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## USAID INTERETHNIC INTEGRATION IN EDUCATION PROJECT (IIEP)

### WHAT WE HAVE BEEN UP TO?

IIEP is a four-year, 5.2 million USD initiative targeting all primary and secondary schools in Macedonia. The main objective of IIEP is to build awareness and provide diversity training, technical assistance, and incentives to school boards, principals, teachers, and administration officials in support of interethnic integration in education. Project achievements for period April - December 2013 are presented for each of four mutually-supporting and inter-related components:

#### COMMUNITY OUTREACH

- **Creative Workshops** were performed in the period April-June 2013 in eight selected schools in municipalities of Kumanovo, Stip, Kicevo, Veles, Tetovo, Bitola, Karpos and Gazi Baba aimed at developing the skills and knowledge of students for interethnic cohesion through creative methods and approaches.
- **Seven Promotional Events** - a performance of the theatre play, promotion of a short film and exhibition in Stip, Veles, Skopje, Bitola, Kumanovo and Kicevo, were organized in order to promote products created by students from secondary schools who participated in the creative workshops.
- **Forum Theater Workshops** were organized for the students from the secondary schools from Kumanovo, Tetovo, Kicevo, Bitola, Veles, Skopje and Stip which contribute in resolving given issues that reflect the current situation in the school communities and in the education system.
- **Four Promotional Events** of career-development case studies exposing positive examples and practices in multicultural companies were organized in cooperation with four secondary schools from municipalities of Butel, Tetovo, Bitola and Strumica.
- **Eleven Ribbon Cutting Ceremonies** were organized in the schools in municipalities of Skopje, Tetovo, Zerovjane, Zletovo, Dragomance, Kumanovo, Strumica, Bansko, Bitola, Butel and Centar to mark the successful completion of the renovation process as an incentive for implementation of the activities for interethnic integration in the schools.
- **Training of Trainers for Production of Multimedia Internet Contents in the context of Interethnic Integration in Education** was organized for a group of twelve editors and journalists aimed at upgrading their skills for working with teachers and students for using multimedia access when creating contents that promote interethnic integration.

- **Nine Trainings on Production of Multimedia Internet Contents in the context of the Interethnic Integration in the Education (Youth-via-Media)** under the leadership and mentorship of editors and journalists that are involved in the IIEP were held for teachers and students from all secondary schools from the region of Skopje, Stip, Bitola, Strumica, Veles, Kumanovo, Struga, Tetovo and Kicevo. The activities were aimed at assisting the teachers and students in developing their skills for preparation of multimedia internet contents.
- **Nine one-day workshops for the members of the school integration teams for effective public presentations in the context of interethnic integration in education** were organized in all schools from the regions of Stip, Tetovo, Kumanovo, Veles, Kicevo, Bitola, Strumica, Struga and Skopje. The training developed the skills of the participants for presenting various activities and informing the communities at local level about the positive examples of interethnic cooperation and integration.

#### PHOTO OF THE MONTH



Partnership activities among two/three schools took place throughout the country. Children from PS "Krste P. Misirkov" from v. Bistrica, Bitola, PS "Kiril i Metodi" from Tetovo and PS "Aleksandar Turundziev" from Kukurecani, Bitola, through fun and games got to learn about each other's culture and make new friends.



- Public Debates within debate clubs in four schools in the pilot municipalities were convened to continue building the skills and capacities of the students-debaters through different topic and themes.
- Activities in the eight new debate clubs started, where the students in mixed composition, within the debate clubs began the weekly lectures and workshops that are intended for development of the skills of the young people for debating.
- Interview was organized with the famous actress from the Albanian theatre Amernis Nokshiqi - Jovanovska and the journalist Borjan Jovanovski, for the purposes of sharing their good experiences and examples that promote diversity and interethnic cohesion. The interview was published in several media and social networks:  
<http://www.youtube.com/watch?v=dQkrEbOypMI&feature=youtu.be>
- Six Informal Meetings with Editors and Journalists of the Media Outlets were organized aimed to inform about the current events and activities implemented within IIEP. The possibilities for appearance of the project representatives in the morning and other programs as well as regular update by media for the public were discussed and agreed.



Forum Theatre workshop held with student representatives from all secondary schools in Tetovo. In these workshops, the students resolve a given situation through acting. This is one of the total of eight workshops held throughout Macedonia.

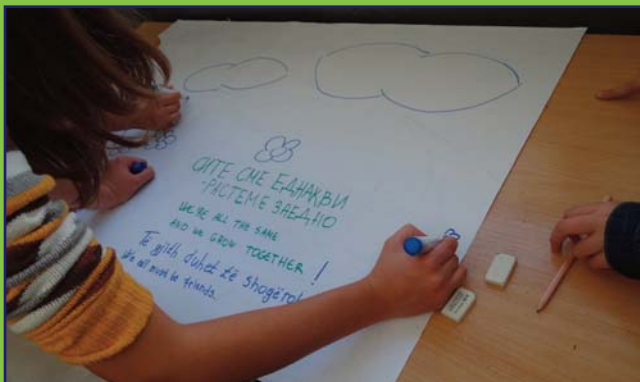
## CAPACITY BUILDING OF SCHOOL MANAGEMENT AND TEACHERS

- Introductory Training for the new group of Master Trainers was convened for the 14 newly selected candidates for Master trainers to get the participants acquainted with the concept of interethnic integration in the education and to perceive the role of the school in the opposing of stereotypes and prejudices and other challenges.
- Training of Trainers on the Role of the School Boards in the Changes for Interethnic Integration in Education was organized aimed at getting the participants acquainted with the role of the school boards in the promotion of interethnic integration in the schools and in the community.
- Preparation, implementation and support for the second cycle of trainings for the representatives of the school boards in phase 2 of the IIEP was conducted where seven groups of representatives from the primary and secondary schools were present.
- Workshop for Teachers/Trainers for Implementation of Joint Sports and Fun Activities with the Students was implemented for 40 teachers from 8 primary schools from municipalities of Cair, Tetovo, Kumanovo, Resen and Bitola. The aim was to develop the skills of the teachers for practicing exercises for implementation of joint recreational and sporting games with the students for enhancing the interethnic integration in education.
- Sport and fun activities were organized for the students and teachers in Bitola and Tetovo while the closing event was organized at Cair stadium in Skopje with eight participating primary schools from Tetovo, v. Romanovce, v. Tabanovce, Cair, Resen and Bitola. More than 360 students from the participating schools attended the event.
- Workshop with the Master Trainers for Preparation of the Trainings with School Integration Teams from Phase 2 was held in June 2013. The sessions for joint activities were implemented in more details, which enable interaction of students studying in different language of instruction (excursions, school clubs, sports activities, multicultural workshops).
- Trainings of the School Integration Teams from Phase 2 were organized and conducted by master trainers for the SIT from 190 schools. The main purpose of the trainings was the participants to understand the concept of interethnic integration in the education as a model that provides the students with joint activities and interaction with ethnically/linguistically mixed groups of students.
- Dissemination of trainings for interethnic integration in the schools from the second phase. In the course of this month, trainings were held for dissemination at school level by the SIT in 160 schools. The purpose of the trainings was for the school to be familiarized with the concept of interethnic integration that promotes a model of education in which the students from different ethnic communities are enabled to participate in joint activities
- Training of Trainers for School Support Staff for parental involvement in the promotion of the interethnic integration in the education was organized for master trainers- to prepare them for implementation of trainings with the school support staff from 58 pilot schools for involvement and cooperation with the parents.





- **Trainings for Parental Involvement** for advancing the interethnic integration in education for the entire school support staff in 58 pilot schools were conducted. It increased the level of understanding and need of the involvement of the parents in the implementation of the activities. Also, trainings were organized for seven groups of students from the primary and secondary schools from phase 2.
- **Two workshops with the Teaching Staff of the Teacher Training Faculties** gathered participants to initiate the process of interethnic integration in the higher education, so that sustainability is ensured in the educational system. The participants considered the possibilities for integrating modules for interethnic integration in education in the subjects that are taught at the faculties of pedagogy.
- **The process of Incorporation of the Interethnic Integration in Education in the School Performance Quality Indicators** was completed in cooperation with SEI inspectors.
- **The Manual "Quality of the Educational Process in the Primary and Secondary Schools in the Republic of Macedonia 2012/13"** was prepared and shall be promoted by the MoES and State Education Inspectorate.
- **Mentoring Meetings with the School Integration Teams** prepared the master trainers for conducting joint mentoring meetings with 194 schools from the second phase. The mentoring meetings supported the teams for preparation of dissemination of the trainings at school level. The second mentoring meeting was held with the SIT of 190 primary and secondary schools on a regional level.
- **A questionnaire was sent to all primary and secondary schools in the pilot phase and phase 2** about the readiness of the parents to join and to contribute to the IIEP activities.



"We're all the same and we grow together" – a message from one of the participants in the joint student activities between the partner schools PS "Besa" from v. Veshala, Tetovo, and PS "Nikola Vapcarov" from Strumica. In the course of 2013, fifty-two partnerships were established between 128 schools that jointly conduct their activities.

## DEMONSTRATION SCHOOLS

- **Trainings of Teachers from the Demonstration Schools for Recognizing and Opposing Ethnic Stereotypes and Prejudices** were held (with two groups of teachers) in each demonstration school.
- **Training for Parents for Raising their Awareness about the IIEP and their Inclusion in the School Activities** gathered representatives from the Parent Council from all demonstration schools and two representatives of the school integration teams (SIT) from each demonstration school.
- **The Drama Club** from Gostivar demonstration school performed the play "Initiation" in the Culture and Information Centre in Skopje. The play was also attended by students from the high schools "Zdravko Cvetkovski" and "Zef Lus Marku" from Skopje.
- **Training for the School Integration Teams (SITs) from the new monolingual Demonstration Schools for Self-evaluation, Coordination and Monitoring of the School Activities** was held for the representatives of the SITs from the primary demonstration schools "Braka Miladinovci" and "Bajram Sabani" from Kumanovo. It aimed at providing detailed description of activities and responsibilities for their implementation in the schools.
- **Manual for Joint Student Activities** was developed aimed at designing the workshops - sets of game activities that will introduce and build a group that would be an integral part of the manual for joint student activities.
- **Trainings of Teachers from the Demonstration Schools for Implementation of Joint Student Activities** were held in each demonstration school/partner demonstration school, at which trainings the methodology for work with ethnically/linguistically mixed groups of students was presented.
- **Training for the Professional Service and the School Management of the Partner Demonstration Schools for Democratic Elections of the Student Bodies** (class representatives and school representatives) was organized aimed at providing the schools with the procedures for democratic election of the student bodies.
- **Two Trainings for Teachers from the Demonstration Schools for Implementation of Joint Student Activities through the Regular Teaching Process** were performed - one with the partner demonstration school and one with the primary three-lingual demonstration schools with the teachers from the fourth grade. Together with the members of the SIT and the







BDE advisors, an action plan was created for implementation of field trips with the students from different languages of instruction.

- **Three Trainings for Teachers for Cooperation via the Subject Teachers' Expert Bodies** took place with teachers who teach foreign languages and native language in the secondary demonstration schools, with teachers from the primary three-lingual demonstration schools and teachers from partner demonstration schools. The training delivered strategies for strengthening the cooperation among the teachers from different languages of instruction.
- **Working Meeting with Advisors from BDE** was organized with advisors from BDE that are selected to monitor and support the activities in the demonstration schools. The advisors were informed in details about the project activities, their role and tasks within the project.
- **Training for Teachers that Teach Literature on the Exchange of Teaching Materials** included two groups of teachers that teach literature and native language from all demonstration schools aimed at reviewing the teaching materials and the possibility for their use in the presentation of the multicultural reality of the country.
- **Five training for the presidencies of the school communities for making student initiatives** were held, one in each demonstration school/partner school. The goal was the students to adopt the basic concepts for acting through the school community and development of action plans for making student initiatives for collection of funds that would be invested in order to make some changes in the schools.
- **Performances and excursions were organized** in Kumanovo and Kicevo. Demonstration school from Kumanovo organized a performance on the international teachers' day, at which guests from the partner school Bajram Shabani were present, who performed one separate and one joint activity. In Kicevo, on children's week, an integrated performance with joint presentation

with students from all languages of instruction was organized. They also organized a workshop for making traditional cookies for Kurban Bajram.

- **Training for multicultural workshops** was organized for new implementers of multicultural workshops with teachers from all demonstration schools. The goal of the training was to demonstrate the model and the features of conducting bilingual workshops, wherein on the following trainings the teachers will simulate the workshops received by them as assignments for exercising purposes.
- **Training for transformation of the school culture into multiculturalism** was organized with representatives of the school managements in demonstration schools. The training was used to introduce the participants to all aspects that should influence the manner of functioning of a school so that it reflects the multicultural character of the municipality. The iconography and the organization of the classes (shifts and space) were the main topics.
- **Student Initiatives** were implemented in model schools, where students organized a sport tournament in soccer with teams of students from different languages of instruction, organization of New Year's party, preparation of Christmas cards which were sold to raise funds in order to be invested in the school as well as collection of recyclable paper and plastic, which was also sold.
- **Parent's involvement** took place in several activities that were implemented in the demonstration schools. In SS Zdravko Cvetkovski, parents and students participated in decorating the venue where students organized their New Year's Party. Also, parents from Sande Shterjoski attended a workshop for preparing New Year's ornaments.
- **Memorandum of cooperation.** Memorandum of understanding was signed with five demonstration schools and the corresponding municipalities. The memorandum of cooperation with the demonstration school from Ohrid is anticipated to be signed in 2014.



Training for team-work and coordination of the activities for the members of SIT-s in the primary demonstration schools, held in Skopje.



Integrated school event in the multilingual demonstration PS "Bratstvo Edinstvo" from Ohrid. Students from different languages of instruction work together on the preparation of creative products.

## SCHOOL INCENTIVES

- **Trainings for Maintenance of Schools-first part** were held for representatives from the school renovation teams of all selected schools for renovation in the course of 2013. The focus of the trainings was identification of the needs of renovation, defining the priorities and preparation of applications for renovation.
- **Toolboxes for the Renovated Schools** were purchased and delivered to the selected schools for renovation in 2013. These toolboxes are intended for maintenance of the renovated schools.
- **Access Ramps in Four Pilot Schools** were constructed for persons with physical disabilities in 4 schools that were renovated in the pilot phase.
- **Trainings for Maintenance of Schools – second part** were delivered to the schools selected for renovation in the course of 2013. The focus of the trainings was preparation of annual plans and budget for maintenance of school buildings. These trainings were attended by 77 persons, representatives from the school renovation teams.
- **Announcement of Public Tenders for Selection of Construction Companies** involved preparation of tender documentation and announcements for renovation were published in two daily newspapers Dnevnik and Koha (Macedonian and Albanian) and on the web site of the Project for schools selected for renovation in 2013.
- **Evaluation of Construction Companies for the Renovations** included interviews with the first three ranked companies for implementation of projects in selected schools.
- **Selection of Licensed Companies for Performing Supervision over the implementation** was conducted for the purposes of the renovation processes of the selected schools.
- **Memorandums of Cooperation** have been signed with all schools and municipalities.
- **Evaluation and Selection of Companies for Implementation of the Renovations** have been conducted with the best-ranked three companies. The most favourable bidders have been selected and the results from the tender procedures are published on <http://pmio.mk/category/tender-results/>.
- **Selection of Licensed Companies for Performing Supervision over the Construction.** Bidding requests were submitted for supervision over the implementation of four projects. Bids were received and the companies were selected for supervision of the implementation of the projects in Vinica, Veles, Staro Nagoricane and Kumanovo.
- **Contracts Signed** with construction companies and companies for supervision over the implementation of projects for renovation of ten schools.
- **Introductions to the Works** were organized in ten schools, which marked the start of the renovation activities on the ground.
- **Technical Acceptance** was performed in all facilities and meetings were organized with the contractors, supervisors, school representatives and municipalities.
- **Equipment for Maintenance of the Schools** and the manual for its utilization were delivered to all renovated schools.
- **Monthly Meetings for Monitoring of the Works for Maintenance in the Schools** were organized with the secretaries of the schools and the technical staff for monitoring of the works for maintenance in the demonstration schools.
- **Mentoring Meetings** were organised in six schools in order to monitor the work of the schools in terms of preparation of annual plans and budgets for maintenance.



The renovated PS "Nikola Karev" from Kocani is one of the eleven schools renovated in 2013. The "Nikola Karev" school was completely renovated compared to its initial condition, thanks to the partnership between the IIEP, the Ministry of Education and Science, the Municipality of Kocani and the school.



We await and value your stories, events and updates...

Contact us and share at: Kozle 1-b, 1000 Skopje, info@mcgo.org.mk



Joint sports and fun activities in the PS "Adem Jashari", Municipality of Cair



Creative participants at the training for demonstration schools held in Skopje

DID YOU KNOW?

Interesting coincidence. On November 13th, 2013 USAID Macedonia Facebook page received the 13.000 fan at 13:00h.



The **USAID Interethnic Integration in Education** project is implemented in partnership with seven local organizations: Center for Human Rights and Conflict Resolution, Loja, Sumnal, Multimedia, My Career, Macedonian Institute for Media and Youth Education Forum.

USEFUL TIPS AND HINTS

Our web-portal  
**www.pmio.mk**

Offers you information related to the USAID Interethnic Integration in Education Project - events, stories and opportunities, thanks to the Project Team and collaborators.

**Please check it out!**

*Success Stories too!*

IIEP - UNPLUGGED



Students from the PS "Stiv Naumov" from Bitola, at the ribbon cutting ceremony which marked the end of the renovation process in this school. This is one of the eleven ribbon cutting ceremonies held in 2013.