THE EDUCATORS
A Project of Beaconhouse

25 Years of Nation Building
2002 - 2027



SCHOOL TRANSFORMATION PROGRAMME (STP)

NO SCHOOL LEFT BEHIND

Strengthening Schools

Elevated Teaching

Inspiring Leadership

Building Brighter Futures

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HEAD OF ACADEMICS

The STP is aligned with our Group Director's vision of ensuring that no school is left behind, with a strong focus on improving academic quality to strengthen both the learning environment and school enrolment.

Over time, we observed that some schools begin to experience a gradual decline in academic effectiveness, student engagement and enrolment growth. The School Transformation Programme (STP) has been designed as a structured, evidence-based response to this challenge, enabling a meaningful and sustainable turnaround of such campuses.

Grounded in the American School Turnaround Model and adapted to our local context, the programme assesses schools across ten key dimensions of effectiveness. These dimensions provide a comprehensive lens to understand school performance in depth. However, to ensure clarity and impact, each School Development Plan (SDP) prioritises only the most critical areas for immediate and focused improvement.

A few campuses have already been included in the programme, and early indications are highly promising, showing encouraging shifts in classroom practice, leadership focus, and overall school culture. At its heart, STP places strong emphasis on strengthening teaching and learning, as this remains the most powerful tool for improving student outcomes and building thriving school environments.

Together, with the support of our NWAs and school heads, we believe we can turn every challenged school into a story of lasting success.



WHY STP?
The Need for Transformation

COMMON CHALLENGES SCHOOLS FACE

- Declining Academic Performance
- Weak Systems & Processes
- Low Enrolment & Engagement
- Inconsistent Teaching Practices
- Underutilised Resources & Spaces

WHY TRANSFORMATION IS NEEDED

- Today's learners need high-quality teaching and strong systems.
- Schools need clarity, direction and sustainable solutions.
- Improvement must be continuous, practical and data-informed.

STP HELPS SCHOOLS MOVE FROM CHALLENGES TO CHANGE

- Identify Strengths & Gaps
- Set Clear Priorities
- Implement Targeted Actions
- Achieve Sustainable Improvement

STP IS NOT JUST A REVIEW.
IT IS A PARTNERSHIP FOR IMPROVEMENT, GROWTH AND LONG-TERM SUCCESS.

STP IN ACTION

Real Change. Measurable Impact

BEFORE STP

- Inconsistent Academic Systems
- Limited Classroom Monitoring
- Weak Implementation of TE Academic and Operational Standards
- Underutilised Learning spaces

AFTER STP

- Structured Academic Systems
- Regular Classroom Observations
- Stronger Implementation of TE practices
- Improved Learning Environment







WHAT SCHOOLS RECEIVE

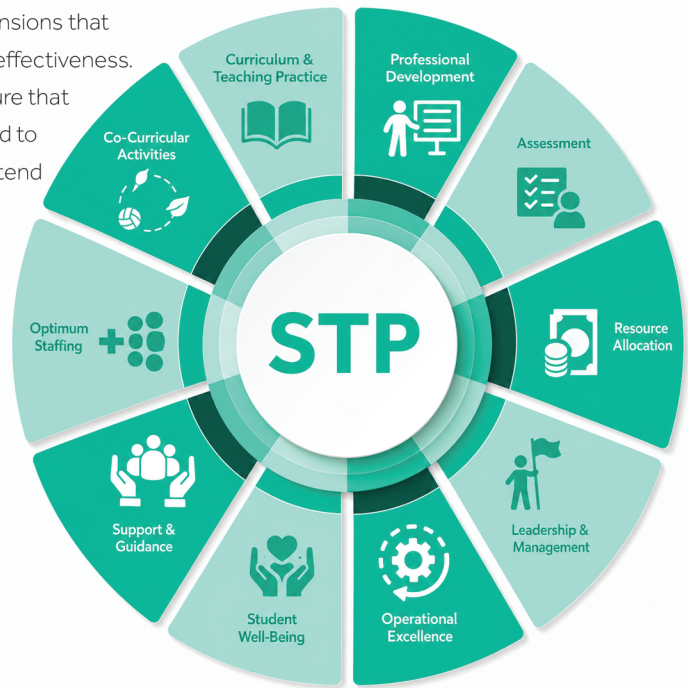
- Comprehensive School Review
- School Development Plan (SDP)
- Academic Guidance & Mentoring
- Progress Monitoring Support

STP FRAMEWORK

A Comprehensive 10-Dimension Review

THE STP DIMENSION WHEEL

The School Transformation Programme reviews schools across ten key dimensions that contribute to overall school effectiveness. These dimensions help ensure that improvements are not limited to individual classrooms but extend to the entire school system.



STP IS BUILT ON THREE PILLARS

EVIDENCE
We observe, analyse and collect evidence.

DIRECTION
We provide practical, realistic recommendations.

SUPPORT
We support schools throughout implementation.

THE SCHOOL DEVELOPMENT PLAN PRIORITIZES SELECTED DIMENSIONS FOR FOCUSED SCHOOL IMPROVEMENT.

STP JOURNEY
From Review to Results

01 SCHOOL VISIT
Two-day visit by STP team to review systems, practices and environment.

02 ANALYSIS & FINDINGS
Evidence is analysed across the 10 dimensions of the framework.

03 SCHOOL DEVELOPMENT PLAN (SDP)
Prioritised actions aligned with school needs and TE standards.

04 IMPLEMENTATION SUPPORT
Guidance, mentoring and resources for continued implementation.

05 MONITORING & FOLLOW-UP
Regular follow-up to track progress and ensure improvement.

THE GOAL IS SUSTAINABLE IMPROVEMENT AND LONG-TERM SUCCESS FOR EVERY SCHOOL.

COST & CONSULTATION

NO-COST INITIAL ASSESSMENT

The first visit, that lasts two days, and the resulting Transformation Plan are offered at no cost.

SPECIALIZED SUPPORT SERVICES

Follow-up visits, specialised support, or extended consultations may involve fee.

(*for additional information, please contact the regional office)

STP IN NUMBERS
ACADEMIC GROWTH
What's Changing Across Our Campuses

NEW ADMISSIONS SURGED 20%

61% INCREASE IN OVERALL COMPLIANCE WITH TE ACADEMIC STANDARDS

STUDENTS SCORING 34% HIGHER ON THE STUDENT LEARNING HEALTH (SLH) INDEX

- Improved quality and consistency of teaching and learning practices across the school
- Stronger alignment of teaching and assessment with academic standards and learning outcomes
- More effective use of assessment data and academic monitoring to identify and address learning gaps
- Greater student engagement through purposeful learning experiences
- Enhanced teacher capacity through targeted support, coaching and professional development
- Enriched student development through well-structured extracurricular and co-curricular activities

Figures are based on results and findings from the initial cohort of schools participating in the School Transformation Programme (STP).

ROLES & RESPONSIBILITIES

Working Together for Sustainable Improvement

HEAD OFFICE TEAM
- Design & policy direction
- STP tools & frameworks
- Capacity building
- Overall oversight

REGIONAL ACADEMIC TEAM
- Provide academic guidance
- Support implementation
- Monitor progress

NETWORK ASSOCIATE
- Provide necessary resources
- Support implementation
- Monitor agreed improvements

SCHOOL HEAD
- Lead the improvement process
- Implement SD action plans
- Engage teachers & parents
- Ensure continuous improvement

LET'S TRANSFORM SCHOOLS TOGETHER!

stp@educators.edu.pk

www.theeducators.edu.pk/stp

+92 42 111 777 000

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VOICES FROM THE FIELD

Real Experiences Real Impact



Mr. Abdul Waheed
(NWA Hazro Campus)

I was really astonished to see the kids speaking in English - telling stories, and covering science and other subjects, all in English. This is truly a great effort by the team, and I really appreciate them. I hope they will continue to support us in the future as well.



Mr. Tauqeer Awan
(NWA Shahbagh Campus)

A great deal of hard work went into this. The regional office and head office trainings, and their backup support, were so encouraging that, Alhamdulillah, today we have seen a very successful program come together.



Mr. Ejaz Ul Hassan
(NWA Radiant Campus)

Head office made us part of the plan and gave us guidelines, which we followed closely. Day by day, things improved at school - our school's look got better, and we brought in modern methodology and activity-based learning.



Mr. Usman Chatta
(Regional Head – North)

Through the School Transformation Plan, our region has witnessed the successful transformation of several struggling campuses into stable, growth-oriented schools. The initiative has strengthened our ability to drive sustainable improvement through collaborative planning, targeted interventions, continuous mentoring, and shared accountability with the Head Office.



Ms. Tehmina Kousar
(Regional Academic Head – South)

I have witnessed inspiring progress of schools that needed support under the School Transformation Plan, initiated by the Head Office. The programme enhanced academic quality through sustained guidance, capacity building, supervision, and follow up.