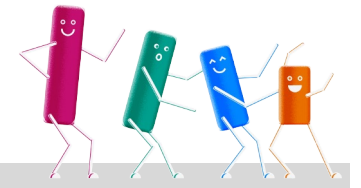




ANNUAL REPORT 2021

The Transformative Year



“For each of us there are multiple paths, multiple possibilities, those of birth, of transformation, of return.”

Herman Hesse

Multiple transformations occurred at LAL this year.

Starting by our visual identity and the improvement of our User Experience and User Interface and moving to the enhancement of our processes to reach a more agile and efficient content creation.

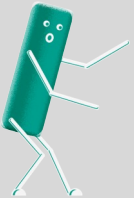
Four teams actively worked on various levels and programs of the Tabshoura platform:

The Early Childhood Education Team has revolutionized our processes and transformed our programs for Kindergarten.

The Elementary Team introduced 120 units in a year leading to the creation of Elementary Cycles I and II.

The Middle School Team introduced a quality control process and improved our pedagogy to transform our programs into interactive digital learning experiences.

The Non-Formal Education Team transformed programs supporting Youth Basic Literacy and Numeracy, School Retention, Social-Emotional Learning into a motivational experience.



EDITORIAL

We initiated the Lalmoudaress project and website. The multiple collaborations that enriched our educators' platform transformed the way we look at things and disrupted our assumptions. Working with Educators for Educators made us understand the challenges and discover unbelievable skills and be humbled by unconditional dedication.

There was a special focus this year on research and technological development to expand our reach and scale our programs. We are in the final phase of the creation of an offline App and the integration of our platform with the Center of Educational Research and Development (CERD) official platform, "Mawaridy", which will allow us to respond to the lack of internet connectivity as well as promote our programs in all Lebanese schools.

Not to forget the transformation of our visual identity and the creation of an image library.

MUJADARA OR MUDARDARA?*

The lunch break is an essential part of our day at the office.

After debating what to eat, we all gather around the "dish of the day" and share our stories and worries. It's a time to get to know each other better and engage in free conversations.

Our office is a cross-community and cross-cultural safe space. Our team values diversity. Its members come from different regions, different countries, different backgrounds. Often, we compare our customs, our beliefs, our challenges. Sometimes the conversation becomes more personal, and some of us confide in each other. Prejudices and preconceived ideas fade away and we get to know our colleagues better, to discover our resemblances and respect our differences as they enrich us.

We no longer work together. We collaborate, we communicate.

And if the mujadara is different according to the regions and the origins, it is only to give more taste to our exchanges.

Nayla Zreik Fahed, CEO



* Mujadara and Mudardara are two common lentil dishes. Each region calls them differently and cooks them differently.



THE TRANSFORMATIVE TEAMS!

**All our projects rely on our people's dedication and commitment.
Whether it's by going deeper into a specific subject or by multitasking, they transform
the way we learn and teach into education journeys.
This year, I want to pay a special tribute to **the amazing people of LAL.****

All our Projects are Human Powered, and our People are Awesome!



EARLY CHILDHOOD EDUCATION TEAM

Let's learn the letters and set strong foundations skills. In partnership with Ana Aqra, and a support from Their World and AlFanar, we designed and developed a program for the Kindergarten levels in English, French and Arabic.

"From communicating without talking with an efficient process of work, to a new approach in the lessons & life conversations over delicious lunches. This year, the Early Childhood Education team progressed personally and professionally."



The "Fina na3mol li badnaye" attitude allowed the team to push their limits and discover new ways of work. Always sharing meaningful moments, laughing, stretching and of course, eating! Yumyyy!" Andréa Fahed, Project Manager





Grace,
Pedagogical expert



Andréa,
Project manager



Tala,
Project coordinator



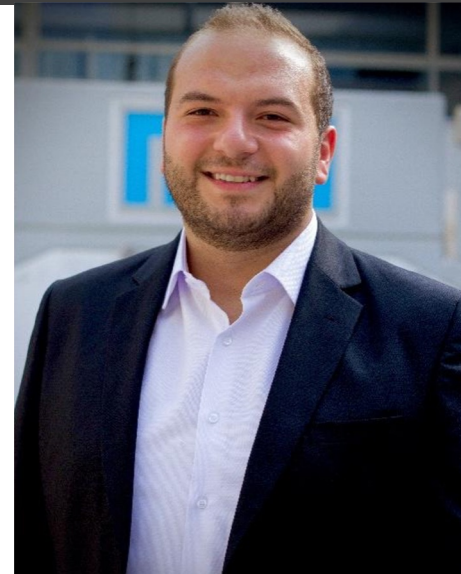
Narimane,
Content developer



Mariam,
Illustrator



Samira,
Content developer



Charbel,
Content developer



Noha,
Content developer



german
cooperation

DEUTSCHE ZUSAMMENARBEIT

Implemented by

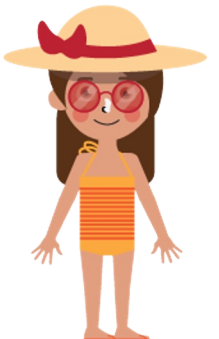
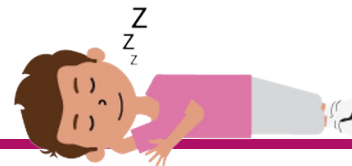
giz

Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH

THE ELEMENTARY (yet essential) TEAM



Each newcomer brings new **perspectives** and enriches us.
A new **eye**, a new **enthusiasm**, a new **team cooperating**, learning and **innovating**.
More than **120 units** were created and published giving life to a new cycle.



Lebanese Alternative
Learning



**Reine,
Math coordinator**



**Elie,
Arabic instructional designer**



**Rana,
Math content developer**



**Mirna,
Math content developer**



**Najah,
Science content developer**



**Nelly,
Science subject matter expert**



**Ruba,
English content developer**



**Marie-Jo,
French content developer**

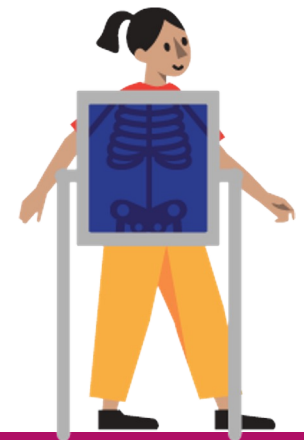
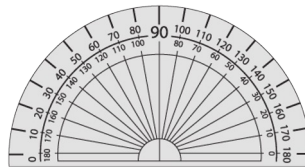
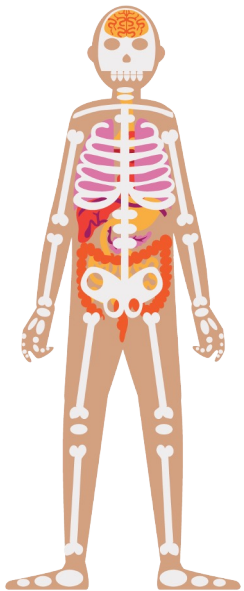
THE MIDDLE SCHOOL TEAM



Revisiting Middle School and completing the digital learning experience aiming at quality first and foremost.

*“As a team, we have dived into the math and the science content. With our **magnifying mental lens**, we visited concepts, terms, and theories, to reach precision and scientific accuracy. We are heading for a **top-notch content**.”*

Muriel Albina, Content Manager, Haigo Dolmayan, Science coordinator, and Reine Sakr, Math coordinator.





**Reine,
Math coordinator**



**Haigo,
Science coordinator**



**Muriel,
Content manager**



**Bashir,
Math subject matter expert**



**Rana,
Science subject matter expert**



**Caroline,
Math subject matter expert**



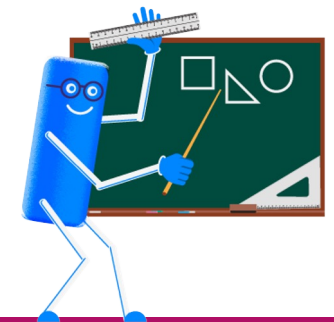
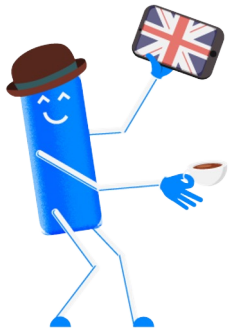
**Yana,
Civic education teacher**

THE NON-FORMAL TEAM

Work to transform *Youth Basic Literacy and Numeracy* programs into a user-friendly interactive experience.

Brainstorming on how best to deliver learning to out-of-school teens.

Learning while doing, inventing new ways, becoming audio recording experts.





Rami,
Math content developer



Inès,
English content developer



Ruba,
The voice of BLN



Elie
Arabic content developer



THE CREATIVE TEAM



"In March 2021, the creative team was formed and was assigned the task of developing the visual identity of the Tabshoura platform. A new identity emerged, from the logo to the website, including modifiable characters, objects and backgrounds, the aim of which was to facilitate and make the daily work completely consistent.

With the participation of great illustrators and animators, we worked to respect and evolve the brand essence according to previously available assets.

Illustrations and animations requested by the teachers were created to give life to their courses in an attractive way therefore captivating the attention of the students. Along the way, an image library was born, that was made available to the teachers allowing them to be more autonomous.

On another front, with the help of the communication team, new templates for LAL's social media platforms were introduced and similarly new movie edits were produced.

The creative team is looking forward to new challenges in the forthcoming year to improve our workflow and reach a higher level of professionalism."

Danielle Nammour, Creative coordinator





**Tarek,
Audio-visual**



**Danielle ,
Creative coordinator**



**Mariam,
Illustrator**



**Nancy,
Illustrator**



**Nour,
Illustrator**



**Nathalie,
Animator**

LALMOUDARESS Project

Communication Art Self Care Music Teaching methodologies
Performing Art STEM Lesson plans Environment Financial literacy

Souhaila managed a multidisciplinary team of experts, and coordinated between 15 communities of teachers, juggling art, music, science, environment, lesson plans (even in French) and web development to create a new environment for teachers: the LALMOUDARESS project.

LALSAFF, LALTATWIR, LALDA'EM, LALMANHAJ, LALHIWAR

“LALMOUDARESS aims to support educators in the abrupt shift to distance education upon the breakout of COVID-19 in Lebanon. The needs assessment conducted in 2020 and 2021 revealed that teachers lack both the resources and the skills for teaching from a distance, particularly using messenger applications. Because LAL believes that teachers should be a part of the solution, 15 communities of practice led by pedagogical and subject matter experts were created to develop contextual resources across grade levels and subjects. These resources will be available on LALMOUDARESS website very soon. In addition to the pedagogical support, the website will include extracurricular activities, self-care strategies, various professional learning opportunities, and a safe space for educators to connect and network and will be delivered through workshops and webinars”

Souhaila Nassar, project manager.



**Souhaila,
Project Manager**



**Hala,
Translator, Editor**



**Mehdi,
STEM expert**



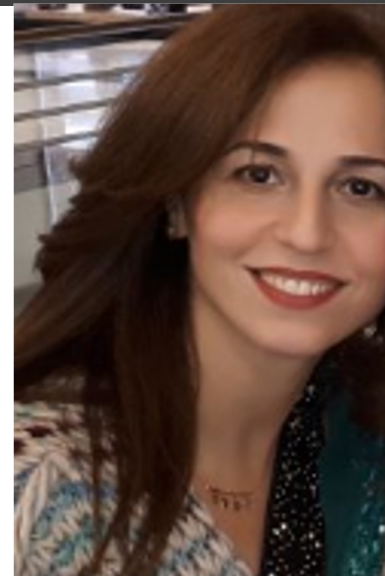
**Barakat,
Physics expert**



**Zena,
Art History professor**



**Nagi ,
Community Consultant**



**Penelope,
Digital marketing**



**Joseph,
Actor and teacher**

Management team



Behind each transformation, there is a great supportive team that leads the bus to its destination.

The positive spirit of Ahmad, Mona, Romy and Zahra lighten our work.

Anything you need, Romy is here to help, it can be numbers or report or smiles and comfort.

Ahmad knows all about your projects, the completed, the expected, the projected.

The more KPIs you ask from Mona, the more amazing she feels.

Zahra is number one in numbers.



**Ahmad,
Projects and operations
coordinator**



**Mona,
Monitoring and Evaluation
officer**



**Romy,
Executive assistant**



**Zahra,
Finance officer**

Tech Team

No transformation is possible without them!





Hussein, ICT



Nagi, CTO

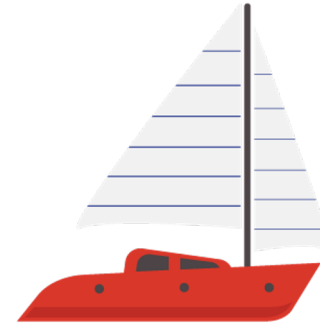
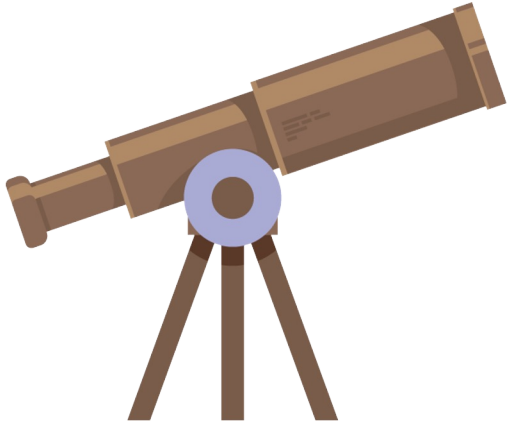


Patrick, R&D

Projects and Services



Our sustainable development team transforming the projects and services department and taking us to explore new horizons.





**Roula,
Business developer**



**Patrick,
Head of projects and services**



**Elianor,
Communication officer**



**Myriam,
Business developer**

Testeamonial

“I would like to tell you about some of the people that make Tabshoura's magic happen. Yesterday, at 17h21, I received a message from Mona telling me that there were 17 digital courses to be published for tomorrow morning's pilot and 65 users to be registered. Marie-Jo insisted on rechecking all the audio files that had been added and, as she found some bugs, I called Samira. Samira kept correcting bugs until 19h48 while Ahmad continued adding audio on the Arabic' lessons. Marie-Jo was last seen on Create at 20h30 after she added the pictures created by Danielle and Nour and checked all the audio files. With Mona, it was an ongoing message and mails from 17h21 till 22h30 and, after that, Mona had to prepare and send the mails with the credentials for the Pilot. We did it. Ready to pilot and more. So once again, I am proud of our wonderful and reactive team, and I would like to thank them all for their great job and dedication.”

Nagi Ghorra, CTO

INNOVATION AWARD!

The Innovation Award is dedicated to scaling an existing solution and measuring its impact.

Master classes, coaching and financial support were given to our amazing winning team:

Souhaila Nassar, Ahmed Shaiban, Patrick Habib, Hussein Al Lahham, and Mona Ebsim who won the award and are actively working on scaling our solutions !

Our 2021 highlight !

PROJECTS With PARTNERS

**Collaborations, putting forces together, building hand in hand
is what makes us grow and sustain.**

GLZ Support

GLZ support played a major role in our growth and transformation and made many projects possible.

We were able to complete our curriculum and work on co-curricular projects, strongly believing that education is not complete without language, citizenship, environmental awareness, art, music, culture, civic education...

We also scaled our platform by integrating a new visual identity and developing an offline App. Webinars, workshops were provided to teachers and facilitators.



Retention Support, BLN and SEL programs with “IRC”

LAL adapted and digitized International Rescue Committee (IRC) Retention Support program, Basic Literacy and Numeracy program as well as the Social Emotional Learning program.

IRC generously shared those programs. They are accessible by all on the Tabshoura Non-Formal Section.





Elementary Cycle 1



with “Right to Play”



In partnership with Right to Play Organization and thanks to their support, we designed and developed a full program for Grade 1 in English, Arabic, Math and Sciences.

The program is published on “Tabshoura.com” and accessible by all.

Meet Milo, our Monkey who goes to school with Sara and Rami and learn many many things.

Grade 2 and 3 will follow in the coming year and Milo will continue growing and learning.



Tabshoura Visual Revamp with “Waraq”

Illustrations, animations, backgrounds, backdrops, transformed our programs into a visual experience. In collaboration with Waraq Organization, our creative team has generated a library of visuals that accelerated the content creation process.

Thank you, *David, Christina, Hussein and Nada*, for an amazing collaboration, passionate discussions, smiles and laughs and creativity.



Language for Math and Sciences

*Dr. Tamer Amin, Associate Professor; Dr. Rabih Al Mouhayar, Associate Professor;
Souhaila Nassar, Ruba Mehdi, Razan Kachmar, Rana Bassaj, Graduate research assistants.*

The problem

Children in Lebanese schools must learn science and mathematics in a foreign language with no systematic support.

The solution

Create a curriculum for language in science and mathematics aligned with the Lebanese curriculum and activities for cycles 1, 2 & 3 to be implemented on Tabshoura.

The framework

Use a learning progressions approach to curriculum design based on the concept of genre to link language with subject matters.

“LALsaff” Communities of Practice with “Learning Lands”

Building communities of practices by adopting Inspiration Garden’s Learning Land process, helped us connect with teachers to co-create lesson plans.

15 communities, 52 teachers went through a creative learning journey in which they were introduced to interactive learning methodologies, trained to develop their own engaging lesson plans, discovered the power of collaboration, and shared their lesson plans with the bigger community of teachers through LALmoudaress website.

Thank you, *Fahd, Nagi, Alaa*, and the great Learning Lands’ team for making this happen and taking us through Learning Lands journey.

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LAL is shifting the ownership of the curriculum development process from closed curriculum development rooms to those who should be at the heart of this process, educators, through the use of the Learning Land Transformation Journey. LAL is shifting the power in education development and transforming teachers from objects to agents of professional learning and education reform. Top-down curriculum development strategies have failed terribly in the country and there is no serious effort that shows that this development process will change on a national level. LAL is playing the role of a mediator between donors, government and educators and contributing to transform teachers from being knowledge givers to knowledge co-creators, co-producers and co-scalers. Kudos to their extremely talented teams who put people first and utilize technology to unlock teachers and students' potential. I am glad to be part of LAL's effort in education reform and look forward to continue unfolding this fruitful partnership!



Fahd Jamaledine,
Founder, Inspiration Garden

“LALbi2a”

Environmental Project-Based Units with “Free”, “Atelier Hamra”- “Difaf”

*Souhaila Nassar, Rana Ayass, Barakat Nasser, Haigo Dolmayan, Areej Jabeili,
Muriel Albina, Aamer Jaafar*

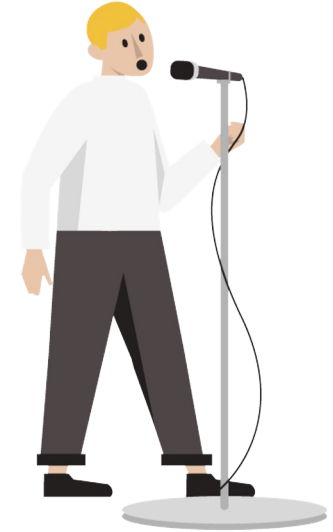
What is a sustainable architecture? How do I save energy?
What is high water stress? What are food miles? What is my carbon footprint?

In partnership with 3 environmental focused companies, Free Energy, Atelier Hamra, and Difaf we developed 12 project-based units to raise awareness around environmental issues and engage the students in projects that will have a positive impact on their personal lives. We also motivate and support teachers to innovate in their teaching methodologies by providing them with a road map that aim to guide them in the implementation of these projects in the classroom.

Discover our environmental units on Tabshoura and follow the roadmap included in the teacher's guide available on LALmoudaress.

“LALtawassol” Communication Skills

Elie Assaker, Penelope Ghandour, Maya Kourani



How to speak in public?

How to write and e-mail?

How to use Excel?

How to take pictures with your cellphone?

How to write a report?

How to make a presentation?

Communication skills is the ability to convey and share information to others in an efficacious way. It is a very vital skill and used widely in all subject matters whether a student has to demonstrate a scientific fact or defend an opinion.

You can refer your students to the LALtawassol section in Middle School co-curricular section.

“LALtatwir” STEM

*Dr. Mehdi Mansour, Educational consultant
in collaboration with Haigo Dolmayan*



Why do How can Science, Technology, Engineering, and Math be related?

Science Technology Engineering and Math education is a teaching approach that combines science, technology, engineering and math. It gives meaning to what we learn by relating it to real life problems and enhancing the creativity of the students who will work in groups to find a solution.

Discover our STEM projects on Tabshoura and follow our teachers' road map on LALmoudaress.

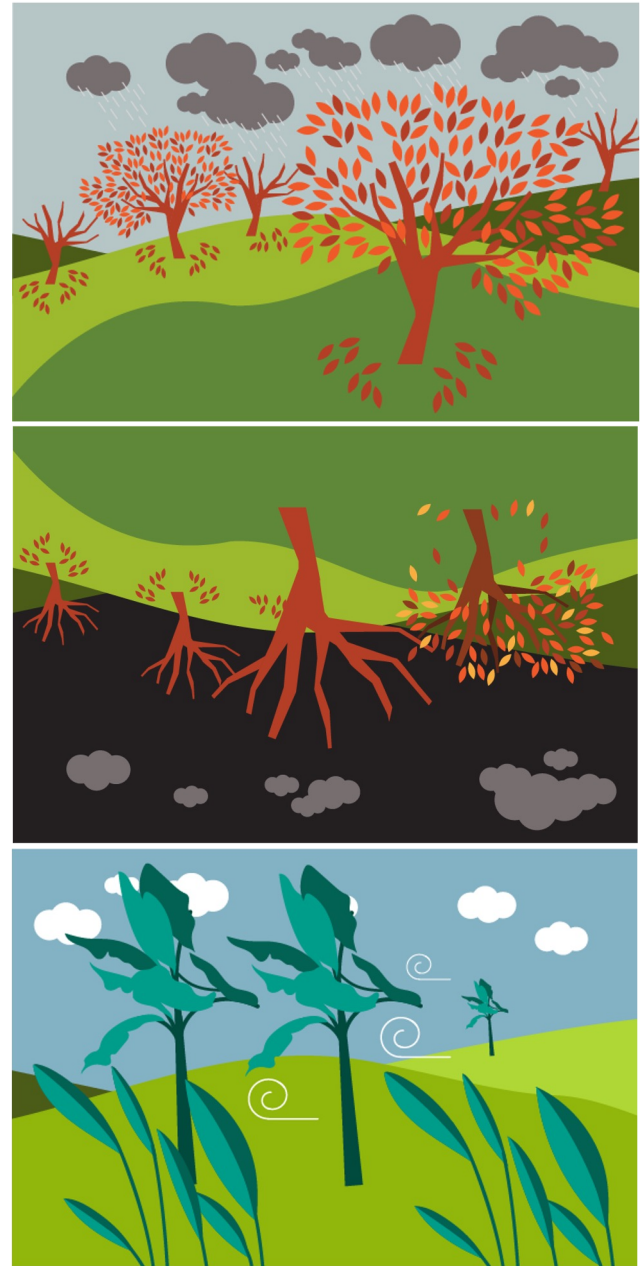
“LAL2ebda3”

Art in Lebanon and the Middle East

Zena m. Meskaoui , PHD, Senior Lecturer at the Lebanese American University

A learning experience cannot be transformative, an education cannot be completed, if we do not embrace Arts and Culture. Lebanese and Arab artists are our first steps into developing a holistic and culturally relevant Arts curriculum. Thanks to Zeina Meskaoui, art history teacher, we introduced an art program accessible on Tabshoura and LALmoudaress.

Thanks to our amazing team of creative illustrators, LAL’s visuals can also be work of art.



Credits to Mariam Al Lahham.



“LALmasra7” Performing Art

Joseph Zeitouni, Actor and Teacher

Whether you are a drama teacher or not, you can introduce plays as part of the learning experience, enhancing the language skills of your students, teaching them history, music, along with art while reinforcing their self-confidence.

Discover our performing art curriculum coupled with a teachers’ guide to help you take your first stage steps .

“LALsama3” Music

Rami Tibi, Musician and Teacher



Do you think education without music is incomplete? We do!
This is why, we took our first steps into developing a music curriculum.

Discover how the Beatles can combine music to poetry and represent the
“Yesterday” period in Europe.
So just take a “Ticket to ride” in the units and you will not want “to leave us
now” because there is “Something” in the way you learn.



“LALtaw3iyé el malieh” with “FIWI”

Iskandar Boustany, Sabine Hatem, Maya Bsaibes, Evelynna Hachem , Nizar Hariri

What are public goods? What about budgeting? And personal savings?
What is work and social protection? What are the externalities?
Why do we pay taxes? What is a banking system? What is public money?

Thanks to the FIWI (Financially WISE) team, we have an answer to all those questions. Visit our Financial Literacy program on the Tabshoura co-curricular for Middle School.
And if you are a teacher connect to Lalmoudaress platform and you will find a road map on how to use these different topics with your students.

Tabshoura 2.0

Currently under development

Tabshoura's website is undergoing a major face lift to cater for all our learners and provide them with the easiest learning experience possible. We are also combining all our platforms into One.

Tabshoura Mobile App

Currently under development

The user-friendly mobile App will allow students to download the Tabshoura content and use it on their devices offline and for free.



Integration of Tabshoura with Mawaridy/ CERD

Tabshoura's content aligned with the Lebanese Curriculum will be promoted as primary resource to be used in public schools through its integration with the Center of Education Research and Development's official platform, Mawaridy.

1049 units published!

Yes, we did it! We have crossed the symbolic one thousand mark!

107

KG literacy units

386

Elementary Units

302

Middle School Units

94

Project-based units

+160

Lesson plans

Teaming

18

Staff

41

Expert Consultants

52

Teachers Partners

23

Projects Partners

REACH

+ 50,000

Platform users

+ 1500

Teachers reached

+ 40

Partner NGOs

+ 100

Schools

Lessons Learned

Planning, planning, planning

Agile workflow by implementing processes and procedures

Communicate better, delegate more, believe in what you can achieve.

LAL in one word

Team answers

Multicultural

Inclusive

Visionary

Creative

Family

Sanctuary

Pioneers

Diverse

Safe place

Open minded

Innovative

Home



THANK YOU!

Click on the icons below to follow us

