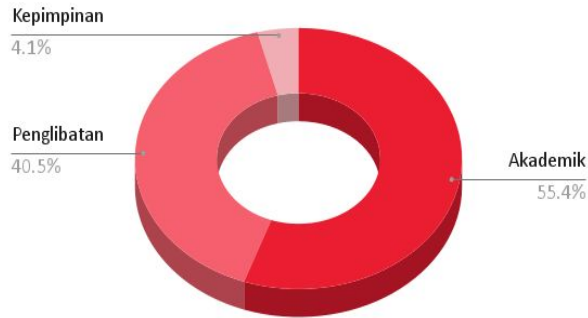
By October 2023, over 80 initiatives were conducted nationwide to improve students' academic performance, engagement and leadership.

90
schools

295
Teacher Leaders

8,850
students
(estimated)

School Initiatives by Project Category



Talk with TikTok
PPD Pendang, Kedah

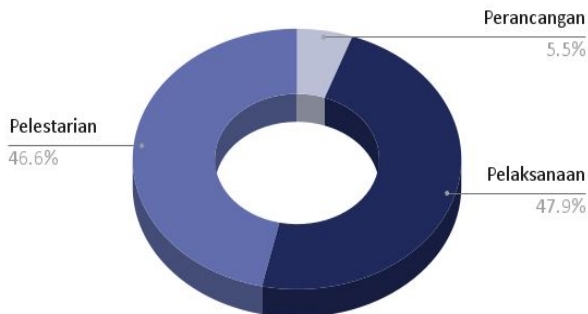


Groovy Curvy Girls
PPD Kudat, Sabah



SMART-Q
PPD Kunak, Sabah

Status of School Initiatives



Grab Maths
PPD Melaka Tengah,
Melaka



Iko Tagap Volleyball
PPD Lawas, Sarawak

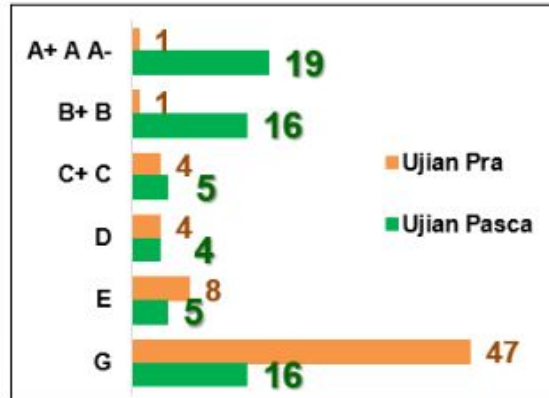


Ikon Daie MADANI
PPD Kluang, Johor

Increasing Academic Achievement in Mathematics:

#1 IMPAK KEPADA MURID

GPMP : Ujian Pra 8.35 Ujian Pasca 5.03 ↑ 3.32 mata



NUR DANIAH MAISURAH BINTI ISMAIL
5 Azalea
Markah Ujian Pra : 27G
Markah Ujian Pasca : 80A
Peningkatan : 53 markah



#1 IDEA BAHARU

Penglibatan Guru Bimbingan & Kaunseling (GBK) dalam mengenalpasti kecenderungan / minat murid

#2 TIDAK MEMBEBAKAN GURU

Guru melaksanakan PdPc Terbeza seperti biasa, aktiviti mengikut minat murid, bukan keupayaan murid

Math for Everyone: Collaborating with school counselors to incorporate students' psychometric data into learning design.

93% of the officers agree that **ALP spurred them (*mendorong*) to conduct school improvement initiatives with other schools** under their jurisdiction.

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