

Ghanaian Institute for the Future of Teaching and Education (GIFTED) Women's Fellowship Program

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GIFTED, part of the larger Ghana Wins! Project, is a professional development program that aims to build capacity in women leaders in education. GIFTED began in June 2013 and is a partnership between New York University (NYU), Mujeres por Africa, and the University of Education, Winneba (UEW), sponsored by Banco Santander.

GIFTED Facts 2013-2014	
Region:	Effutu Municipal District Winneba, Ghana
Number of GIFTED Fellows:	12
Number of Change Projects:	6
Number of Teachers Enrolled:	12
Number of Girls Enrolled:	203
	*Up from 166 in December 2013
Number of Club Sessions to Date:	197

GIFTED Club Update

The GIFTED teams implemented change projects in September 2013 to support girls' education.

- ❖ In Martha and Grace's *Girls of Difference Club*, enrollment has doubled from **54** to **112**. Increased enrollment in the dance club has led to improved school attendance of girls. Now that girls are coming to school, Martha and Grace have also added literacy lessons to the club.
- ❖ Mercy and Rita's *Amazing Girls' Club* teaches math skills to increase girls' participation in mathematics. All **20** 8th and 9th grade girls sat for the Term 1 math exam. **9 girls** will take the Basic Education Certificate Exam (BECE) for admission to secondary high school this June.



"You see them solving questions on their own and helping each other. Girls are volunteering to solve problems in class." - Mercy & Rita

- ❖ In *Creative Minds Club*, Rebecca and Serwaa are keeping their girls engaged in writing **5 days** a week. Girls are also learning computer skills to type, edit, and illustrate their own creative stories.
- ❖ Girls in Rebecca and Elizabeth's *Art for Life Club* are learning entrepreneurial skills of production, marketing, and selling of jewellery. Income generated will cover the girls' school costs and basic needs.



"Amazingly, girls started showing up to school." - Martha & Grace

- ❖ Emma and Louisa are teaching entrepreneurial graphic design skills and leadership in the *Little GIFTED Club*. As a result, there has been a **40% increase** in girls' participation in school and community leadership roles.
- ❖ **83%** of the teachers in Rita and Faustina's *GIFTED Winneba Club* have initiated girls' clubs in their respective schools. We are excited to see the GIFTED girls' club model spread!



"They were happy when they saw the end product. They saw the potential for their futures." - Emma & Louisa

GIFTED Program Updates

The team from NYU travelled to Winneba, Ghana in December 2013 and January 2014 to work with the GIFTED Fellows in collaboration with the team from UEW.

During the visits, teams from NYU and UEW:

- ❖ Met with GIFTED teams for a mentoring session.
- ❖ Observed girls' club sessions. Thank you to the schools, the GIFTED teams, and the students for your warm welcome!
- ❖ Conducted a two-day data collection workshop and gathered Term 1 data on the girls' clubs. We are currently analyzing the data.
- ❖ Held a one-day workshop on presentations skills to prepare the fellows to present at the upcoming educational conference at NYU in June 2014.

Two new initiatives were launched:

- ❖ Leadership Development Project.
- ❖ Emerging Leaders Program.



Leadership Development Project

This initiative focuses on the growth of the GIFTED Fellows' leadership skills within their larger professional roles. Each fellow developed an individualized leadership plan that targets 5 evidence-based leadership practices. These plans articulate specific goals and actions to improve the fellows' leadership capacity in the field of education.

Leadership Development Project goals include:

- ❖ Community and parent outreach to teach the importance and benefits of girls' education.
- ❖ Collaboration with colleagues to establish and work towards a common vision.
- ❖ Improving existing curricula and developing innovative teaching techniques.

Already, 6 GIFTED Fellows have achieved their first leadership development goal and are working on their second. Way to go!

"Developing a leadership plan has given me room to learn. I read and study a lot to deliver the right lessons and have become more confident leading my classes." - Rita



"GIFTED the hope for girls for a better tomorrow." - Creative Minds Club Song



"Girls are confident about their prospects for the future." - Rebecca & Elizabeth



"The teachers are participating in more professional development. They are studying, attending workshops, assisting female colleagues, and sharing their experience." - Rita & Faustina

Emerging Leaders Program

This initiative identifies the professional interests and goals of the 6 junior GIFTED Fellows who are in the early stages of their careers. The program supports these Emerging Leaders' professional growth through an action-based career development plan.

Program activities include:

- ❖ Identification of measurable short-term and long-term career objectives.
- ❖ Peer mentoring circles.
- ❖ Monthly mentoring calls.

Emerging Leaders report that the program:

- ❖ Empowers them to articulate their long-term goals and to create a concrete plan to achieve these goals.
- ❖ Improves confidence by encouraging them to develop their individual voice and vision.

"I want to be a leader in Special Education because I want to be a role model for female students. I want to encourage them to have a voice." - Serwaa



What's next for the GIFTED Program?

Spring 2014

- ❖ Selection of the 2nd cohort for the 2014-2015 academic year from the Effutu municipality.
- ❖ Faustina, GIFTED Fellow and Municipal Girls' Education Officer for the Ghana Education Service, will conduct a one-day training on the safety and protection of female students in schools and the community in Winneba, Ghana.

Summer 2014

- ❖ First cohort will travel to New York City, USA May 31st - June 7th.
 - Continued leadership training.
 - Workshops on change project sustainability.
 - Present results of change projects at an educational conference.
- ❖ Leadership and mentoring training for the second cohort will take place in Accra, Ghana from June 20th - 28th.

The GIFTED program would like to extend a special thank you to Mrs. Hilda Eghan, Municipal Director of Education, Winneba; staff at UEW; the GIFTED project mentors; and NYU Accra for their continued support.

For more information about the GIFTED Program, please contact the PI of the project, Kristie Patten Koenig at kristie.koenig@nyu.edu