

# KATY ANÍS

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## **KEY AREAS OF EXPERTISE**

- Adult & Nonformal Education
- Literacy & Language Acquisition
- Training & Capacity Development
- Gender & Development Issues
- Community Development
- Project Management

## **EDUCATION**

M.A., International Training and Education & International Development Management  
American University, 1999

B.A. (with honors), Socio-cultural Anthropology & Second Language Acquisition  
University of California-Santa Cruz, 1996

Teaching Certificate, Teaching English to Speakers of Other Languages, Intl. TEFL Corporation, 2006

## **WORK EXPERIENCE:**

### ***Nonformal Education Specialist, PACT Ethiopia, 2006 -current***

- Spearheading initiative on the integration of ethnographic approach into curriculum design for literacy and numeracy projects (include delivering training, produce documentation and manual, etc).
- Spearheading initiative to forward education for pastoralists and nomads in Ethiopia, (including conducting of nationwide research study of successful education interventions for pastoralists and nomads and sponsoring of Pastoral Education Symposium).
- Produce documentation on project impact on the lives of beneficiaries for programs in the areas of: adult and nonformal education, alternative basic education, income generation and livelihoods, women's empowerment, reproductive health, HIV/AIDS, support to secondary school girls, peace and conflict resolution, and other areas.
- Conceptualize and design projects in the areas of alternative basic education, gender violence prevention, economic empowerment, health education, etc.

### ***Nonformal Education Evaluator, Development Alternatives, Inc, East Timor, Oct-Nov 2007***

- Conducted evaluation of literacy and numeracy projects in 7 districts of East Timor

### ***Technical Advisor, Save the Children Denmark-Ethiopia, 2007- current***

- Providing oversight and technical assistance to a nationwide research project on the prevalence of gender-based violence in primary and secondary schools across Ethiopia

### ***Nonformal Education Specialist, UNESCO, Ethiopia, February 2007***

- Carried out study and produced report on the *Ethiopia Country Profile in Nonformal and Basic Education* for inclusion in the *UNESCO Global Monitoring Report on Nonformal Education*.

### ***Nonformal Education Advisor, UNESCO, Ethiopia, September 2006***

- Served on steering committee and provided input and assistance to the development of the Adult and Nonformal Education policy for Ethiopia. Developed and delivered presentation on "Literacy Policy and Practice: A Country Comparison.

***Nonformal Education Specialist, Adult and Nonformal Education Association, Ethiopia, Aug 2006***

- Assisted Ethiopian NGO in the development of conceptual framework and proposal to develop the capacity of local education and training coalitions to provide and sustain nonformal education.

***Teacher Trainer, One Planet International School, Addis Ababa, Ethiopia, July 2006***

- Conducted pre-service and in-service training to teachers in various aspects of ensuring quality teaching and learning and creating an effective learning environment.

***Education Advisor, Nishanth Educational Trust, Chennai, India, June 2006***

- Conducted technical assistance in setting up a school that uses a “Full Circle Learning” approach with pre-school, primary age children, and disadvantaged youth.

***Literacy Program Coordinator, Learning for Life Project, Afghanistan International Rescue Committee, with Univ. of Massachusetts & Management Sciences for Health, Kabul, Afghanistan ( with frequent travel to 12 provinces), 2004- 2006***

- Responsible for implementation of the Learning for Life project, a health focused literacy and numeracy curriculum, with the objective of preparing rural Afghan women to become community health workers and community midwives. Ensured that the project adhered to principles of: accelerated learning, active learning, community participation, competency-based learning, and adult learning, and gender sensitivity.
- Responsible for designing and rolling out Learning for Life operations in 12 provinces of Afghanistan, reaching over 8600 women, and establishing around 390 classes. Managed a budget of \$3.1 million.
- Started up the project, including recruiting of staff, developing an implementation plan, creating the community mobilization action plan, developing the training system, training the staff, completely restructuring the budget, and building a functional operational system.
- Provided input to the design of instructional materials and project monitoring and evaluation.
- Oversaw the process of writing, competing and awarding \$1.28 million in grants to 7 local NGOs.
- Designed system for building the capacity of the local NGOs and provided management and technical support, as well as capacity building to these NGOs. Monitored their performance.
- Provided technical assistance and management oversight to all aspects of the project, including: nonformal education components, community mobilization, classroom pedagogy, security, human resources, logistics, institutional relationships, financial management, government relations and other areas.

***Founder and Executive Director***

***Chashmaye Nur Foundation, 2006- current***

- Founded a foundation that awards small grants and scholarships to promising individuals and organizations who make an impact on their surroundings. Awarded 7 grants in 2006. The organization is based in the U.S. and awards internationally. [www.chashmayenur.org](http://www.chashmayenur.org)

***Program Officer***

***Afghanistan Primary Education Program (USAID), Creative Associates International, Inc. Kabul, Afghanistan and Washington DC, 2003- 2004***

- Supported the effective implementation of the Accelerated Learning program, including: identifying implementation strategy, developing workplan, working collaboratively to identify new Afghan implementing organizations and NGOs, designing a system to track students through the program, maintaining and tracking data, coordinating distribution and procurement of student supplies, working to facilitate collaboration with the government, advising on various education-related issues, among many other responsibilities.
- Supported the effective implementation of the APEP project, including: developing the project proposal, assisting in start-up operations of field office, developing project workplan, monitoring

the budget, recruiting, fielding and orienting staff, putting in place personnel procedures, developing organizational systems, providing input to the development of monitoring and evaluation, preparing documentation on the project, designing expansion phase strategic plan and providing other ongoing management support to the project

- Developed human resources and managed staff development and training program for employees and NGO implementing partners.

***Activity Manager/ Acting Country Representative***

**Creative Associates International Inc. / Afghanistan Office**

**Kabul, Afghanistan, 2002**

- Supervised CAII Afghanistan Start-up office, including administration of finances, management of staff, monitoring of project activities, preparing for implementation of evacuation procedures, and liaising with government entities when serving as Acting Country Director.
- Served as main project liaison for management of “Sharing Perspectives on Curriculum Development in Afghanistan” conference. Tasks included: representing USAID and Creative Associates, developing activities for conference, negotiating needs of all stakeholders, facilitating the development of consensus, identifying relevant NGO representatives, hiring, training, and managing all conference staff, developing graphic print and design materials, overseeing facilities, procurement, and finances.

***Education Program Associate***

**Basic Education and Policy Support Activity (USAID-funded project)**

**Creative Associates International, Inc.**

**Washington, DC-based -with in-country travel for projects, 2000-2003**

- Provided program management and support, education technical assistance, research and publication development, knowledge and information management, and event management for a variety of project initiatives including: Language of Instruction Policy Database, Sharing Perspectives on Curriculum Development Conference (*conducted in Afghanistan*), Africa Basic Education Exchange Conference (*conducted in Ethiopia*) Education to Combat Abusive Child Labor, Assistance to Higher, Minority and Bilingual Education in Macedonia, El Salvador Social Marketing on Early Child Development, Documentation of the First Hemispheric Indigenous & Bilingual Education Conference, Support to the Uganda Education System, Research on Support for Basic Education, Somalia Education Sector Assessment, Burundi Youth Reintegration, Centers for Teaching Excellence in Latin America, Global Human Capacity Development Conference, among others.
- Contributed to the research, survey instrument development, data and statistical analysis, writing, graphic design, website construction, and database building for a number of publications, websites, CDs and other products (see publications section).

***Participatory Research Consultant***

**GroundWork, Inc., Washington, DC, 1999-2001**

- Organized workshops on Participatory Research and Action methodology.
- Coordinated field visits to conduct Participatory Research and Action with immigrant youth in the Washington, D.C. area.
- Designed and managed website for GroundWork, Inc.

***Adult Outreach Education / Research Analyst***

**World Bank -Education Advisory Service, Washington, DC, 1998-2000**

- Supported the Adult Outreach Education Thematic Group, including the sponsoring events on Grassroots Libraries, the Cost-Effectiveness of Literacy Programs, and Alternative Literacy Methodologies.

- Helped to coordinate and strategically position the International Literacy Network and the celebration of International Literacy Day to elevate public support for literacy.
- Researched and responded to thousands of education-related questions from World Bank project staff.
- Developed over 150 resource guides on international education issues (see publications section). Provided significant contributions to the World Bank's Education Knowledge Management System and conducted outreach on utilizing the system. Assisted with quantitative evaluation of the Education Advisory Service.

### ***Gender Consultant***

#### **Global Vision, Silver Spring, MD, 1998-1999**

- Performed global, cross-sectoral review and analysis of existing international literature on men, their behavior, and their impact on women and children.
- Produced a synthesis of the research, *The Effects of the Presence and Absence of Fathers*.
- Created graphic design and layout for conference display on fatherhood.

### ***Resource Developer for Higher Education***

#### **United Negro College Fund, Fairfax, VA, 1998**

- Coordinated writing of various sections of a \$21 million proposal to fund the South African Tertiary Linkages Project. (Project awarded).
- Worked with Historically Black Colleges and Universities to document and highlight institutional capabilities.
- Supervised proposal production staff.

### ***Girls' Education Consultant***

#### **International Institute of Research, Arlington, VA, 1997**

- Researched and compiled international primary source literature on strategies for girls' education.
- Categorized and codified documents into database for use in literature and resource development.

### ***School-to-Work/ Service Learning Research Intern***

#### **Academy for Educational Development, Washington, DC, 1997**

- Sought out potential funders and grantmakers.
- Researched and wrote articles on school-to-work issues.
- Synthesized evaluations of US school-to-work programs for annual report to Congress.
- Developed database of over 1200 resources on the US School-to-Work Initiative.

### ***Nonformal Education Trainer/Institutional Advisor***

#### **Volunteer, Washington DC area, 1996-2002**

- Designed curriculum, organized sessions and facilitated training courses for community groups on various topics including: institutional development, local governance, English as Second Language in the context of spiritual development, applying spiritual principles to daily living, among other topics.

### ***Writer /Researcher on History and Literature***

#### **Rymel Multimedia, Rancho Palos Verdes, CA, 1996**

- Researched and wrote biographies for use in educational CD-ROMs for secondary schools, including *Biography of a Contemporary Author: Zora Neale Hurston* and *Biography of a Contemporary Author: Gary Soto*.
- Prepared *A Historical Timeline of Latin America: 1800-present*, which documented history, politics, the arts, culture and other aspects of life in Latin America for use in educational CD-ROMs.
- Performed fact-checking of educational text developed on various topics in American literature.

### ***Second Language Acquisition Research Assistant & Teaching Assistant***

#### **University of California Santa Cruz Psychology Department, Santa Cruz, CA, 1996**

- Recruited participants, conducted experiments, analyzed data for an experiment on the Role of Phonology in Second Language Reading Comprehension.
- Facilitated classroom discussions on Second Language Acquisition
- Observed and evaluated students' academic performance.
- Monitored students in field placements.

#### ***Community Outreach Worker***

##### **Migrant Communities in Watsonville, CA, 1996**

- Facilitated awareness-raising dialogues with migrant agricultural workers from Mexico.

#### ***English as a Second Language Instructor***

##### **Writing Department, University of California-Santa Cruz, Santa Cruz, CA, 1993-96**

##### **International Education Systems, Koreatown, CA, 1994-96**

##### **Berlitz Language School, Torrance, CA, 1994-95**

##### **Fisk Language School, Tanabi, Brazil, 1992**

##### **Private Tutoring in ESL, 1990-1998**

- Instructed English reading, writing, listening and conversation to adults and children in various locations.
- Taught courses on American Culture and Life to Brazilian elementary school teachers.
- Facilitated writing groups to develop the writing skills of at-risk students.
- Tutored college students in writing skills and taught courses in English grammar.

#### ***Rural Community Development Assistant***

##### **Rural Communities around Brasilia, Brazil, 1992**

- Visited families in rural areas. Assisted with educational classes. Collated resource materials. Mounted public information campaign.

### **SELECTED PUBLICATIONS**

- *UNESCO Global Monitoring Report on Nonformal Education: Ethiopia Country Profile in Nonformal and Basic Education 2008*, UNESCO, 2007.
- *Deconstructing Literacy, Numeracy and Ethnography: Learning for Empowerment Applied to Curriculum Development in the Ethiopian Context*, Pact Ethiopia, 2007.
- *Savings-Led Literacy Makes a Difference in the Lives of Women in Ethiopia*, Pact Ethiopia, 2007.
- *Education for Pastoralists: Flexible Models, Workable Approaches*, Pact Ethiopia, 2007.
- *Creativity Unleashed: Ethiopian Youth Innovate Strategies to Engage Communities in Enhancing Reproductive Health*, Pact Ethiopia, 2007.
- *M-ARCH: Muslim Agencies Recharging Capacity Against HIV/AIDS*, Pact Ethiopia, 2007.
- *A Collection of GEMs: Stories of the Lives of Participants in the Girls' Empowerment and Management Project*. Pact Ethiopia, 2007.
- *TEACH Reaching the Unreached: Lives Change in South Omo Zone*. Pact Ethiopia, 2007.
- *Layers of Access, Layers of Learning: Literacy and Second Acquisition*, 2006
- *The Human Being: Literacy over the Lifespan*, 2006.
- *Literacy Policy and Practice: A Country Comparison*, 2006.
- *Stories from the Field: The Impact of Learning for Life Classes on Women in Afghanistan*, 2006.
- *Stories from Afghanistan: Sar-Sarak ba Nazar Jan*, 2006.
- *Considerations on Curriculum Development and Training*, 2006.
- *Sharing Perspectives on Curriculum Development in Afghanistan*. With MaryFaith Mount-Cors and Eileen St. George. Creative Associates International, Inc., 2003.
- *USAID: Progress in Education, 2000-2001*. With USAID team. (publication and two CDs). USAID, 2002.
- *Supporting Basic Education in Developing Countries: Perspectives from the Private Sector and Policy Stakeholders*. With Rachel Fineberg. Creative Associates International, Inc., 2002.

- *The Fourth Pillar: A Resource Guide for Education in Crisis Situations.* With Bill Harwood. Basic Education and Policy Support Activity, Creative Associates International, Inc./CARE, 2001.
- *The Effects of the Presence and Absence of Fathers.* Global Vision, 1998. (A global, cross-sectoral study of men and their impact on women and children)
- *Involving Community-Based Organizations in School-to-Work.* School-to-Work Project, Academy for Educational Development, 1998.
- *Teacher Internships.* School-to-Work Project, Academy for Educational Development, 1998.
- Educational CD-ROM text for Rymel Multimedia Educational Publishing:
- *Historical Timeline of Latin America: 1800-present*
- *Biography of a Contemporary Author: Zora Neale Hurston*
- *Biography of a Contemporary Author: Gary Soto*

Over 150 World Bank Education Resource Guides on various topics, including:

<i>Local Language Use</i>	<i>Community Participation in Education</i>
<i>Language and Policy</i>	<i>AIDS and Education</i>
<i>Grassroots Libraries</i>	<i>Environmental Education</i>
<i>Overview of Adult Basic Education</i>	<i>School Construction</i>
<i>Islamic Education</i>	<i>Education For All</i>
<i>Literacy and Technology</i>	<i>Teacher Pay and Incentives</i>
<i>Out-of-School Children and Youth</i>	<i>Teachers and Unions</i>
<i>Education for Refugees</i>	<i>Education Statistics Sources</i>

### **MEMBERSHIP ORGANIZATIONS**

Adult and Nonformal Education Association in Ethiopia

### **TECHNOLOGY SKILLS**

Web Design and Management, Graphic Design & Layout, Database Design

Programs: HTML; MS Office; Front Page; Photoshop; Pagemaker, FoxPro, Acrobat Full Version

### **LANGUAGES**

Farsi/Dari (orally fluent, 3<sup>rd</sup> grade level literacy)

Portuguese (fluent)

Spanish (fluent)

Hindi (beginning, basic literacy)

Amharic (beginning)

French (reading)

Esperanto (conversationally proficient)

### **COUNTRY EXPERIENCE**

Afghanistan

Ethiopia

Brazil

India

East Timor

Botswana

Oman

South Africa

### **CITIZENSHIP**

United States citizen

Note: I have been granted full security clearance status from the United States government.

## **TRAINING**

I have led, facilitated and participated in an innumerable amount of trainings and workshops. However, among the most noteworthy are:

- Learning for Empowerment through Training in Ethnographic Research, 2006.
- Development of the Ethiopia HIV/AIDS Education Sector Policy, 2006.
- National Adult & Nonformal Education Strategy For Ethiopia Consultative Workshop, 2006
- Development of Learner-Generated Literacy Materials, 2006.
- Strengthening Numeracy within Nonformal Education Projects: Creating Engaging, Relevant Learning Activities around Numeracy, 2005
- Understanding and Implementing a Multi-grade Curriculum, 2005.
- Understanding Competency-Based Learning: Linking Feedback from Monitoring with Curriculum Development and Revision, 2005.
- Understanding and Implementing Active Learning in Nonformal Education Projects, 2004.
- Implementing Participatory Research and Action, 2001.