



REB
Rwanda Education Board



INTERNATIONAL DIALOGUE ON GENDER AND EDUCATION- 20-21 March 2019

“

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all (SDG 4)”

4.1. By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes

**SUSTAINABLE DEVELOPMENT
GOAL 4**



INTEGRATION OF GENDER IN THE CPD DIPLOMA IN EFFECTIVE SCHOOL LEADERSHIP IN RWANDA

Presented by

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what do
YOU
expect.?

Objectives of the workshop

- **To discuss about the integration of gender in any course**
- **To share the case of the integration of gender in the CPD diploma in Effective School Leadership in Rwanda**
- **To reflect about examples of good practices of promotion of gender by school leaders at school level in Rwanda**

Reflective questions

1. According to you how can gender be integrated in the design and the implementation of any course?
2. Give concrete examples?

Integration of Gender in the CPD DESL in Rwanda - three ways:



Consider gender in selection of people to be involved in the program

“Gender” as a unit in the content of the manual

“Gender” as a cross-cutting issue

Gender consideration in selection of both trainers and trainees



Male and female facilitators/trainers of the CPD



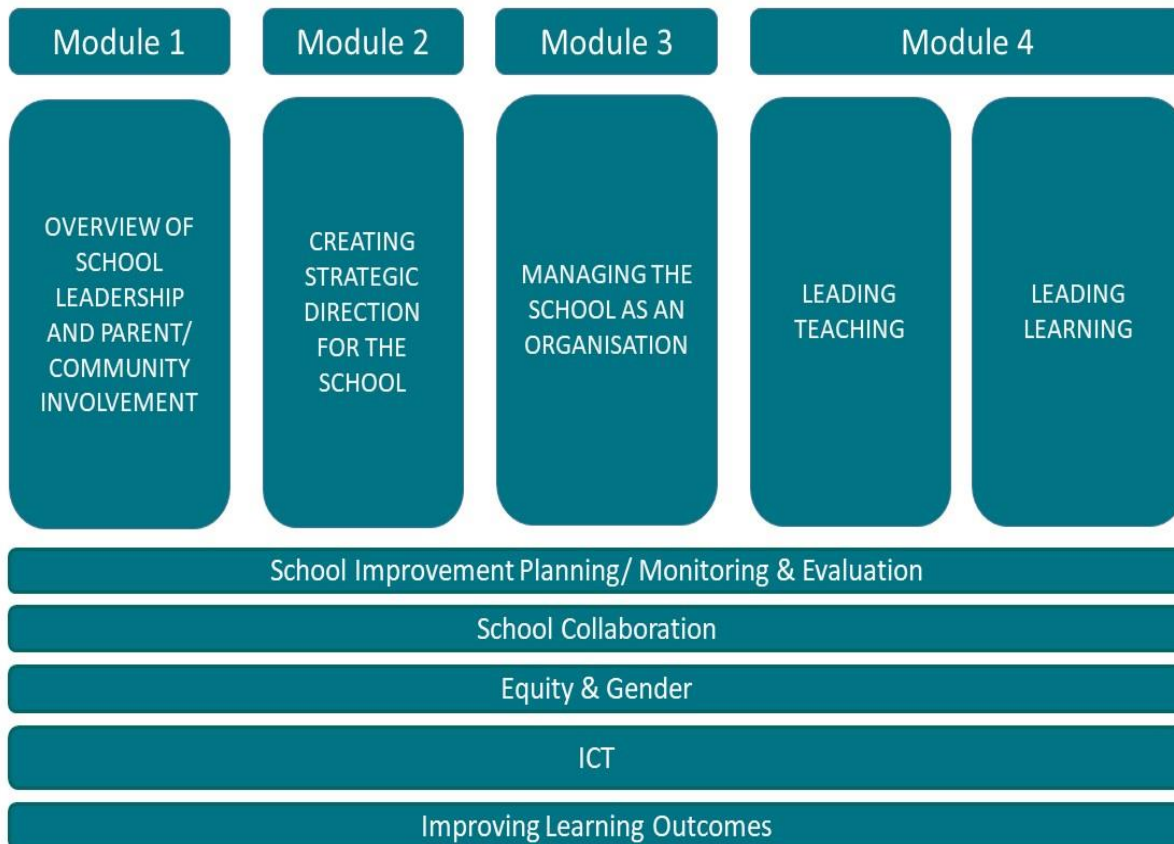
Male and female HTs and DHTs attend the CPD programme

VVOB Education advisors for School leadership



Male and female
education advisors
responsible for the CPD
DESL at VVOB-Rwanda

Programme Structure



Gender and Inclusiveness in school leadership as a unit in module one

- Use of **gender-responsive pedagogy** : (language, grouping techniques, classroom setting,...)
- Use of **active teaching and learning techniques** to engage both female and male participants (group work, brainstorming, role play,...)
- Consider **individual learning needs** of both female and male participants (e.g. female participants are given time for breast feeding)

Examples of photos during training sessions



Activity (Think-Pair-Share)

- Assume that you are a facilitator of the CPD in Effective school leadership
- Suggest an activity you would give to participants to integrate gender in one of the following topics:
 - Setting the strategic direction of the school,
 - Leading teaching and learning
 - Managing the school as an organization,
 - Involving parents and the wider community

Example of an assignment question:

- Participants requested:
 - to **identify some action points** about **promotion of gender** in relation to the five standards for effective school leadership in their respective schools
 - Indicate related **challenges**,
 - Indicate **strategies used to address them**.

- Show evidence to support their ideas.

- Facilitators visit the HTs in their respective schools:
 - For assessment purposes
 - To collect best practices about promotion of gender in school that could be shared during training sessions (case studies, videos,...)
 - For coaching the HTs

Examples of good practices identified- APEKI-AMIZERO school



Girls in Science



Girls in school leadership



Promotion of sport for both girls and boys

Examples of good practices identified (cont'd)-GS Nyarubuye



Girls and boys cleaning together



Promoting gender beyond the school



Messages about promotion of Gender around the school



Questions from the videos

- **From the two videos, list at least two best practices that interested you most?**
- **How can they be implemented in your context/organization?**

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