Strategy Session: Group Discussion
Main challenges

• Lack of safe infrastructure
• Lack of autonomy of local schools
• Over-workload and pressures
• Too much administrative work
• Lower motivation
• Less interest in rural areas
• Never ending bullying and harassment
• Lack of skills coping in new teaching and environment
• Accountability of school management
• Lack of moral and spiritual
• Lack of community participation and ownership...
<table>
<thead>
<tr>
<th>Challenges</th>
<th>Possible actions</th>
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<tbody>
<tr>
<td>Positive Teacher Attitudes and Attributes</td>
<td>• Prioritize continuous In-service training (voluntary training day with budget)</td>
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<td>• Incentive to teachers (remote allowances)</td>
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<td>• Monetary/non-monetary awards</td>
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<td>Teacher Working Conditions and Well-being</td>
<td>• Increase in # of teaching staff (negotiating with central and local funding)</td>
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<td>• Train school principals to prioritize school activities</td>
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<td>Teacher Skills and Competencies</td>
<td>• Focus, focus, focus!! (on intensive training, e.g. Bhutan)</td>
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<td>❖ Mobilize ministers within the government</td>
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<td>Place</td>
<td>Important criteria</td>
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| **Infrastructure** | • Basic infrastructure (for everyone)  
• Lack of space  
• Safe school infrastructure (against diverse natural disasters…)  
* Lack of classroom due to migration (people mobilization) | | • Institute solid (& revisited) architectural standards  
•  
• **Spread a sense of community-based school ownership** |
| **Secure environment**  
**Free from Bullying** | • Bullying among students  
• Corporal punishment | | • Steering committee to closely observe potential problems  
• “How to restore relationship” program  
• Establish a system of analyze/prevent incident (e.g. stress management etc.) |
| **School Vision and Leadership** | • Politics intrude principal appointment  
• Lack of school autonomy (in balance between duties/ responsibilities) | | • Grant autonomy for school management ↔ Enhance Sense of ownership ↔ Capacity building School |
Happy School is Everyone’s business

School principals
Teachers
Communiy members
parents
government
Students

Everyone has a role to play