

Qurban & Surraya Educational Trust

**Annual Report
April 2019- March 2020**

INFORMATION ABOUT THE TRUST

Type of Organization: A registered educational trust

Age range of pupils: 3-21years

Gender of pupils: Female/Males/Female Adults

No of students: 5374

No of staff: (teaching) 389, (non-teaching) 46

School address: Qurban School & Degree college Trust, Walton Rd, Lahore Cantt

Telephone number: 042 6669442

Name of Patron: Mrs Surraya Khanam

Name of Administrator: Abaida Mahmood

Aims & Purposes of our Institution:

- To provide good quality education to all and to prepare them to become good humans so that they can take an effective role in personal, national and international development.
- To provide free education to all orphans and needy.
- To provide free in service teacher training to all our staff and to offer the programme to teachers of other schools, nationally.
- To help parents, especially mothers to learn and develop various skills e.g. child development.
- To screen children's eyes and to prevent them suffering from serious eye problems e.g. amblyopia.

Our Mission statement

We believe in providing the best quality of education to all our pupils irrespective of their background and educating pupils to produce confident youngsters who are able to take up a variety of roles in our rapidly changing society and to have a self-esteem and a pride in their own culture and religion. We also aim to equip our youngsters with skills and universal values that will enable them to live in harmony with the rest of the world.

CHARACTERISTICS OF THE TRUST

Brief history of the institution:

The schools & college working under the trust are situated on Walton rd and cater for the needs of the local community. People of Walton area belong to lower middle or lower class. The average income of a family in Walton is Rs15000 per month.

Qurban girls' school was established in 1980 to educate the girls of the area. The school started with two teachers and about thirty pupils. Within a year the school attracted 300 pupils and the teachers kept on increasing. The school was registered with the board of intermediate and secondary education in 1982. In 1990 due to the popular demand of the residents of Walton the school was raised to college level and was called 'Qurban girls higher secondary school'. A new Principal was appointed for the college section and a new building was constructed for them. The popularity of the school due to its results increased and in 1992 the school had to be separated into a junior and a senior school. The college started teaching degree classes and was given the status of 'Qurban Degree College' by the Punjab University. The junior school used to cater for the boys up till class 5th and then they had to look for other alternatives. The parents always insisted on the management to open up a boys' school. Due to lack of space and insistence of parents a secondary school was set up which became so popular that the trust had to buy some land at the back and 'Qurban boys school' came into existence, which was registered with board of intermediate and secondary education in 2001.

The trust has successfully opened a junior English medium branch in which Modern British Education system in context with Islamic culture has been introduced and is now successfully providing excellent education.

Mr Qurban Ali worked in England for 18 years and set up a Trust in 1993 with his own assets calling it 'Qurban & Surraya Educational Trust' and was declared Waqful Allah which means that there are no beneficiaries and all income will be spent on Educational purposes and establishing new schools.

The schools and the college have been put under the management of the trust and all income goes into the trust account and is spent according to the trust rules.

The trust has set up a fund and all orphans and needy not only get free education but are given free books and uniform as well. Scholarship is awarded to pupils who top the class.

A governing body was set up to help manage the trust. One member from each section of the schools and college and four external community representatives are members of the governing body. The governors decide the important matters like schedules of curricular and extracurricular activities, dismissal of pupils and staff (in case of misconduct and incompetency), pay scale, and rules and regulations of the schools and college.

After the launch of QS learning, QS training has been launched in London in 2016. It has been providing workshops for training purposes free of cost but now plans for income are being formalized.

Qurban and Surraya Educational Trust:

A small girls school, which started in 1980, today boasts of a full fledged institution. The Trust has the following programmes:

- **Qurban Girls Higher Secondary School - Senior Section**

- **Qurban Junior School**
- **Qurban English Medium School**
- **Qurban Boys High School.**
- **Qurban Degree College for Women.**

This progress was gradual and over the years the school slowly and steadily built its reputation and also expanded to accommodate more students and classes. Mrs. Surraya Qurban volunteered herself to look after the school in the capacity of administrator and both husband and wife made it their mission to turn the school into one of the best in the neighborhood. His uncle Mr. Farzand Ali and his daughter were also among the earliest staff members who offered their services for the cause.

Senior Section:

The school started with this section and only four rooms were available for classes. The staff was scarce and everybody shared multiple responsibilities. Mr. Qurban was accountant, teacher and principal simultaneously. After one year the enrolment crossed 300 students and the school got itself registered with the education board. Home economics classes were also started for girls and stitching and embroidery were main subjects. Rules and regulations for the staff were developed and the teachers started getting increments on their salaries. Mr. Qurban used to meet every teacher in person and talk about his/her strengths and weaknesses and the ways to bring improvements in their teaching methods. As the resources were meager in the beginning, Mr. Qurban even brought his home furniture to the school but gradually things started getting better. Infrastructure was also improved by expanding the school from one storey to double storey and then purchasing adjacent houses further expanded it. Mr. Qurban was very determined to bring the girls into school and for that purpose he personally met with parents and convinced them to send their daughters to school. It was difficult in the beginning but gradually parents started sending their daughters and the school became prominent because of female education.

Junior Section & English Medium:

In 1994, classes from nursery to fourth grade were separated from senior section and a separate headmistress was appointed to run the affairs of junior section. The reason for separating the section was obvious and all the more necessary. Because of senior students getting more attention like having zero period and summer classes, the junior classes were being ignored and small kids used to get little attention. It was realized that they needed more attention than senior students. After separating from seniors, small children began to show greater improvement. Separate library and science lab was built for them so that they could learn latest and updated techniques. In the year 2000 another step was taken and the school started its English medium section to provide their student

an opportunity to learn English from early classes. This section is now providing English education from nursery to 10th grade.

Qurban Boys School:

Till 1998, boys could only get education up to 5th grade and the rest was only for girls. In 1998 however it was felt that the stress to teach girls had resulted in ignorance towards boys so the management decided to build a separate boys section because there was no concept of mix education beyond 5th grade. Mr. Qurban was well aware about the social set up and was very particular not to indulge in any controversy that could hamper the well-built reputation of school. The separate boys section was started and gradually progressed towards 10th grade. Because of the shortage of classes, they used to have evening classes as well but later on the Trust purchased another one of the adjacent houses and totally separated the boys high school.

Qurban Degree College for Women:

School was progressing towards prosperity and the parents had finally realized that girl's education is as good as boys and so they started pressurizing the management to open up higher secondary classes for the girls. The ever-eager management responded positively and as early as in 1990 the school started its higher secondary classes. The response was overwhelming and within no time they started a full fledged Degree College with all graduate subjects. They applied for an affiliation with the university and after appointing a separate principal for the college they were awarded an affiliation with the Punjab University in the year 2000. The college has now started classes for the Master's degree in English, Islamic Studies, Urdu and Economics. They are now planning to have computer specialization classes. The college now has a library, science and computer lab, their own magazine, stationary shop and cafeteria.

Internal Governance

The objective of having an internal governance system is to have clearly drawn out rules on how a trust is to be run, the procedures for daily operations, and interactions of employees with the management and governing body (GB) of the trust. The idea is to institutionalise mechanisms, rules, procedures and means to operationalise trustal interventions. The governance system should ensure transparency, participation and decision making at all levels within the trust and reflect the trust's values and business and ensure policies in human resource management that would effectively increase a trust's performance.

A governing body comprises of 11 members who very actively participate in the decision-making and supervisory matters of QSET. Along side there is an managing committee whose members are chosen from teaching staff who help give insight of the internal working and management. The board members are nominated from eminent citizens of adjoining area so that the population whose

children are getting education can also represent their point of view. The chairman visits the organization regularly and being an educationist shows keen interest in the betterment of the institution.

Value for money:

The school charges Rs 1500 average per month. Deserving and needy families are given concession and about 2000 pupils are on subsidized fee and more than 600 pupils receiving free education. The children of the staff members are educated free of cost. Children of widowed/divorced teachers and non-teaching staff members are provided with books, uniform and all school equipment.

Types of Activities

Activities for Staff

Teachers Training

The teacher training module of the institution is unique and has helped to upgrade and educate not only the teachers of the institution but has helped to develop a permanent relationship with other agencies like Punjab Education Foundation, Intel, Ali institute of Education, Society of Pakistan English Language Teachers, Ministry of Education and Punjab University.

Professional development activities are organized at various levels and times throughout the year, a cycle of weekly, monthly and annual training is in place. ICT & English language training cycles run along side the general training sessions.

The ICT coordinator, Ms Sajida not only takes initiatives regarding the teachers but is encouraged to motivate the senior management team to cope with the changing technologies.

Ms Mariya Khanum our regular trainer from UK visited the institution in April and she discussed the semester system and syllabus details with teachers accordingly.

15 day training workshops were also held in July and that were aimed at improving the teacher's subject based skills. The topics for July 2019 were:

Happy Habits

Student's Learning Outcome based on Teacher and exams

Movie Angrez (Punjabi)

Teaching Skills

Child Psychology

Qualities of a successful Learner

Brain based Learning

No study Skills

Due to Smog there were 2 holidays for students in November. Teacher workshops conducted were:

Child Protection
Lesson Planning
Mentoring

Collaborative Reading, Driving and Diving Deep

Winter holidays were extended so workshops were arranged. The focus was English language instructions in the classroom.

Since August 2019, online language classes have started for lower Junior Staff to help improve our language skills.



Feedback staff training

Altogether 151 teachers were trained in April 2019 taking part in different sessions and almost all junior section teachers took part in the July sessions. They enjoyed their April sessions and suggested that future workshops should be kept in other months rather than July due to the hot weather.

SMT training

Senior management staff (Principals, deputies and coordinators) are trained regularly at least 3 times a year. Full day sessions are held for the SMT and interactive methods are used to help them grow their leadership skills. Topics Staying A head, tackling favouritism at work and team-work.

The topic for April 2019 was High Challenges, Low Threat (Part 2)

The topic for October and November 2019 was Leadership Matters (Part 1, Part 2 and Part 3)

SMT training feedback

All 9 participants gave feedback about their sessions. Their learning was monitored by their presentations and question answer sessions. Boys section Principal mentioned that their learning should be monitored throughout the year and the efficiencies learnt and mistakes made should be discussed openly.



SMT training session November 2019

SMT informal meetings and visits

SMT were taken to Kartarpur to visit the holy place of the Sikhs. It helped the members to learn about other cultures and religions.



Motivating Teachers:

Pupils learn with motivation. Same goes for the adults- teachers. Every month we give all the teachers a mind boggling question which is not compulsory but helps them to develop mentally. At the end of every monthly session the teachers with the correct answer are rewarded. Teachers are also sent motivational quotes and stories to read at least once a month and it helps them to share their successes. Days like Women's day & teacher's day were celebrated with great enthusiasm. A Women's day quotation competition, Iqbal day and Quaid Day competitions were held and celebrated. This year's topic was to make a poster about Iqbal's verse:

Awarding & Rewarding Teachers:

5th of October- International teachers day is now celebrated regularly in our institution. The students vote for their favourite teacher and those teachers are given 'Teacher of the year award.'

At the end of every academic year (March) Principals recommend outstanding teachers who are awarded on annual day.

Teachers who earn an external award are appreciated in assembly the day after their award.

Annual Milad

Annual Milad is held for the staff members every year to celebrate the birth of our beloved Prophet (PBUH). The purpose is to highlight the true meaning of Islam and to understand and act upon the teachings of the Quran. Other than the regular Naat recitations, teachers are encouraged to talk about why we are falling behind as an Ummah and how Education can help us. The annual milad took place in December 2019 this year.



Teacher's Sports Day

Staff sports day has been very popular among teachers and is now an annual event. It was celebrated with great enthusiasm this year as well.

Activities For Pupils



Extra Curricular activities

Many Societies and Clubs have been introduced for students to develop their social, moral, ethical and personal senses.

The principal of Playgroup and Nursery classes has introduced colour and fruit days to help children understand the basic concepts. Purple day was welcomed by our children with enthusiasm. Science and art exhibition was held in May 2019 to encourage pupils to be creative.

Qurban cricket tournament was held outdoors by the boys school in December 2019.

A friendly football match was held between class 5th boys school vs class 5th English medium within school premises. Iqbal day, Quaid day & Defence day was observed with great fervour and enthusiasm at all levels.

Student Council

The student council which is chosen every year meets with the administrator on the 1st Monday of every month to discuss student related problems and take keen interest in giving suggestions for improvement of the institution. The pupils are encouraged to take part in decision making and policy making of the institution. The students are given the tasks of chairing the meeting, minuting it and circulating the minutes and agenda.

Student Council Annual Dinner took place in April 2019 and students were awarded certificates.

The executive body of the students council were given a task which helped them to build their financial, creative, culinary and social skills.

They were given Rs500 in groups and were asked to prepare a tea party for 2 persons plus an unexpected guest with at least 3 home cooked items. Students had to make a shopping list, go to the local store, buy the ingredients and prepare tea and food in one hour. They were judged on their presentation, their serving skills and their behaviour with the guests.

The senior boys team won the competition and were awarded Rs500 each.

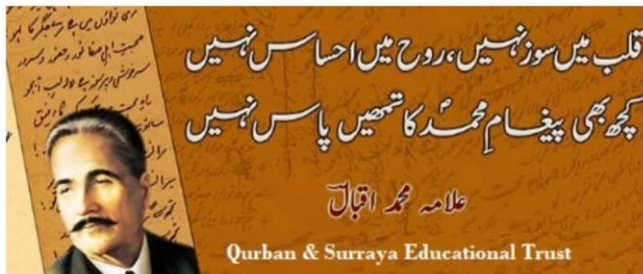
21C skills workshop:

Several skills workshops were introduced at all levels. Button stitching class was one of the most popular ones among boys and college girls found CV writing very useful.



Scouts and Girl Guides

Students have always been encouraged to join Scouts and girl guide groups to help them with discipline and leadership roles. Scouts camp in the summer holidays has always been a popular activity and takes place in Muree. Sir Eidee Ameen arranged this activity in June 2018 and the camp was held successfully. Girl guides activities took place within school premises and this year they held a cooking competition. A group of senior scouts were taken to Governor house for first Aid training. Scouts also held a program to stand in solidarity with Kashmir. They played the Kashmir National Anthem and designed and held placards to show their solidarity.



Nazaria Pakistan Society

With the collaboration of Nazaria Pakistan foundation a society was set up to make students aware of the sacrifices made by our great leaders for our country. Students regularly take part in the competitions held by the Nazaria Pakistan Foundation.

Regular lectures are held by the foundation in our hall which have helped students to benefit. 14th August and 6th September activities were celebrated with great enthusiasm and fervour in all sections. Allama Iqbal and Quaid days are always celebrated according to the age level of our students.

Blood Camps:

Students of college and staff are encouraged to donate blood regularly. With the help of Fatmid foundation a blood camp is held every year to raise community service. The notion of saving lives was given before the blood camp is held. Blood camp was held in October 2016.

Voluntary Activities:

Pupils & staff of the trust have started to take part in voluntary activities. Despite their backgrounds, the students are encouraged to share and give their resources, they are always reminded of giving and sharing.

The Organization's Achievements

Year 2020 marked the 40th year of the institution. In January 2020 the first function to celebrate the institution took place. All staff members took an active role in the celebrations and paid tribute to our founder.

Four large functions were arranged to mark this special year. The final edition of our Founder's autobiography was to be launched and celebrated. All celebrations were put on a halt due to Covid 19.



Internal and Public



Examination Results:

Since 1980 the institution is proud to show 100% and outstanding results in all public examinations. Every year many of the students have been awarded Scholarships by the Government. Two of the students secured third position in the Board of Intermediate and Secondary Education, Lahore Pakistan in the years 1990 and 2002.

Teachers have always strived hard to motivate students to work harder. It has helped the students to work to the best of the abilities. Up till Yr 2000 classes were taught in mixed ability groups and then at secondary level the classes were streamed according to the abilities of the children. High achievers, those securing A*s are streamed into class A, A grade students in class B and so on. It has led the teachers to further build on the strengths of the students. From 1980 the results of the school have been 100% in Matric with over 90% girls acquiring A*. Since it got the status of higher secondary school the results of FA have been around 100% as compared to 33% national results. The BA results have been 98%. From 2014, a 2 term system instead of 3 terms has been introduced. The assessment system was reviewed in 2017 and it was decided to keep the two term assessment as it was found to be more effective.

Pandemic caused the schools to shut down in Mid March 2020 when almost all students were taking their final exams. The exams all came to a halt and the students were just promoted to the next classes without any grades.

Social & Economic Impact of Project /Program

Improvement in the quality of life of the Beneficiaries

The school started in 1980 as a small project with the aim brining literacy to women, to help improve the lives of the underprivileged. For the last 40 years thousands of underprivileged girls have benefited from quality education, they achieved their Secondary school certificates and since 1990 with the start of college the girls have been able to secure a degree which has helped them to secure their future.

Many outstanding girls are now working as successful doctors, teachers, engineers and government officers.

All Orphans & Needy children whose mothers have no source of income are not only educated free but are provided with free uniform & books.

Bali shelter is an orphanage for girls which provides a safe haven for them, a permanent contract has been made between the shelter and the trust to accommodate and provide free education to all Bali shelter girls. 120 students of the shelter are at present studying in the institution.

Uneducated widows and destitute women are given a stipend every month from the Zakat fund which was set up by the Patron of the trust- Mr Qurban Ali.

Those who are young and are willing to work are encouraged to take up a job in the institution, those having basic education are helped to earn a degree while in service.

The trust has set up a fund called the Qurban welfare fund which aims at providing interest free loans to the staff members, parents and students in case of job training, illness, study or payment of bills etc. Funds are raised through collection of old and new unwanted gift items, sold inside the trust at a minimum

cost which benefits the needy discreetly. Mrs Surraya Qurban actively arranges to send things from London as collected by her from friends and family and then sends them over to the trust.

Number of Beneficiaries

Every year about 500 pupils leave school to enter college and about 200 girls leave college after taking their degrees successfully. This year 5 women (parents) were given loan to get back into jobs, 7 were given study loan and 12 staff members were given a loan to pay off their bills. Many household and necessary items are given to the staff free of cost.

All the teachers are trained annually. Parents are sent informative newsletters monthly about various issues which helps in insensible community learning.

Pupils' attitudes, values and personal development

Pupils' attitude towards schools and college is very positive. They are proud to be studying in this institution. The students show a very positive attitude towards learning. The overall behaviour of pupils in the institution is exceptionally good; they respect the school environment and have a sense of belonging somewhere special. There are very few incidents of graffiti, which show that pupils have respect for other people's properties. Theft in classrooms is occasional. If incidents of theft and graffiti take place the pupils are reprimanded straight away and parents are informed. There have only been 2 exclusions in the girls' school between the yr 2019-2020 and 3 exclusions in the boys' school. The schools are single sexed and there are hardly any incidents of bullying. Junior school bullying is reported but are dealt with straight away. The institution believes in treating everybody the same irrespective of the religion and background. 95% of the pupils are Muslims but they are not only taught to respect other religions but are given information about the basic beliefs of other religions. The pupils share good relations with their peers, teachers and the administrative staff. Students' council meets with the administrator on the first Monday of every month and discuss problems and give suggestions. The pupils also meet every month and have taken on active roles and responsibilities within their class and outside as well. During break time pupils are seen helping the younger ones and building an atmosphere of tolerance.

How well are the pupils or students taught?

Student learning has been the main theme of all lessons, lesson objectives are clearly defined for the teachers and students and the pupils get a sense of satisfaction when they understand why they are learning. Most of the pupils show

sound understanding of the subject knowledge. About 75% pupils at secondary level are able to apply their knowledge and skills. Junior school students still find it hard to do so and their teachers are afraid to let them do so as well. Pupils in secondary schools and college fully understand what they are doing, how well they are doing and are able to assess themselves in most cases. They are developing the habit of learning for themselves and not just for the sake of examinations. Confidence building among students and teachers has been a key element this year; there has been a marked improvement in the oral expressions of the pupils. Arguments, debates and literary Q& A sessions have been encouraged for all pupils. Traditional methods of laying stress on writing was very common, even the teachers thought that if no written work is done during the lesson then no learning has taken place- that notion had to be changed and slowly and steadily the oral activities have been brought in. Literacy and numeracy skills are developed more in junior schools rather than senior schools. In the institution there are a few special children, they are expected to achieve as good as any other pupil of their age but are given provisions for physical movements inside the school. Gifted and talented students are streamed in higher classes so their achievements are closely monitored.

Feedback from students

We asked our students to provide us feedback before leaving school in March 2019.

101 girls answered the following questions:

1. Are you satisfied with your teachers?
2. How has your personality improved in this institution?
3. Suggestions for improvement.

99% girls stated that they loved their time in school and mentioned that the teacher's methods of teaching were exceptional. They mentioned that the hard work and dedication of the teachers helped them to gain a lot of skills in life. They mentioned a few exceptional teachers like Ms Humaira, Ms Gulshan and Ms Naila.

5 girls showed dissatisfaction with teachers and mentioned favouritism and too much strictness. Almost all the girls thought that the institution has helped to develop their personalities. They said that they have learnt to be more confident, disciplined, punctuality, to follow rules, to handle problems and are ready to face the world.

35 girls suggested that sports should be arranged regularly. 25 mentioned having funfairs and trips. 5 suggested arranging UPS or Solar panels for electricity. 2 students suggested that Saturdays should be given off.

97 boys answered the following questions:

1. What do you like & dislike about your organization?
2. What do you think about our teaching standards?
3. Suggestions for improvement.

Almost all the male students stated that the best thing about organization is its teachers. Studies are exceptional and the discipline is very good. Teachers efforts on weak students is exemplary and Organization's policy for Orphan and needy students is praise worthy. Some students said that the social, moral and spiritual well being of students was catered for by the teachers.

6 boys mentioned that the teachers should not be too strict. 10 boys said that regular sports periods should be arranged. 10 boys mentioned that UPS, generators or Solar panels should be installed especially for the summer season. 5 said that the clean drinking water needs improvement.

Staff Structure

Our staff is a great asset to the institution. The teachers show a sound understanding of their subject knowledge. Most of the new staff are untrained teachers and are passed through a one-year probationary period. Acquiring English language skills and IT skills are compulsory for all teachers. Subject led training sessions are held every Friday and general skills training are given on the last day of every month.

Appraisal system includes peer observation, observation by principals and end of year assessment. A formal lesson observation form is followed throughout the schools and college. Pre-observation is not very common and Principals need to develop themselves in order to observe one particular aspect rather than all skills in the classroom.

Most of the teachers plan their lessons effectively and set clear goals for their students. They are upgraded on using methods, which will help to inspire pupils and to develop a thirst of learning in them. The teachers are encouraged and supported to use methods, which enables pupils to learn effectively. About 99% of the lessons are managed well and effectively. Resources are clearly defined and teachers are taught and guided to use them effectively. Formal assessment is at the end of every term. Pupils' work is thoroughly marked effectively throughout the year and is checked by the Principals of the schools and college. Test records are maintained in most of the cases. Home work timetable was introduced but teachers hardly stick to it. Despite reminders that homework should be set with the purpose of learning, teachers tend to set homework for the sake of setting homework because of the pressure from the parents.

How well does the school care for its pupils?

Pupils health and safety are taken into account at all times. Prep, Nursery and pre-nursery pupils are not allowed out of school without their identity cards. School and college girls are advised to wait inside the school boundaries to avoid any mishaps. Junior school Principals and student councilors are on duty during break to avoid any accidents. School canteen owners are not allowed to employ children under 16, such practices have not only been banned but such children are taken in school to ensure that they get access to education.

How well does the school works in partnership with parents?

The overwhelming number of parents willing to get their children in the school is an indicator of the success of the institution. Most of the parents are satisfied with the values and curriculum taught in the school. They are pleased with the results of the school and with the facilities being provided by the school. As most parents come from lower working class backgrounds they find it hard to cope with the finances involved in their child's education but the provision of reduction of fee has been greatly appreciated by the parents.

The monitoring system of QSET is adequate and sufficient to monitor and supervise all ongoing activities. In the school performance of every student is monitored on individual basis and the monitoring of teaching staff is equally efficient. Parents teacher meetings are part and parcel and every parent can approach the management or the governing body. For every monitoring activity the trust has developed different formats to keep record of each and every detail. The monitoring of students is best done through different examinations and the record of each exam is kept and discussed with student and his/her parents. The monitoring of teachers on the other hand is done mostly through surprise visits of principle and senior teachers. They write their observations and discuss it with respective teachers. All parents were called almost twice a year to be briefed about the progress of the child and to discuss the child's development in all schools. College girls' parents are called in at least once a year. However due to security reasons the parent teacher meetings were minimized this year. An informal newsletter is sent home to all parents once a year but a formal newsletter is sent home every September. Leaflets and brochures containing educational and ethical issues is printed and sent home at least every term, which have proved to be very useful.

97% parents showed satisfaction from the working of the trust. 96% agreed that the educational standards were pretty high, 97% showed their trust in the management. Almost all parents mentioned that they are pleased with the environment and culture of the organization.

95% students mentioned that they liked their school, 90% of college students said that the educational standards were very high but the rules were overly strict for a college. The boys mentioned a lack of space for playing sports.

SMT showed faith in the management and encouraged the training sessions held

for them. 96% staff members said they are happy with the school environment and with their Principals. They mentioned that they love having sports day and teacher's day functions which help them to bond together as a team. What some of the young ones don't like is strict rules about dress and punctuality.

How well is the school led and managed?

The Governing body, administrator and the senior management team have a clear vision about the school. Values exist, that are believed in and are followed. Over the last few years the Principals have been given more authority towards leading and managing. Teachers are made to feel proud about themselves and their profession. Every month one message, which is given to the teachers in the training session, is that they are GREAT and that they are doing something special. Motivation is essential for the staff as well as pupils. The administrator believes that if the teachers have positive attitudes the pupils will automatically develop them.

Senior management team meets at least once a month or more and discusses their plans and problems. The SMT also meets the governing body occasionally. Decisions in connection with the institution are always put forward for the governors and SMT team to discuss before implementation. The Principals have a full authority in day to day running of their schools and college, teacher recruitment, time tabling, lesson planning, extracurricular activities and clubs are decided by the Principals but in accordance with the institutional policies. The informal and formal meetings, the training sessions and the exchange of reading material has helped the SMT to develop themselves and strengthen their team work.

SMT is also encouraged to liaise with outside learning agencies and not only learn from them but to share their valuable skills.

External factors affecting the climate of the institution:

Smog and pollution in Lahore has been a major issue affecting the parents, students, staff and the community. A feeling of restlessness due to closure of the institution at various times this year has certainly affected the attitudes and moods of the people. Many times a year the school had to be closed due to government orders about smog and security threats. Many extracurricular activities were rescheduled. However, the results indicated that the learning of the students was not compromised, and they were given the attention that they deserved.

Covid Crisis

In March 2020 the schools were closed suddenly due to the pandemic which seemed to overtake the world. Everyone thought it was temporary and didn't know how to deal with it. Final examinations (internal and external) were cancelled and everything came to a halt.

What should the school do to improve further?

The institution as a whole need to improve the % results at all levels. Expectations are high but there's a room for improvement. Teachers' attitudes and perceptions need to change towards learning. They need to develop a thirst for learning. They need to inculcate a sense of ownership and citizenship among children. They have slowly started to get away from the traditional methods of teaching and let children experiment with their imagination but there is still a lot to learn.

Weaknesses:

The main weakness is lack of space for students to play and move around. English being the second language is still dependent on the olden methods of teaching, however since the government changed all system into English medium, almost all pupils have been involved in some sort of creative writing activities in all schools. Pupils in college are not only encouraged to write essays but to speak English in the classrooms. Their creative work is checked and marked by the Principals and the administrator. Reading for pleasure is still not ardently encouraged. All junior school pupils are given access to the library once a week and are encouraged to read for pleasure.

Future Plans:

The innovative use of available resources, the results achieved by our institution as compared to national results, the workshops held by our institution nationally & internationally, and the internship program has proved that our unique & successful teaching training program and teaching methods can be replicated in any institution. We plan to make smart devices available to teachers via loans so that they can benefit and learn from the modern technologies.

QS training London project has started to run and we aim to start making profits to feed back into the trust fund.

We launched our online classes but due to lack of internet and smart devices, almost 70% parents find it difficult to access them.

Our Qurban welfare program which has started to benefit more people and has added value to the lives of our students, staff and community members.

What do the stake holders say about the institution?

'I am highly impressed by the quality of education being given in this institution along with emphasis on discipline and extra curricular activities. Best wishes for

Mr and Mrs Qurban, may Allah shower His blessings on them for doing such great charity work.' – Abeeda Khan, Assistant Professor, Quetta 2016

'Qurban trust's disciplined environment, dedicated and lovely staff never ceases to impress me. I pray that Qurban trust flourishes with its dedicated staff and most hardworking leadership. Stay Blessed.' Ms Lubna Tasneem, Principal, Shadab Institute, Lahore 2016

'Visit to Qurban Trust was one of the most memorable days of my life. I wish the institution a very bright and a glowing future.' – Faisal Sultan, Section Officer, Literacy Department, Punjab 2016

'Qurban school is a great institution which is delivering great services in the private sector. I congratulate all the students and teachers who worked very hard and got the achievements.' – Abdul Hashmi, Education Project Manager, Punjab, March 2018

I am very pleased to be part of the college Convocation. Heartiest thanks and best wishes for future for this institution and especially to the governing body of this noble cause.' – Ismatullah, Principal Fazaia Degree College of Education, Sarwar Rd, Lahore Cantt. March 2018

'It's an absolute honour to be here today and be able to participate in this beautiful celebration. It's amazing to see Sir Qurban sitting through this event. He certainly is a legend who saw his vision coming true. Best wishes for the future of this great institution.' – Dr A Waheed Tabish, Associate Professor, Penn state college of Medicine, USA March 2018

'My dear Pakistan family,
Thank you is not the proper word to express what I feel in my heart. It has been a wonderful experience of sharing. I know you all are very strong women! We have to keep working and fighting, it's a long process! Never give up, be who you are, keep up the great work you are doing: direction, staff, teachers, students and works. You will always be in my heart.' – Genoviva Oliviera, April 2018

'Qurban Trust is doing a great contribution towards education. It is a well administered educational Trust. I am very impressed. My compliments for the administrator for organizing a beautiful exhibition of art work which is indeed very educational. I am sure that the students will gain knowledge. This kind of exhibition is important as it opens the door to understand more the culture of the country. ' – Iftikhar Firoz, Honourary Consul for Portugal, Lahore April 2018

'Qurban trust is performing very well in the field of education. We people are working for the welfare of the special children. Very happy, satisfy and glad to know the efforts of yours regarding this noble cause of education. The

performances were really good.' – Javeria Masood, RD Officer at Rising Sun Institute, Lahore January 2019

'It is wonderful to be here and see what a wonderful and fantastic work is being done for education of young girls. I salute the passion and spirit of Qurban sb and his family for training and education of generations. A lot of wishes and prayers.' – Rozina Bano Javed, Head School Safety, First Female Rescue Officer March 2019

'It's my first visit to this institution and it has left good feelings to me. Owners of the institution are too lively and students are so participative. And most of all this institution has a homely environment. I would love to come here again.' - Asima Malik, Waste management Team, Cantt Board, November 2019

'I have really enjoyed coming to Qurban Degree College. 100% result of the college is a pride for Pakistan. The performance of the teachers is exemplary. Congratulations on your success.' – Mrs Saiqa Ishaq, Member Pakistan Girls Guide Punjab, President Rotary Club Shalimar December 2019