

## Mountain Institute for Education & Development

“A Company Set up under section 42 of the Companies Ordinance 1984 “

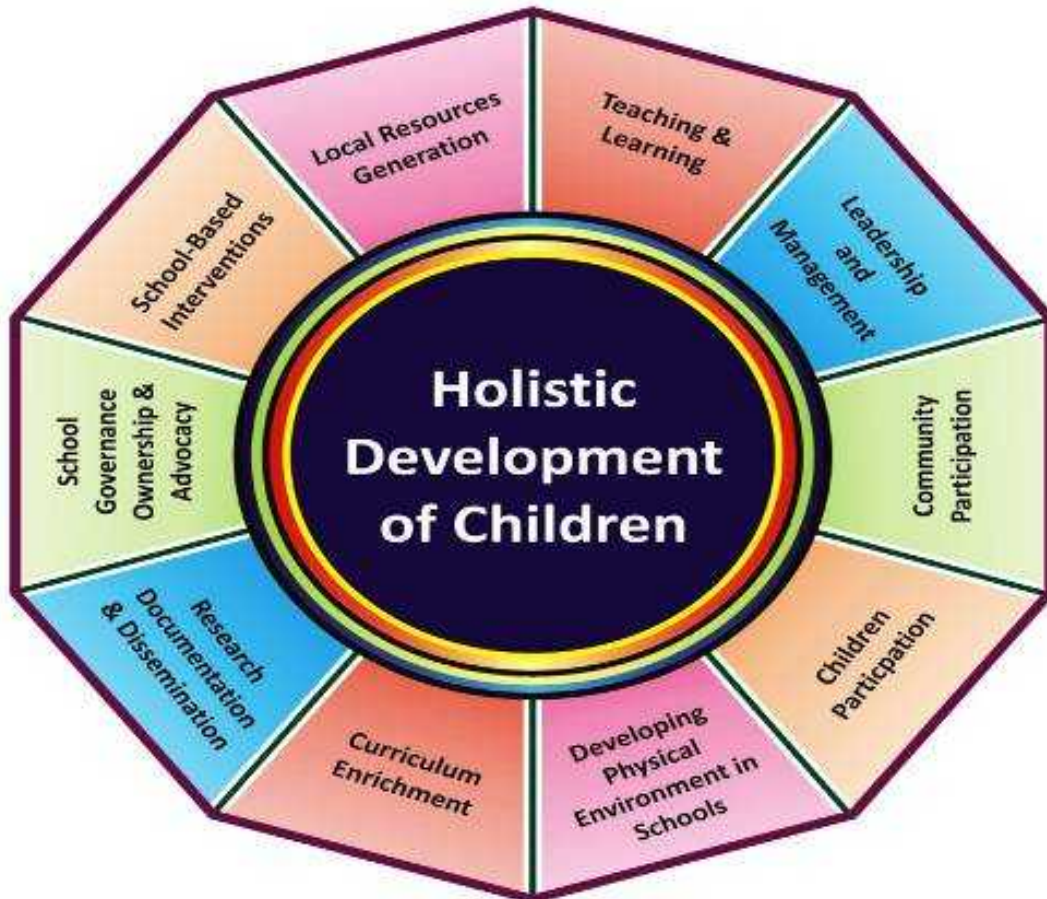
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*“Empowering people for social development”*

## MIED Organizational Profile (2003 – 2017)

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**A. Basic Information:**

Name of NGO/CSO	Mountain Institute for Education & Development (MIED), Islamabad.
Legal Status	Currently Registered with Securities and Exchange Commission of Pakistan (SECP) “A company set up under section 42 of the companies ordinance 1984”
	NPO Certified Civil Society Organization by PCP-2010/203, and Renewal of PCP-R1/2014/203
	Registered with Societies Act.1860 in Islamabad ICT, Pakistan with registration Numbers RS/ICT/715 of 2011 and Verified Up to March 2017
	Registered with Society Act. 1860 in Peshawar May 6, 2006 and Annual Renewals Up to May 4, 2011 (Registration #s 804/5/4638, 998/5/4638, 411/5/4638, 1583/5/4638, 787/5/4638)
Head Office Address	House # 2, Street # 1, Prince Villas Town, UC Phulgran, Member Rd, Adjacent to Bahria Town Golf City, Barakahu Islamabad, ICT, Pakistan c/o House # 483 Street 52, G-9/1 Islamabad <b>Tel: 051 2285458</b>
Main Contact Person(s)	1. Abdul Jahan, Executive Director/Chief Executive MIED Cell: 03009882462 Email: <a href="mailto:abdul.jahan@mied.org">abdul.jahan@mied.org</a>
Website	<a href="http://www.mied.org">www.mied.org</a>
Coverage	All over Pakistan

**B. Organizational Introduction & Background:**

Mountain Institute for Education & Development (MIED) Pakistan is a non-for-profit national NGO, registered under Societies Act 1860 and NPO certified by Pakistan Centre for Philanthropy (PCP). Established in 2003, MIED has contributed significantly in providing access to quality education for all children especially girls by bringing about improvement in learning and all other related conditions of schools.

Since its inception, MIED has been working in partnership with and financial support from various INGOs and UN organizations for improving quality of education and empowering local communities in remote & conflict affected districts of Pakistan including Battagram, Mansehra, Chitral, Mardan and Peshawar in KPK, Quetta and Pishin in Baluchistan, Chakwal and Mianwali in Punjab, Ghizer in Gilgit-Baltistan, Muzaffarabad in AJK and Karachi in Sindh.

### **Objectives of MIED:**

The object for which the Company is established is as under:

- (1) To establish, manage, maintain, own, administer, promote and subsidize educational institutions, computer literacy centres, schools, colleges, institutions for study and research, centres of learning, reading rooms, and other institutions for basic education, adult literacy, advanced studies and other educational fora with the permission of competent authority but not to act as a degree awarding institute.
- (2) To provide scholarships to students and grant aid including supply of books, stipends, medals, prizes, grants, awards, medicines, educational career support, bursaries and other incentives for purposes of advancement of knowledge, education and literacy.
- (3) To establish, own, maintain, erect, construct, furnish, equip, promote, organize, manage and run institutions for special education and to provide grants and facilities for education and training to the persons who are mute, deaf, dumb or blind, crippled or otherwise physically or mentally handicapped and to provide books, proper medical attendance, nursing, food, medicine, drugs and special appliances of educational, surgical, or other nature.
- (4) To work for development of human resources, poverty alleviation, promotion of social well being of the masses, betterment of health, social mobilization for prosperous society, elimination of gender discrimination and pollution free environment particularly in the rural areas of Pakistan.
- (5) To develop the rural areas and the resources of land, undertake support and subsidize measures, programmes, plans and schemes for rural development, welfare and modernization of rural areas, renovation and reconstruction of buildings, roads, ways, bridges, canals, water courses, wells, tanks, stores, schools, colleges, hospitals, dispensaries, family planning units, reading rooms, parks, gardens, play grounds, places of amusement and recreation, plans for generation and distribution of energy at domestic and village level and other conveniences calculated directly or indirectly to contribute to the establishment and maintenance of civic amenities and to undertake measures for improvement of conditions of housing, work, health, hygiene, sanitation and the quality of life.
- (6) To aid, assist, set up, maintain, administer and run hospitals, nursing homes, mother and child care centres, clinics, dispensaries, immunization and vaccination centres and places of medical aid, convalescent homes, family planning centres, x-ray clinics, radio therapy centres, pathological and clinical laboratories, blood banks, eye banks or other centres connected with the care of the human body, both in urban and rural areas.

### **Vision**

A positive and interdependent society where everyone is free to reach their full potential, and where respect for human rights is balanced with citizen's knowledge of their responsibilities. Our intention is to play a part in creating a peaceful world by respecting pluralism and diversity.

### Mission

The mission of MIED is to improve the quality of life of the marginalized communities and empower them to reach their full potential. MIED intends to inspire the local communities and govt. systems for their active role in rural advancement and development. School Improvement Programs, Social Mobilization, research, documentation and community empowerment is the centre of everything we do.

### Values

Acceptance of diversity, inclusion, and pluralism are the central values of our organization. Our interventions are based around ideas of gender equity, equal opportunities for participation, and right based approaches.

## C. MIED's Programmatic Activities since September 2004:

- **School Improvement Program (SIP)** through Community Mobilization in KPK (Mansehra, **Chitral**, Abbottabad), AJ& K (Muzaffarabad), **Gilgit-Baltistan (Ghizer)**, Punjab (Chakwal, Mianwali).
- Community Based Early Childhood Care and Development in Mansehra, Chakwal, Chitral, Islamabad (slum Areas) and Ghizer.
- NFE (Fast Track Education Program) in Chakwal and Islamabad
- **Social Cohesion and Peaceful Co-existence Programs in Afghan Refugee hosted Districts in Pakistan (KPK = Mansehra, Mardan, Peshawar, Punjab = Mianwali, Sindh = Karachi, Baluchistan = Pishin & Quetta)** through provision of Inclusive Education.
- Child Right Programs
- **Advocacy & Social Mobilization in Ghizer, Mianwali, Chitral, Battagram, Abbottabad and Chakwal**
- **Research & Documentation**
- Lesson Plan Development for Govt. Schools based on National Curriculum 2006
- Conducting Evaluation Studies and Baseline Surveys
- Internship for Fresh Graduate
- Community Physical Infrastructure (CPI) Development Program in Abbottabad through Funding support from PPAF (2014 to date) – formation of Cos, VOs WOs and their capacity building and panning with them for their small scale Infrastructure improvement work

## D. MIIED's Major Achievements (2003 to 2016):

- MIED has been certified as non-for-profit (NPO) by Pakistan Centre for Philanthropy (PCP).

- MIED has been a vigilant contributor to Rescue, Relief and Educational Rehabilitation processes in the unfortunate 2005 Earthquake calamity in the affected KPK and AJK regions and 2010 Flood. MIED implemented successfully many projects of education in emergency situation particularly with Education rehabilitation projects in District Mansehra and Battagram of KPK and Muzafferabad of AJK in Partnership with Plan International Pakistan, UNICEF and Care International Pakistan. Our Educational projects for IDPs in the camps were very effective in engaging children and their communities and teachers in a systematic learning process
- As an acknowledgement of MIED's significant contribution with education response after earthquake in Mansehra and Battagram districts of KPK in 2005, MIED has been awarded with "Certificate of Appreciation" by Pakistan Army.
- MIED as organization and its Executive Director and other staff are active members of INEE (Inter-Agency Network for Education in Emergencies (<http://www.ineesite.org/en/partnerships>)).
- MIED as an organization is now registered in the UNICEF CSOs Database of potential future partners.
- MIED has got the requisite expertise to design, plan and deliver Teachers Training, Leadership Training, Mentoring, ToT and in conducting Educational Researches. MIED has trained over 25000 Teachers and School Heads in activity based and child centered teaching methodology. It has also successfully engaged over 4800 PTCs/SMCs/SCs to participate in our programs and grasp their role in handling school problems by congenially arriving at workable solutions.
- MIED has introduced the concept of SRCs (Students Representative Councils) in all SIP schools to bring about change through children participation in school activities. SRC is a structured body where students are involved in school development activities in a way that their voice is valued, their talent and skills are best utilized and their leadership potential is developed for their participation and contribution in school improvement program.
- During 2009-2011 MIED in partnership with Plan Pakistan established community based ECCD centres in rural communities of Chakwal district. The centres were managed by the local communities. Looking at the success of the centres, government education department shifted most of the centres in government buildings and now the district education department is managing these centres.
- MIED has been serving as a feeding unit in providing quality human resource support in education to NGOs nationally and internationally (AKF -Afghanistan, UNICEF, USAID, Plan International, Care International, EDC, IRC, World Learning, and many national NGOs).

- During the flood 2010, MIED worked as Technical Partner of INGOs in their support to Education Rehabilitation in the affected districts in southern Punjab and Sindh and built capacity of local NGOs in implementing Educational services effectively in emergency situations.
- MIED also provided with technical consultancy for the implementation of the DFID funded project “Khyber Pakhtoonkhwa Education Support Programme in Pakistan (KPESP)” to support the provincial Government of the KPK Pakistan. Under the consultancy MIED’s academic team and instructional designers worked with the subject specialists of the Directorate of Curriculum and teachers Education (DCTE) Abbottabad KPK and provided with technical support in developing Lesson Plans and Teachers Guide for 6 core subjects of class-6 under KESP’s priority of improving the curriculum, textbooks and learning materials.
- Non Formal Education (NFE), Fast Track Secondary Education (FTSE) Programs and Girls Power Program (GPP) in District Chakwal and slum areas of Islamabad created opportunities and favourable conditions for around 2,200 out of school and dropped out girls in Islamabad. 1900 out of school and dropped out girls in District Chakwal who passed middle from AIOU and appeared in secondary level education from Board of Intermediate & Secondary Education Rawalpindi.

#### E. Previous Experience of MIED in Project Implementation and Management

Since its inception MIED has been involved in successfully implementing the following projects which are all similar to this assignment due to our specified expertise in education sector.

Duration	Assignment name/& brief description of main deliverables/outputs	Name of Client & Country of Assignment	Approx. Contract value (in US\$ in <u>millions</u> )	Role on the Assignment
2004 - 2008	<p><b>School Improvement Program (Govt: Schools)</b></p> <ul style="list-style-type: none"> <li>• Baseline Survey and TNAs (reports available)</li> <li>• Developing district, and UCs level development plans</li> <li>• Advocacy and Community Mobilization</li> <li>• Professional Development of teachers, head teachers, education officials, PTCs</li> <li>• Infrastructure Development</li> <li>• Impact Study and Evaluation (reports</li> </ul>	<p>Plan International in Pakistan.</p> <p>Mansehra</p>	0.23	Implementing Partner

Duration	Assignment name/& brief description of main deliverables/outputs	Name of Client & Country of Assignment	Approx. Contract value (in US\$ <u>in millions</u> )	Role on the Assignment
	available)	KPK Pakistan		
2006 - 2008	<p><b>Early Childhood Care and Development Program (ECCD)</b></p> <ul style="list-style-type: none"> <li>• Curriculum Enrichment</li> <li>• Policy Development</li> <li>• Conducting ECE Surveys (Reports available)</li> <li>• Establishment of ECE centers in govt. schools</li> <li>• Capacity Building of teachers, PTCs, HTs</li> <li>• Documentation</li> </ul>	<p>Plan International in Pakistan</p> <p>Mansehra - Pakistan</p>	0.15	Implementing Partner
2005 - 2011	<p><b>School Improvement Program (Govt: Schools)</b></p> <ul style="list-style-type: none"> <li>• Baseline Survey and TNAs (reports available)</li> <li>• Midterm evaluations</li> <li>• Developing District, and UCs level Development Plans</li> <li>• Advocacy and Community Mobilization</li> <li>• Professional Development of teachers/caregivers</li> <li>• Infrastructure Development</li> <li>• Impact Studies and Evaluation (reports available)</li> <li>• End of the term Report</li> </ul>	<p>Plan International in Pakistan</p> <p>Chakwal - Pakistan</p>	0.63	Implementing Partner
2006 - 2012	<p><b>Community Learning Program</b></p> <ul style="list-style-type: none"> <li>• Baseline Survey</li> <li>• Advocacy</li> <li>• Establishment of Non-Formal Education Centers and ECCD Centers</li> <li>• Capacity building</li> <li>• Evaluation Report</li> </ul>	<p>Plan International in Pakistan.</p> <p>Battagram -</p>	0.19	Implementing Partner

Duration	Assignment name/& brief description of main deliverables/outputs	Name of Client & Country of Assignment	Approx. Contract value (in US\$ <u>in millions</u> )	Role on the Assignment
		Pakistan		
2006 - 2011	<p><b>School Emergency Preparedness through MIED SIP model (Govt: Schools)</b></p> <ul style="list-style-type: none"> <li>• Situation Analysis</li> <li>• School Development Plans</li> <li>• Community Mobilization</li> <li>• Training of Teachers, and Head Teachers</li> <li>• Mid- term evaluation</li> <li>• Infrastructure Development</li> <li>• Impact Study</li> </ul>	<p>Care International in Pakistan</p> <p>Battagram - Pakistan</p>	0.19	Implementing Partner
2005 - 2008	<p><b>Earthquake Emergency Response Education Rehabilitation through School Improvement Program (Govt: Schools)</b></p> <ul style="list-style-type: none"> <li>• Baseline Survey</li> <li>• Advocacy and Support to increase access of disaster affected children to schools</li> <li>• Teachers Training</li> <li>• Provision of resources</li> <li>• Impact Study</li> </ul>	<p>Plan Pakistan</p> <p>Mansehra, KPK Pakistan</p>	0.39	Implementing Partner
2007 - 2008	<p><b>Earthquake Emergency Response Education - School Improvement Program (Govt: Schools)</b></p> <ul style="list-style-type: none"> <li>• Baseline Survey</li> <li>• Advocacy and Support to increase access of disaster affected children to schools</li> <li>• Teachers Training</li> <li>• Provision of resources</li> <li>Impact Study</li> <li>• SMCs reactivation, and capacity building</li> </ul>	<p>UNICEF</p> <p>Muzafferabad , AJK Pakistan</p>	0.06	Implementing Partner



Duration	Assignment name/ & brief description of main deliverables/outputs	Name of Client & Country of Assignment	Approx. Contract value (in US\$ <u>in millions</u> )	Role on the Assignment
2009 - 2012	<p><b>School Improvement Program (Govt: Schools)</b></p> <ul style="list-style-type: none"> <li>• Baseline Survey and TNAs (reports available)</li> <li>• Mid-term evaluation</li> <li>• Advocacy and Community Mobilization</li> <li>• Professional Development</li> <li>• Infrastructure Development</li> <li>• Impact Studies and Evaluation (reports available)</li> <li>• End of the term Report</li> </ul>	<p>Pakistan Poverty Alleviation Fund (PPAF)  Battagram - Pakistan</p>	0.15	Implementing Partner
2010 - 2012	<p><b>School Improvement Program (Corporate Sector)</b></p> <ul style="list-style-type: none"> <li>• Baseline Survey</li> <li>• Midterm review</li> <li>• Advocacy and Community Mobilization</li> <li>• School Development Plans</li> <li>• Teachers, Head Teachers and School Leaders Training</li> <li>• Infrastructure Development</li> <li>• Impact Study</li> </ul>	<p>Pakistan Poverty Alleviation Fund (PPAF)  Mianwali - Pakistan</p>	0.37	Implementing Partner
2010 to date	<p><b>School Improvement Program</b></p> <ul style="list-style-type: none"> <li>• Baseline Survey and TNA (reports available)</li> <li>• Mid- term review</li> <li>• School Development Plans</li> <li>• Infrastructure Development</li> <li>• Advocacy and Community Mobilization</li> <li>• Professional development of teachers, HTs, PTCs</li> <li>• Evaluations (reports available)</li> <li>• Impact Study</li> </ul>	<p>Pakistan Poverty Alleviation Fund (PPAF)  Gilgit Baltistan - Pakistan</p>	0.58	Implementing Partner

Duration	Assignment name/& brief description of main deliverables/outputs	Name of Client & Country of Assignment	Approx. Contract value (in US\$ <u>in millions</u> )	Role on the Assignment
2010 - 2011	<p><b>Releasing Confidence &amp; Creativity: Early Childhood Development</b></p> <ul style="list-style-type: none"> <li>• Baseline Survey</li> <li>• Curriculum Enrichment</li> <li>• Establishment of ECE centers in govt. schools</li> <li>• Capacity Building of Teachers and Head Teachers</li> <li>• Training and capacity Building of Parents</li> </ul>	<p>Aga Khan Foundation Pakistan</p> <p>Mansehra - Pakistan</p>	0.09	Sole Consultant
2009 - 2011	<p><b>School Improvement through Quality Inclusive Education Program</b></p> <ul style="list-style-type: none"> <li>• Situation Analysis</li> <li>• Selection of Project schools</li> <li>• Advocacy among parents and communities</li> <li>• Professional Development of Teachers, Head Teachers and School Leaders</li> <li>• Meetings with concerned Heads of Department of Education</li> <li>• Structures developed for community involvement</li> <li>• Training of Students bodies</li> <li>• End of the term Report</li> </ul>	<p>Save the Children</p> <p>Mansehra - Pakistan</p>	0.19	Sole Implementing Partner
2009 - 2011	<p><b>Enhancing Education Quality and Access (EQUAL)</b></p> <ul style="list-style-type: none"> <li>• Situation Analysis and TNAs</li> <li>• Capacity Building of Teachers, Head Teachers</li> <li>• Material provided to improve physical facilities</li> <li>• Advocacy for improving access of students.</li> <li>• End of the term Evaluation Report</li> <li>• Capacity building and involvement of</li> </ul>	<p>Care International in Pakistan through JAICA</p>	0.19	Implementing Partner

Duration	Assignment name/& brief description of main deliverables/outputs	Name of Client & Country of Assignment	Approx. Contract value (in US\$ <u>in millions</u> )	Role on the Assignment
	community organizations	Abbottabad - Pakistan		
2010 - 2011	<p><b>School Improvement Program</b></p> <ul style="list-style-type: none"> <li>• Baseline Survey and TNAs (reports available)</li> <li>• Developing District, and UCs level Community Development Plans</li> <li>• Advocacy and Community Mobilization</li> <li>• Professional development of teachers and school heads</li> <li>• Impact Study</li> </ul>	<p>Fauji Fertilizer Company</p> <p>Gotki-Pakistan</p>	0.09	Sole Consultant
2006 - 2010	<p><b>Training of Trainers (ToT) and Training of Teachers</b></p> <ul style="list-style-type: none"> <li>• Situation Analysis</li> <li>• Capacity building of teachers, head teachers and educational leaders</li> <li>• Classroom observations and support</li> <li>• End of term Report</li> </ul>	<p>Elementary Education Department Peshawar. through Save the Children US &amp; UK.</p> <p>Peshawar, Ugi, Allai Abbottabad,</p>	0.028	Sole Consultant
2010 to date	<p><b>School Improvement Program</b></p> <ul style="list-style-type: none"> <li>• Baseline Survey and TNAs</li> <li>• Community Mobilization and advocacy for increasing access</li> <li>• Teachers Training</li> <li>• Training of head teachers</li> <li>• Material support</li> </ul>	<p>PPAF</p> <p>Ghizer in GB, Rawalpindi in Punjab and Abbottabad in</p>	0.19	Implementing Partner

Duration	Assignment name/& brief description of main deliverables/outputs	Name of Client & Country of Assignment	Approx. Contract value (in US\$ <u>in millions</u> )	Role on the Assignment
	<ul style="list-style-type: none"> <li>• End of the term Report</li> </ul>	KPK		
2012 to 2013	<p><b>School Improvement Program</b></p> <ul style="list-style-type: none"> <li>• Situation Analysis and TNAs</li> <li>• Advocacy for increasing enrolment</li> <li>• Professional Development of Teachers and School Heads</li> <li>• PTC Training</li> <li>• Impact Study</li> </ul>	<p>PPAF/KFW</p> <p>Chitral (KP) - Pakistan</p>	0.226	Implementing Partner
2012 - 2014	<p><b>Inclusive Education in Refugee Hosted Districts of Pakistan</b></p> <ul style="list-style-type: none"> <li>• Baseline Survey and TNA</li> <li>• Community Mobilization and Advocacy</li> <li>• School Development Plan</li> <li>• Training of Teachers, Head Teachers and Educational Managers</li> <li>• Continuous Support to Teachers and Head Teachers</li> <li>• Midterm Evaluation</li> <li>• Literacy campaigns</li> </ul>	<p>UNICEF</p> <p>Peshawar, Mardan and Mansehra in KP, Mianwali in Punjab, Karachi in Sind and Pishin and Quetta in Baluchistan</p>	0.362	Sole Consultant
2012 - 2013	<p><b>USAID Teacher Education Program (ToT and Training of Teachers and Material Orientations</b></p>	USAID through Education Development		Sole

Duration	Assignment name/& brief description of main deliverables/outputs	Name of Client & Country of Assignment	Approx. Contract value (in US\$ <u>in millions</u> )	Role on the Assignment
	<ul style="list-style-type: none"> <li>• Situation Analysis and TNA</li> <li>• Capacity building of Teachers, TTI Faculty</li> <li>• Provision of teaching learning material</li> <li>• Orientation on using teaching learning material</li> <li>• Training reports</li> <li>• Evaluation Report</li> </ul>	Center (EDC)  Mansehra, Abbottabad, Sawabi, Haripur, DI Khan, Sargodha, Gujrat, Kohat, Bannu, Chitral	0.071	consultant
2014	<ul style="list-style-type: none"> <li>• Developing Lesson Plans and Teachers Guide for KPK Schools:</li> <li>• Curriculum Class -6 Reviewed and SLOs identified</li> <li>• Textbook KPK of Class-6 and Content relevant to SLOs classified</li> <li>• Lesson Plan Developed for all subjects of Class-6</li> </ul>	DFID through Adam Smith International for all Govt. Schools in KPK Province	0 .1009	Sole Consultant
2014	<ul style="list-style-type: none"> <li>• Survey on Teachers Teaching Competencies in KPK Survey Methodology Developed</li> <li>• Tools Prepared</li> <li>• Survey Conducted in 6 Districts of KPK</li> <li>• Report Developed</li> </ul>	DFID through Adam Smith International in 6 Districts in KPK	0 .023	Sole Consultant

#### F. MIED's Outreach:

- Established as a local NGO in Ghizer Gilgit-Baltistan in 2003
- Initiated SIP Project in District Mansehra KPK in 2004
- Shifted Head Office to ICT Islamabad in 2006
- Presence in KPK since 2004 (Mansehra since 2004, Battagram 2006 - 2012, Abbottabad 2009 - 2011, Chitral since 2010, Peshawar & Mardan since September 2013 )
- Presence in Punjab since 2005 (Chakwal since 2005, Mianwali since 2010, Rajanpur - Muazafgarh -Layyah 2010 & 2011)

- Worked in AJ & K (in 2007 and 2008 for education rehabilitation after earthquake (Muzaffarabad)
- Presence in GB in since 2003 (Ghizer -
  - MIED Girls College Phander since 2005
  - Community Managed ECCD Centers in Tehsil Phander since 2005
  - Community Mobilization for their contribution in Community Managed Schools in all Tehsils – Yasin, Ishkoman, Punial and Phander since Janaury 2010 through Funding Support from PPAF )
- Presence in Sindh from 2010 to 2014 (Interventions to built the capacity of local NGOs in 2010 and 2011 (Ghotki, Khairpur, Tahtta) and UNICEF Project in Karachi
- Presence in Baluchistan through a Local Partner SHAOR since Dec 2012 (Pishin and Quetta)

## G. Governing Structure

### Executive Committee:

A seven members Board (Executive Committee); including two founding members, two development professionals particularly in educational development and the rest having specialization in social sector, law and HR management; is managing the policy level matters of the organization. The Board meets at least twice a year to review organizational progress, policy matters, and financial management and suggests plans for organizational improvement and program development.

### Advisory Committee:

The Advisory Committee looks after the long term and short term programmatic matters of the organization. The committee is comprised of professionals having very strong background in the sector of civil societies and development organizations. The advisory Committee meets twice a year to give strategic inputs to the organization. The committee plays a key role in expanding the funding base of the organization and achieving its goals and objectives.

### Management Committee:

The operational matters of the organization is looked at Management Committee (MC) level, comprised of working professionals and education managers of MIED that meets on bi-monthly basis. For the implementation of the educational projects, MIED management inducts quality educational leaders who work as mentors for the project team and ensure result based management of the project activities.

## H. Existing List of MIED Executive Committee (EC)/BoG/Management

Name	Title/Designation	DoB	CNIC #	Address	Qualification
Mr. Abdul Jahan	Executive Director/Chief	August 12, 1969	71501-0217659-9	House # 483 , Street 52, Sector G-9/1	Masters in Education and in Teacher

	Executive			Islamabad	Education from AKU-IED
Mr. Asadullah Baig	Director BoG	December 20, 1970	71501-3154961-7	House # 508 , Street 52, Sector G-9/1 Islamabad	Masters in IR
Mr. Qalb E Ali	Director BoG	December 26, 1969	71503-7801639-1	House # 600 Block Umar , Allama Iqbal Town Lahore	Graduate
Ms. Noor Jahan	Secretary MIED	November 22, 1976	15202-5186399-0	House 329/A Street 49 G- 10/3 Islamabad	M. Sc. M. Ed.
Mr. Sher Zaman	Chief Finance Officer MIED	November 17, 1976	71502-1429448-1	House 86 # Street 34 Sector G-9/1 Islamabad	M. B. A (Finance & Banking)

### I. List Of MIED Advisory Committee (AC)

S#	Name	Professional Designation/ Organization	Email	Qualifications	Experience
1	Dr. Takbir Ali	Asst. Professor, Aga khan university-IED Karachi	takbir.ali@aku.edu	PhD in Education	More than 20 years quality educational services and around 10 years in Teaching at university level
2	Mr Naseeruddin Humayun	Director policy, Regulation & Development Deoartment, SECP Islamabad	humayun.naseeruddin@gmail.com	MBA(IBA), B.E (Metallurgy)	More than 32 years of experience in different organizations
3	Ms. Jamal Papieva	Principal Curiosity School Islamabad	jamal.papieva@gmail.com	M.Ed. (AKU-IED)	More than 17 years experience in the sector of education at various key positions

4	Dr Munira Amirali PhD	Senior Manager Academics, AKES-P	Munira.amirali@akesp.org	PhD in Education	More than 16 years of experience in education sector at key positions
5	Georgina Chetwynd	Social Worker Oxfordshire County Council	<a href="mailto:georginachetwynd@hotmail.com">georginachetwynd@hotmail.com</a>	MA Social Work, MSc. Environment & Development	More than 10 years of experience in social sector different International NGOs
6	Karam Ali	National Manager Education, AKF Afghanistan	<a href="mailto:karamali007@gmail.com">karamali007@gmail.com</a>	M.Ed. (AKU-IED)	More than 26 years of experience in education sector in national & international NGOs
7	Shakoor Muhammad	Working with IRC in Turkey as child protection, Education and youth Development Coordinator	Shakoorskd65@gmail.com	M.Ed. (AKU-IED)	More than 26 years of experience in education sector in national & international NGOs
8	Mr. Abdul Jahan	Executive Director MIED	Abdul.jahan@mied.org	Masters in Education and in Teacher Education from Aga Khan University (AKU-IED)	More than 20 years in leading educational programs in AKDN, NRSP and in MIED

### J. Key Senior Staff of MIED:

Name of staff	Designation	Education	Relevant Experience
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Mr. Abdul Jahan, Executive Director	Founder Executive Director	Masters in Education and in Teacher Education from Aga Khan University (AKU- IED)	More than 20 years in NGOs Capacity Building, Institutional Development , Strategic Planning, Social Mobilization & Development and has worked for AKDN (1991 to 2002, NRSP (2003) and in MIED (2003 to date) . Nominated by PM Pakistan as caretaker Minister for GB (Jan - July 2015). Belongs to District Ghizer GB
Naseer Ahmed	Regional Program Manager for Ghizer GB	MA DPA	Working with MIED since 2014 and has expertise in social mobilization and community development initiatives - has worked for AKDN, WWF and MIED  Belongs to District Ghizer GB
Sulaiman Shah Asif	Project Manager	M.Sc , B.Ed.	More than 12 years in Community Mobilization and Management and Administration - Belongs to District Ghizer GB
Fida Ali Shah	Community Mobilizer	Masters in Mass Communication (MSC)	9 + years in social sector and community development - has worked for AKDN and currently working with MIED for the last years and facilitating MIED's community mobilization activities with Girls Power program in Chakwal - belongs to District Ghizer GB
Ms. Almeen Sheli	Community Mobilier	M. Sc. Eco	Has more than 4+ years in education and community mobilization. Working with MIED as CM for the last years - Belongs to Ghizer District

Mariam Bibi	Community Mobilizer	M. A.	More than 5 years in teaching and community mobilization Belongs to District Ghizer GB
Syed Akram Ali Shah	School Development Planning and Support Coordinator / SCM	M A	More than 25 years experience in development sector and Social Mobilization – Working with MIED for the last year Belongs to District Ghizer GB
Sher Zaman	Mananger Finance	MBA Finance	More than 12 years in Finance management
Hussain Shah	Senior Admin Officer MIED	M. Sc (Economics)	More than 10 years in management, public dealing, procurement, logistics and administration. Working with MIED since 2005 and belongs to District Ghizer GB
Mohammad Shakeel	Senior Community Mobilizer	MA	3 plus years
Mohammad Nazar Khan	Project Engineer	B. Tech /DAE	15 + years Experience
Fahimuddin	Site Engineer	DAE/B. Tech	One year Experience

## **K. System and Internal controls:**

### **Human Resources Management**

MIED has a separate Human Resource (HR) department which deals all HR related matters. MIED has HR policy and it is modified from time to time based on the recommendations from various assessments. The related policies like child rights policy, and sexual harassment policy are also part of HR. The policy is shared with all the MIED staff of MIED.

### **Financial Management System**

Financial Management and Transparency: MIED's financial management system as per various assessment is always on top. The updated and most recommended financial software "Quick Book Enterprise Edition" is used currently at MIED for its Financial management.

Currently, accounts of MIED are audited by a reputed firm of Chartered Accountants, H.A.M.D & CO Chartered Accountants Lahore – A Member Firm of McMillan Wood International Ltd - a QCR rated firms by ICAP.

### **Internal Audit**

At MIED there is a Coordinator for internal audit whose job is to review and do the internal control of all financial transactions in line with MIED's financial policy and financing agreements with various partner organizations. The internal audit is conducted on quarterly basis before submitting SOEs to donors.

### **Operational System (SOP etc.)**

The operational systems of MIED are well defined and are handled through Policy documents and Procedure manuals approved by the MIED Executive Committee. The following are key policy documents of MIED which are modified and enriched from time to time:

- MIED HR Policy Documents
- MIED Financial Policy Document
- MIED Administrative Policy Document
- MIED Procurement Policy document
- MIED Capacity Building Manuals
- MIED's Strategic Plan
- MIED Social Mobilization and Advocacy Manuals /strategy guidebook
- MIED SIP Manuals and Quality Education Framework

## **L. MIED's Progress at a Glance (2003 to 2016):**

### **2002 - 2003**

A group of committed and experienced education experts, led by Mr Abdul Jahan, came forward to aggregate their ideas to create an organisation that would work towards a vision where all children would have ready access to quality education.

The materialization of these ideas took around two years, and as a result 'Mountain Institute for Educational Development' was established as an education focused NGO for bringing about improvement in quality of education in Pakistan.

**2004:**

The determined and visionary founders of MIED stood before many local and international organizations to emphasize that all children should benefit from quality education, and that the provision of quality education requires a well integrated and holistic approach.

Thus, MIED initiated the implementation of 'School Improvement Programme' in 68 government-run schools in **Mansehra** district with the funding support from Plan Pakistan.

**2005:**

October 8<sup>th</sup>, 2005: one of the largest earthquakes to hit South Asia, caused over 70,000 people to die and thousands more to lose their homes. As MIED was based in Mansehra,

Just 40 km away from the epicentre of the earthquake, our staff was profoundly affected, but continued to work diligently to help dilute the sorrow that arose after the calamity.

We worked in **Dharyal tent village** providing Early Childhood Care & Development Centres and schools in the tents – a safe environment where children could come to play, learn and leave their worries behind.

MIED has been a vigilant contributor to 'Rescue, Relief and Educational Rehabilitation' processes in the unfortunate October 08, 2005 Earthquake calamity in the affected KPK and AJK regions. Our Educational Activities for IDPs in the camps were very effective in engaging children and their guardians in a systematic learning process.

In addition, our partnership with Plan Pakistan expanded to Punjab, and we started a project in **Chakwal** district, implementing SIP in 30 schools, and providing training to 800 teachers.

As an acknowledgement to MIED's significant contribution in earthquake response in Mansehra and Battagram districts of KPK, MIED has been awarded with 'Certificate of Appreciation' from **Pakistan Army**.



The **Community Learning Programme in Islamabad** was established: we started working in slum and urban areas of Islamabad providing Early Childhood Care and Development centres and a non-formal education programme.

**2006:**

A continuation and expansion of our earthquake response – the year saw us move from working in the tent villages back to supporting people moving home. We started to implement rehabilitation and reconstruction in 75 schools in **Seren and Konsh valleys** in Mansehra District in partnership with Plan Pakistan. We established 100 Early Childhood Care and Development Centres (ECCD) for children aged 3-6. We also provided psycho-social support to the students, staff and the communities.

Our earthquake response also expanded to a partnership with Care International; we implemented a 'School Emergency Preparedness through School Improvement' in **Battagram**, which incorporated disaster risk reduction as well as school improvement.

We implemented a **teachers training programme** in **Muzzafarabad** with 'Save the Children UK'.

The **SIP Mansehra** programme expanded to include a **Child Rights** component: through working with teachers, communities and students our aim was to ensure that children in this district were aware of and enjoying their rights.

**2007:**

Between July and December 2007 we partnered with UNICEF working in government schools that were affected by the earthquake in District **Muzafferabad**. This project has been extended until June 2008 in 75 schools.

Our work with Care International in **Battagram** expanded to include schools in **Allai**: our aim was to improve the quality of education in earthquake-affected schools in both areas, and provide support to teachers and students.

We implemented a **training of trainers** programme for the Education Department in **Peshawar** as part of Education for All - to build the capacity and knowledge of government master trainers.

### **2008:**

We worked in **27** earthquake-affected schools in **Balakot**. In partnership with Care International, we provided temporary shelters for schools that continued to take place in tents for a long time while keeping the children's link to their studies intact in absence of properly built schools, and we also provided professional support to the teachers.

### **2009:**

MIED expanded its funding base to other donor organisations and obtained a project on **School Improvement Program** from Pakistan Poverty Alleviation Fund (**PPAF**) in district Battagram. SIP intervention was initiated in 30 government schools and later on the number of schools were increased to 45 in the district.

### **2010:**

A rather energetic year for MIED, as our partnership with Plan Pakistan in **Chakwal** expanded to include 76 new schools.

MIED and Plan Pakistan as partners implemented SIP in govt. schools in district Chakwal since 2005 and ECCD Centers since, 2009.

### **District Ghizer:**

MIED started the School Improvement Program in district Ghizer of Gilgit-Baltistan with the funding support of PPAF in the year 2010. The project was aimed to implement school improvement program (SIP) with community involvement in 32 schools in the district.

Our work with communities in the district has yielded very promising results in support of improving the education system. PPAF and MIED combined their knowledge and expertise in the provision of quality education, child rights and gender awareness with an edge of their knowledge of the area and the needs there.

The project was initiated and implemented in two different types of schools; government schools and community managed schools.

### **District Mianwali:**

MIED's SIP interventions with PPAF commenced in 'District Mianwali' in 2009. By far, the outcomes of the SIP project in Mianwali stand as a prominent hallmark of our holistic approach successfully achieved through the support of our partner PPAF.

The changes that we brought included everything from School building Renovation & repair to provision of missing facilities from the classrooms till the playground and any other associated amenities.

### **2011:**

#### **District Ghotki:**

MIED's intervention in the sector of education in Pakistan proved to be effective and inspiring for not only to other donors but also for other organisations to undertake partnerships for the cause. In its endeavours to take forward the mission of improving quality of education MIED and FFC penned a partnership to implement our interventions in the schools of Ghotki in the year 2011.

### **2012:**

Girl Power Program (GPP) Chakwal was yet another innovative intervention for MIED to implement with the funding support from Plan International in Pakistan. This project aimed to provide education of Middle level to 1900 girls and young women, dropped out in their Primary level school education, through Fast-Track Learning Centres within two years. MIED established 56 learning centres in the district and enrolled more than 2200 girls for the purpose.

### **2013:**

#### **District Chitral:**

MIED expanded its School Improvement Program intervention in district Chitral in partnership with Pakistan Poverty Alleviation Fund (PPAF) and KfW. The project was implemented in 16 schools of three most deprived Union Councils of district Chitral. The project was focussed on teachers' capacity building, provision of furniture and missing facilities and repair & renovation of government schools.

Apart from its regular programs and projects MIED was also engaged in short term projects to cater services in capacity building and training of professionals involved in government education sector. Training to Practicum School Teachers in the province of KPK and Punjab was undertaken in the year 2013.

#### **Provision of Inclusive Education to Afghan Refugee Children:**

MIED implemented yet another project on Provision of Inclusive Education to Afghan Refugee Children in the Afghan refugee concentrated areas of district Mansehra, Mardan, Peshawar,

Mianwali, Karachi, Pishin and Quetta in the year 2013. The project was implemented involving the community and parents of Afghan refugee children that increased the enrolment and retention of Afghan children to a very high level.

This project was a joint venture of MIED, UNICEF and UNHCR.

**2014 - 2017 :**

- Lesson plan development for govt. schools in KPK
- Research study on Teaching Competencies in govt. schools in 6 Districts of KPK
- School improvement program and community mobilization continued in Community Managed Schools in District Ghizer GB
- Girls Power Program continued in 55 Community managed Learning Centers in Chakwal
- Community Mobilization for Community Physical Infrastructure (CPI) Projects in District Abbottabad of KPK in partnership with PPAF.
- MIED Girls College in District Ghizer GB (MIED College Phander)



### M.MIED's Beneficiary Table (2003 to 20016)

A Summary of MIED's effort to Initiation, Implementation and Institutionalization of Access to Quality Education for Underprivileged Children through School Improvement Program, Early Childhood Education and other initiatives in all Provinces of Pakistan including AJ&K and Gilgit-Baltistan:

PROGRAMMES	Results
School Improvement Program (Children Supported age 6 to 18))	209035
Early Childhood Education (Children supported age 3 - 6)	17415
Non- Formal Education (Out of School Children were provided opportunities to continue education)	6222
Curriculum & Lesson Plan Development	For all districts of KPK
Provision of Inclusive Education	20517
Community Leadership Development (Capacity Building of PTCs/SMCs/SCs/CO	17020
Community Infrastructure Development	10 projects
Internship for Fresh Graduates	634
Professional Development of Teachers on Quality Teaching and Learning	9221
Institutional Development of Local NGOs	10
Fast-Track Middle Education from out f school Girls through AIOU)	2300
Fast-Track Secondary Education for out of school girls through BISE Rawalpindi)	29023

## **N. References**

1. Murtaza Javed Abbasi, Deputy Speaker National Assembly Tel: Tel: 051 - 9221113, Cell: 0300 9111802 Email: [dy\\_speaker@na.gov.pk](mailto:dy_speaker@na.gov.pk) National Assembly of Pakistan Islamabad
2. Qazi Azmat Issa, CEO Pakistan Poverty Alleviation Fund (PPAF) Cell: 03005009902 Email: [qisa@ppaf.org.pk](mailto:qisa@ppaf.org.pk)
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District Ghizer Gilgit-Baltistan Tel: 05814-440236



**GOVERNMENT OF GILGIT-BALTISTAN  
OFFICE OF THE DEPUTY COMMISSIONER GHIZER**

No. Estt-1(70)/ 270  
Dated the 12<sup>th</sup> January, 2017

**LETTER OF APPRECIATION**

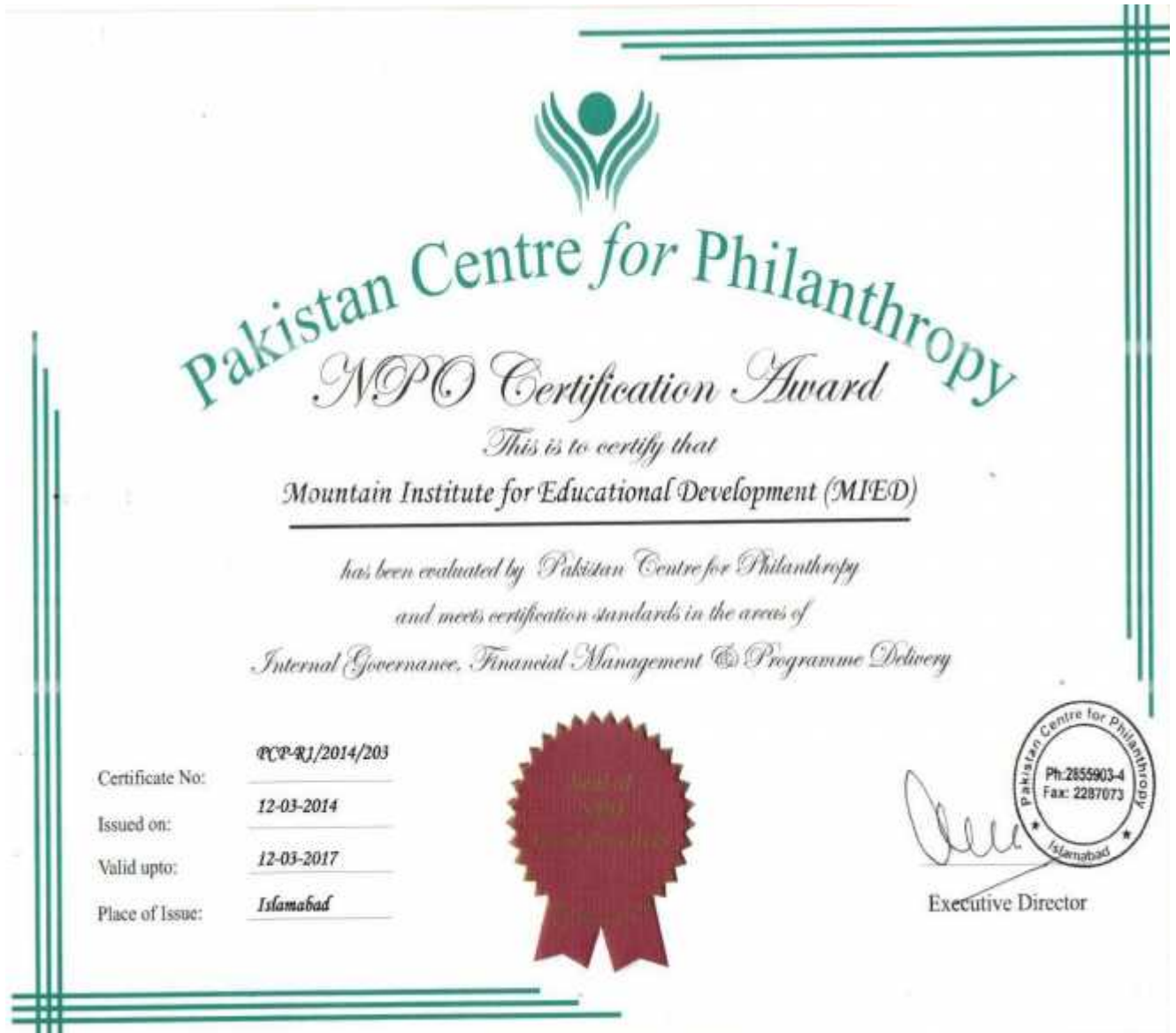
I am very pleased to acknowledge the services of the Mountain Institute for Educational Development (MIED) to promote the quality of **EDUCATION** in District Ghizer. MIED Pakistan initiated its quality education support with establishing Community Managed Early Childhood Care and Development (ECCD) Centers in Tehsil Phander in year 2003/4. In 2005, MIED established a Girls College in Phander based on the severe need of the young girls and their communities. In 2010, MIED with funding support from Pakistan Poverty Alleviation Fund (PPAF), expanded its support and started a comprehensive School Improvement Program (SIP) in 30 Schools (22 Govt. and 08 Community) and it is continued till today with its quality education support to community managed schools in the district.

The District Education Department and District Management is very happy with the work of MIED and we would continue our level best support to MIED to facilitate MIED's services in improving the quality of education in Gilgit-Baltistan in general and in District Ghizer in particular. We would also extend our gratitude to the donors particularly PPAF for its funding support for access to quality education to the poor children and their communities in the remote regions like District Ghizer. We wish that the funding support is continued for the existing schools and expanded to other schools as well.

**MIED's Girls College in Phander (the only College in the valley)** is providing quality college level education to around 120 girls who are enjoying the facility at their door steps since 2005. Before this college, the girls in Phander valley had no option except to be at home and opt for early marriages as like other remote districts in the county. **Well Done MIED!**

We acknowledge the outstanding work of MIED in District Ghizer and wish it all the best for future endeavors.

  
(MIR WAQAR AHMED)  
DEPUTY COMMISSIONER  
GHIZER  
DEPUTY COMMISSIONER  
GHIZER



A023883



SECURITIES AND EXCHANGE COMMISSION OF PAKISTAN

**LICENCE**

**UNDER SECTION 42 OF THE COMPANIES ORDINANCE, 1984**

Whereas it has been proved to the satisfaction of the Securities and Exchange Commission of Pakistan (the "Commission") that an association to be named as-

**MOUNTAIN INSTITUTE FOR EDUCATION & DEVELOPMENT  
(MIED)**

capable of being formed as a public company under the Companies Ordinance, 1984, is being formed with the primary object **"to establish, manage, maintain, own, administer, promote and subsidize educational institutions, computer literacy centres, schools, colleges, institutions for study and research, centres of learning, reading rooms, and other institutions for basic education, adult literacy, advanced studies and other educational fora with the permission of competent authority but not to act as a degree awarding institute"** and other objects contained in its Memorandum of Association and it intends to (a) apply its profits and income towards those objects and (b) prohibit the payment of any dividend or profit to its members.

2. Now, therefore, in pursuance of sub-section (1) of section 42 of the Companies Ordinance, 1984, the Commission is pleased to grant this licence to the said Association and direct that it may be registered as a public company with limited liability and not having a share capital without addition of the words "(Guarantee) Limited" to its name.

3. This licence is granted subject to the conditions as mentioned overleaf.

4. Given under my hand at Islamabad this 10<sup>th</sup> day of March, 2017.



(TAHIR AHMAD MOOD)  
COMMISSIONER (CCB-CLD)

License No. 1009