



Proposal for

“Promoting Holistic Education”

1 Problem Statement

There is no denying the fact that the prevalent education system in Pakistan is at the heart of multiple challenges the country is currently facing. Being in constant grip of these challenges is symptomatic of the failure of the education system. Socially, the education system has not only failed to transform the burgeoning population into a social asset for the country but has also unleashed waves of polarization and divisiveness, rupturing the social fabric. Moreover, the multiple education systems of the country are also barricading gigantic hurdles in the way of accomplishing sky of success.

ARTICLE 25-A on 'Right to Education', was added to the basic rights section of the Constitution of the country through the 18th Amendment in April 2010. Almost 12 years later we still have around 20 million 5 to 16-year-olds out of school. Our assessments of child learning also tell us that, barring a small number going to elite public and private schools, most school-going children in Pakistan are getting a poor-quality of education.

Some of the core issues at the heart of the education problem in Pakistan are lack of political will; lack of facilities in educational institutions; low budget for education and high fees for quality private education; rote System; women's education issues; quality education issues; lack of holistic learning and character building; and lack of civic education.

The list of problems with the Pakistan education system is long, and while the public sector struggles to overcome these challenges, the civil society and private sector have a responsibility to fill the gaps.

BOARDING SCHOOL EDUCACATION

The culture of boarding schools, a style of schooling most effective for grooming of the child, is limited in Pakistan with Madrassas mostly filling this gap.

There are less than a dozen well known boarding schools in Pakistan. Even if the less renowned schools are counted, there would not be more than 50 such schools, catering to less than 35,000 students. The main reason these types of schools are limited is the cost factor. For example, one such boarding school, sometimes referred to as Cadet Colleges in local parlance, currently costs Rs 2 billion to build in addition to the requirement of 50 acres of land.

Alternately, there are an estimated 30,000 madrassa boarding schools in the country. If we conservatively estimate each one to have a mere 100 students, 3 million students are part of this schooling system. There is a clear need to invest in this system and provide opportunities for holistic learning and alternatives for Madrassa schooling.

In an effort to fill this gap The Noorani Foundation, with the support of Akhuwat Foundation, has set out to build a chain of low-cost boarding schools in the rural areas of the country, incorporating the best practices and traditions of the best known boarding schools.

There are distinct advantages to boarding school education which include but are not limited to:

- **Independence and Self-reliance:** Students in boarding schools are mostly found to be more independent and self-reliant than their other peers.
- **Confidence:** Having to take responsibilities for various tasks, small and big, on their own, they start building up more confidence in their own abilities. This instils a deeper sense of confidence in one's abilities.
- **Discipline:** Boarding students live a more regimented life than their peers. Mealtimes are set as is study time. If they are allowed to watch TV, it is also closely regulated. Instilling a sense of discipline and a productive routing at an early age sets a child up with good habits to succeed in life.
- **Social Equality:** All the students have the same living quarters, food and clothing. This puts all the students on an equal footing and strips away the societal trials of status and ownership.
- **Social skills:** As children mingle, study, and live with hundreds of other children, they learn how to transcend differences and hold their own. Making and being a part of a group is at the core of living in a boarding school, and most pupils of these schools emerge with healthy social skills.
- **Educational Excellence:** Since the children and faculty live on the campus, students can reach out for help with their studies at any given time. Studying with peers means that the pupils always have someone to learn from.
- **Holistic Development:** After school, students of boarding schools are exposed to a multitude of activities, like sports, physical training, house cleaning, growing crops, hobby clubs etc. This ensures that they have a rounded educational experience in a competitive environment.

2 Vision

Our vision is to empower boys and girls to reach their full potential, to equip them to make their own decisions and through their education, enable their families and communities to be uplifted. In the first phase, our vision is to build 10 schools in all the four provinces. In the second phase, we plan to build 160 schools, one in every district of the country. In the third phase, we plan to build 650 schools, one in every Tehsil of the country.

Our Core Values

- Commitment to quality holistic education

- Integrity and discipline
- Physical and moral development through sports
- Harmony between all ethnicities, religion and languages
- Respect for diversity
- Encourage environmental soundness
- Dignity of labour
- Love for country and empathy for community

Overall Objective

The overall objective of the project is to provide underprivileged children access to high quality education and character-building environments, using a holistic learning approach in the form of boarding school systems for boys and girls from class 6 and above in all districts of Pakistan by the end of 2030

The specific objectives are:

- To build campuses with full, secure and modern facilities
- To build affordable, comfortable and hygienic living quarters for students and teachers.
- To provide integrated education and related materials to students of middle and lower-income strata with an emphasis on creativity and innovation.
- To provide additional vocational training to students of class 9 and 10
- To provide physical training and quality extracurricular activities
- To recruit quality teachers and provide constant teacher training to maintain quality standards and responsiveness to changing social and career environments
- To instill civic education, character building and social living skills in students
- To prepare manuals and codes for management of each campus as per vision and quality standards of TNF for consistency between schools

3 Team

Founders

Tasneem Noorani: Mr. Tasneem Noorani is a prominent member of the civil society in Pakistan. Subsequent to serving the GOP in various high-profile positions for thirty seven year, he consulted for foreign investors apart from doing social work. Since the last two years he has been working on social-work on a full time basis.

Dr. Amjad Saqib: Originally hailing from Civil Service of Pakistan (DMG), Dr. Amjad Saqib is founder and Executive Director of Akhuwat, the largest interest-free microfinance program in the world. This program has disbursed over Rs. 151 billion to around 5 million underprivileged families in Pakistan and has launched Pakistan's first free 'Akhuwat College University' that is open to talent from impoverished families without regard to gender, religion, or politics. He is nominated for the Nobel Prize this year.

Trustees

Gen. (R) Ahsan Saleem: He joined Pakistan Army and was commissioned into the Armoured Corps in August 1967. He retired as four star General and Vice Chief of the Army Staff.

Mr. Sikandar M.Khan: Mr. Sikandar Mustafa Khan qualified as a Mechanical Engineer from NED University of Engineering & Technology, Karachi in 1967. He is Founder and Chairman of the biggest tractor manufacturing company of Pakistan and a Trustee of the Namal University set up by Imran Khan. He has a Post Graduate Diploma from the University of New-Castle Upon Tyne, U.K. (1969) and Masters' Degree & Diploma in Production Engineering (DIC) from Imperial College of Science and Technology, London University (1970,) UK.

Ms. Tushna Kandawalla: Ms. Tushna Kandawalla currently holds the position of CEO at Captain PQ Chemical Industries Private Limited (CPQ). Prior to this she served in the Financial Planning & Strategy Group at Home Box Office (HBO) in New York, and in Arthur Andersen's Audit Practice in Boston. Since joining CPQ in 2004, Tushna has had multi-functional experience, in Financial Planning, Strategy, Marketing, Plant Operations and Human Resources, and also as the company's CFO.

Mr. Sameer Noorani: Mr. Sameer Noorani is the Founder and CEO of Plugd Technologies LTD, a technology company focused on retail and restaurant technology solutions. He has had 10 years of experience as a tech entrepreneur. Prior that he spent 7 years working as a senior management consultant at McKinsey & Company and 3 years as a banker at Standard Chartered. He holds an MBA from INSEAD and a BSc (Hon) degree in Computer Science from Lahore University of Management Sciences.

Mr. Daniyal M. Noorani: Mr. Daniyal Noorani is an entrepreneur who hold an MBA from INSEAD and a BS from Lawrence University Wisconsin USA and is working to create businesses that have a social impact. He is the founder of Wakhra Studios, a marketing agency that works with brands such as Hush Puppies, Pakistan Cables and Coca-Cola. He is the creator of Quaid Say Baatein, one of Pakistan's most loved children's show which has received more than 80 million views to date.

Management Team

Mr Tariq Saleem – Principal

He is a former Principal of Abbottabad Public School, one of the most famous boarding schools of the country apart. He was also a national level cricket player.

Bramerz – Marketing Agency.

Premier digital marketing company of the country. They manage and drive awareness of the vision of TNF amongst Pakistanis all over the world.

Amir Salman Rizwan Chartered Accountant – Accountant

4 Pilot Project

The Noorani Foundation (TNF), was founded and established in 2019 by former Federal Secretary Mr. Tasneem Noorani. It was a registered with Government of Punjab as a Trust under the legal title of The Noorani Foundation Trust (TNF). It has established a close collaboration with Akhuwat whose founder Dr Amjad Saqib is also a Trustee. TNF has been ratified by Pakistan Centre for Philanthropy (PCP) and Federal Bureau of Revenue (FBR) and has successfully procured tax exemption status for its donors.



TNF successfully turned from a vision into reality at a rapid pace. Merely a few months after inception, TNF successfully raised funds and started construction of its first boarding school at Faisalabad in June 2020. The first entry of 160 boys entered the school on 11 October 2021.

The school is built over 4 acres with 2 acres for sports activity, with a built up area of 60,000 sq ft, having living and academic facilities that accommodates 320 students, 14 teachers and 15 support staff. It has a water desalination plant and solar energy supplement plant.

160 STUDENTS
ENROLLED

320 STUDENTS TO BE
ENROLLED BY
JUNE 2022

1000+ LIVES
CHANGED

500+ INCREDIBLE
VOLUNTEERS

5 Proposed Project

After the successful launch of this pilot boarding school, TNF is looking to scale its network to the proposed first phase and open more institutions across the country. The institutions will be built and open to all students without discrimination.

Service description

Boarding system

The school will be a fully-boarding school. The students will live in boarding houses, each house having a House Master, who will be assisted by a Assistant House Master and Prefects .

Each house will accommodate 80 students occupying 2 dormitories, each with a mix of students across the five-year groups.

Extra-curricular activities

The school will be founded on the principle of developing “the whole person”. We aim to give our students every chance to find and excel in their passions outside of the classroom. We believe that a rounded individual with a passion for a multitude of activities is an individual who will thrive both academically and in their future careers. We will place a large degree of emphasis on the participation of all students in the extra-curricular life of the School, with the focus on building personality traits, which will last long after they have left the school. The extra-curricular activities will combine many elements: Sport, Creative Arts, recreational clubs, science clubs, and clubs for growing own food on campus.

Operations

The School will charge token fees from underprivileged students subject to verification of the family's economic status and inability to pay.

Enrolled students with the means to afford TNF's education will be charged regular fees. This will subsidize the free education provided to underprivileged students.

Expected Result

- Ten campus and hostels developed and operational
- 200 teachers recruited and trained
- 3,200 students enrolled and demonstrate a positive change and become role models for their villages/community

Audience

22 million children who are currently out of school, 3 million madrassa students and hundreds of thousand bright students unable to benefit from the poor quality education.

The School

The theme of the effort is to build schools offering same quality education as the elite boarding schools like Hassan Abdal and Danish Schools at one tenth the capital cost. Current replacement cost of an elite school like Hassan Abdal currently is estimated at Rs 2 billion in capital cost and requires 50 acres of land.

TNF first school cost Rs 200 million to construct including auxiliary facilities and 6 acres of land. Similarly operational cost is expected to be less than half

Proposed Activities

Efforts will be made to build ten campuses across the country in the next three years. Key activities will include field activities, building design and construction supervision. Hiring of staff and teachers and equipping the schools. teacher training

Some other activities will include title Deed follow-up, topographical survey, master plan preparation. It will also involve location position of buildings, streets, green areas, open spaces, play grounds, location positioning of storm water etc.

The teacher pupil ratio will be as 1:15.

Financial and administrative management

The trustees will appoint a bursar, who will be answerable to them for the sound financial management, secure administration of the school and the maintenance of the school buildings and estate. The Bursar will appoint and manage both the finance team and the support staff. The Bursar is responsible for all disciplinary matters relating to his staff.

Strengths and core competences

The main strengths of the school will come from the competent and experienced staff, the supervision and observation of the students, the environment and facilities, and the values and social skills imparted. Overall, the school will centre itself on achieving academic excellence, whilst also developing the students with a set of values and a strict adherence to the principles of the school.

Ensuring the class numbers are limited will enable better one-to-one education and attention to the pupils on an individual basis. This will also allow individual needs to be recognised and addressed. Class sizes are restricted to a maximum of 35.

The design of the school will incorporate current environmentally-friendly technology, including the use of solar energy and bio-gas.

Strategies to mitigate potential risks have been considered and adopted. For instance, the insurance of teacher retention has been addressed through adequate salaries and comfortable accommodation

Development phases

TNF plans to implement the construction of the school buildings in the following phases:

Phase I: Ten Schools in all four provinces

Phase II: 160 Schools; one in every district of the country

Phase III: 650 Schools; one in every Tehsil of the country

Budget

Capex per school

Cost of land (8 acres):	US \$250,000
Cost of building (approx. 60000 sq ft)	US \$1,250,000
Cost of furnishings, equipment uniforms etc	US \$250,000
Total per school	US \$1,500,000

40% local fundraising	US \$600,000
Doner agency contribution	US \$900,000

The estimated budget for building ten campuses for Doner Agency is US \$9 million

Opex per school

Operating cost per school per year	US \$250,000
Contribution of local fund raising/fees (50 %)	US \$125,000
Contribution of Donor Agency (per school)	US \$125000