



Biography: Hafs Mahmoud Hassan Abu Mallouh

Summary of experience and qualifications:

- Systems and policy reform consultant
- Strategic planning and public policy analysis consultant
- Expert in monitoring, evaluation and results-oriented management systems.
- A consultant, human resources expert, and certified trainer in many areas of human resources development
- Certified quality consultant and evaluator for the development model of institutional performance and organizational culture.
- Educational consultant and educational systems development expert

Professional biography:

- Senior Advisor and Team Lead of the Policy Reform and Systems Support Team in the Technical Support Program for the Education and Youth Sectors in Jordan (TAP) funded by the USAID in Creative Associates International **(2023–2020)**
- Educational Advisor, Office of His Excellency the Minister of Education / Ministry of Education, Jordan 2020–2021
- Director of Professional Development Policies / Ministry of Education, Jordan – **2016** **.(2020)**
- Acting Director of Monitoring, Evaluation and Quality Control / Ministry of Education Jordan **(2018–2017)**
- –Head of the School and Directorate Development Department **(2013–2016)**
- Educational Supervisor **(2006 – 2013)**
- Teacher **(1996 – 2006)**
- Member of the General Authority of Evaluators of the Queen Rania Al Abdullah Award for Educational Excellence
- Member of the General Authority of Evaluators of the European Excellence Model (EFQM)
- Member of the specialized technical committees to arbitrate training materials in the management of the Educational Training Center

- Member of the Central Committee of the Teachers Syndicate / Jordan, first session

Practical experiences:

strategic planning and policies:

- Leading the team building the executive program for the National Youth Strategy and the institutional plan of the Ministry of Youth(2021–2025)
- Participation in building the national education strategy in Jordan(2018–2025)
- Building a teacher policy framework, designing a career path, and a teacher licensing system in Jordan
- Building a national plan for remedial interventions to respond to educational loss for the benefit of the Ministry of Education in accordance with best practices(2025–2022)
- Leading the teacher’s professional path project in the Ministry of Education – Jordan
- Designing a professional development and accreditation policy for the Ministry of Education in Jordan
- Designing a methodology and tools for teacher performance management and promotion.
- Participate in building a strategy for information and communications technology (ICT) in education in Jordan.
- Design, implement and analyze a number of educational policy studies.
- Building and arbitrating technical agreements and terms of reference between the Ministry of Education and the donors.

The field of monitoring and evaluation:

- Supervising the establishment of the Monitoring and Evaluation Unit in the Ministry of Youth in the Hashemite Kingdom of Jordan (2021 - 2023). This included the unit’s mandate and structure, the monitoring and evaluation system, the monitoring framework and tools, the capacity building program, building job descriptions, and selecting employees.
- Supervising the building of standard methodologies and capabilities, building the monitoring and evaluation framework, indicator cards, and monitoring and evaluation tools for monitoring, evaluation, and quality assurance for the Directorate of Monitoring, Evaluation, and Quality Assurance in the Ministry of Education.
- Supervising the automation of the monitoring and evaluation system in the Ministry of Youth and automating the education quality dashboard in the Ministry of Education.
- Building a performance measurement framework and key performance indicators for the human resources component of the Ministry of Education’s strategy.
- Preparing periodic performance indicators reports for the strategic plan of the Ministry of Education
- Participate in discussing and arbitrating the country’s situation report in Jordan.
- Participate in preparing reports on the priorities of the Jordanian government and the Renaissance Project for the human resources component of the education strategy.
- Participation in preparing the sustainable development report for the SDGs fourth goal of the United Nations and UNESCO for the education sector.

- Design and prepare M&E studies for development projects and programs implemented in professional development.
- Training the policy team at the Ministry of Education in Qatar on the educational policy program through the Arab Training Center.:

The field of institutional performance and system support

- Providing advice to establish the institutional performance development unit of the Ministries of Youth and Education in accordance with best practices.
- Providing consultation to build a governance guide for the Ministry of Youth.
- Supervising the process reengineering project and simplifying procedures for the Ministry of Education in Jordan 2022 – 2023.
- Supervising the project to build the organizational guide for the Ministry of Youth in Jordan.
- Supervising the evaluation of the institutional performance of the Ministry of Youth in Jordan for the purposes of the institutional performance model.
- Supervising the construction of methodologies, standard procedures and services for the Ministry of Youth
- Certified assessor based on the European Excellence Model (EFQM)
- Supervising the school and directorate development project and participating in building standards and indicators for the school and the effective education directorate
- Leading a team to evaluate the financial systems of the Ministries of Education and Youth in the areas of results-oriented budgeting, expenditure tracking systems, and inventory management.
- Building school governance documents and internal regulations for Al Ramz Schools Company / under establishment 2021
- Building a competency framework and evaluation tools in cooperation with the Joint Efforts Foundation for Al-Kifah International Schools Group / Saudi Arabia 2

The field of capacity building, human resources development and educational leadership:

- Expert in educational leadership programs in the management of the Educational Training Center in Jordan and the Osool Foundation for Training and Consulting.
- Certified trainer of trainers with the Ministry of Education, Osool Foundation for Studies and Consultations, and the Arab Center for Educational Training in the Gulf States – Arab Education Bureau.
- Building the general framework for the professional development curriculum in the Ministry of Education / Jordan

- Building training packages and training on a wide range of educational training programs in Jordan and the Arab Gulf countries (Qatar, the United Arab Emirates, Kuwait, Bahrain, the Sultanate of Oman) and programs (educational policies, the learning school, educational measurement and evaluation, realistic and formative evaluation, building tests, environments Motivating learning, behavior modification, building educational outcomes, individualizing education, integrating technology, integrating values into public education curricula, moral leadership, educational leadership, auditing educational institutions, accrediting and licensing educational institutions)
- Building training bags and training on a wide range of human development programs in Jordan and the countries of the region in various institutions such as the Jordan Islamic Bank, Oman Water and Electricity, the Ministry of Human Resources Development in the Republic of Sudan, and others such as (training of trainers, change management, results-oriented management, project management, follow-up and evaluation Educational indicators, presentation skills, measuring the return on training (ROI), building work teams, strategic planning, institutional performance management, employee performance management, institutional communication)
- Building and implementing distance training packages in cooperation with the Arab Center for Educational Training in the Gulf States and Osool Company (educational leadership, educational policies and response to sustainable development, preparation for professional licenses).
- Building a reference framework for distance training in the Arab Gulf countries in cooperation with the Arab Center for Educational Training in the Arab Gulf countries (under publication)

measurement and evaluation:

- Leading a team to build professional competency frameworks for Ministry of Education employees to select employees and career paths.
- Leading the educational jobs question bank project / Jordan Civil Service Commission
- Leading a project to build a question bank and multiple assessment tools for professional tracks in the Ministry of Education
- Participate in preparing for international study tests (TIMSS and PIZA)
- Participate in preparing national tests to control the quality of education
- Building question batteries for new teachers' tests
- Building question batteries for educational license tests
- Building tests for specialized educational supervisors and pedagogy
- Participate in the evaluation processes of distinguished teachers in writing and in the field

- Participation in the management of correction centers for general secondary schools in Islamic sciences and culture
- Supervising the construction and implementation of national tests for the ninth and sixth grades in the Hashemite Kingdom of Jordan

Publications:

- Reference framework for distance training in the Gulf countries – Arab Center for Educational Training in the Gulf States – Qatar
- Education in the Holy Quran – Educator Academy.
- Methods of prophetic education – training bag / educator academy
- Educational sciences from an Islamic perspective.
- Educational leadership training program
- Training program for new teachers
- Breeders’ standards/Saudi Breeders Academy.

Scientific contributions:

- Presenting a discussion paper on teacher policies at the CIES Washington 2022 conference
- Providing workshops at the Educational Policy Camp held by the Arab Center for Educational Training for the Gulf States on digital transformation policies for the Gulf States (2020)
- Providing a presentation on the study of teachers and teacher policies at the UKFIAT/2019 conference, which was held at the University of Oxford in the United Kingdom.
- Presenting a working paper at the SOTA 2019 conference, which was held in Rabat in partnership with the United States Agency (USAID), on the reading and arithmetic initiative for the early grades in the region.
- Presenting a working paper at a conference at the CIES 2017 conference held in Atlanta, the United States, on the (LQAS) methodology in monitoring and evaluation.
- Participation in the Teachers’ Skills Conference / Queen Rania Academy for Teacher Training 2018
- Participation in the Education Reform Conference in Jordan 2015, professional development axis (teacher qualification/development of educational supervision)
- Participation in the ISESCO Qur’anic Forum for Teaching the Holy Qur’an 2014

Educational consultation:

- Building educational standards for the educator project / educator academy – Saudi Arabia.
- Participating in implementing a number of studies and consultations, such as a study assessing the training needs of Jordanian teachers and the impact of the distinguished teacher.
- Participate with international experts in building professional standards for leaders in Jordan
- Leading a project to build professional standards for the teacher profession and for detective teachers in Jordan.
- Participated in building the general framework for the advanced level leadership diploma with the Queen Rania Academy
- Participate in developing the educational supervision document and developing the roles of educational supervisors
- Participate in preparing mandate document for the management of the Educational Training Center
- Participate in building the corporate communication strategy and training guide for corporate communication
- Participation in developing the standards for the distinguished teacher – Queen Rania Al Abdullah Award Association
- Participation in judging the general products of Islamic education curricula
- Participation in experimenting with curricula for Islamic education

Qualifications

- Master's degree in Fundamentals of Religion / Noble Hadith with a very good grade, 1999, University of Jordan
- Diploma in Educational Qualification with a very good grade, 1998, University of Jordan
- Bachelor's degree in Fundamentals of Religion, with excellent grade, 1996, University of Jordan

professional development certificates

- Monitoring& evaluation systems (CLA) / (USAID).
- Monitoring, Evaluation and Performance Indicators Course/World Bank and European Evaluators Club
- Monitoring, Evaluation /The World Bank and the National Center for Human Resources Development
- Capacity building course for Queen Rania Award for Distinguished Teacher evaluators
- Impact transfer assessment course in government institutions/Ministry of Planning and International Cooperation
- Total Quality Management (ISO)
- Educational measurement and evaluation course/Ministry of Education
- Authentic assessment course/Ministry of Education
- E-learning course / flipped classroom strategy / 2020, UNESCO Beirut Office.
- Training of trainers against extremism and violence / 2016
- Change Leadership and Project Design Course/USAID
- Trainer of Trainers Course/Canadian Development Agency 2015 (CIDA)
- Educational Leadership Course/Canadian Development Agency (CIDA) 2014
- Supportive Learning Environments Leadership Course, USAID, 2014
- Professional growth model course for employing leadership standards and professional growth standards, 2014
- Monitoring and evaluation course / (WORLD EDUCATION) 2013 AD
- School and Directorate-Based Development Course (SJE) in cooperation with the Canadian Development Agency, 2012
- Distance e-learning course (On Line Training) / World Bank 2009
- Scout Unit Leader Course (Wooden Badge)/Ministry of Education 2002
- Course on developing education towards a knowledge economy, 1996/Ministry of Education – Jordan
- Course on the use of technology in education (Intel), 2006, Ministry of Education – Jordan
- Adult Education Course/DVV German Association for Adult Education/
- International Computer Leadership Course (ICDL)/2003, Ministry of Education – Jordan
- Human Rights Course/2010 Right to Know, National Center for Human Rights in cooperation with UNESCO

<ul style="list-style-type: none"> – Qur’anic Ijaza Course/2005 AD, Society for the Preservation of the Holy Qur’an/Jordan
<ul style="list-style-type: none"> – Other competencies: – Mastering conversation in English – Use of computers and modern learning software – Work in a team and handle work pressure
<p>Current Position:</p> <p>Research and Planning Consultant–National Planning Council–Qatar</p>