

GEORGE GORDON CLARK

9-11 Seafield Terrace
 Portsoy, Banff
 AB45 2QB
 United Kingdom
 Tel: (+44) (0)1261 843950
 E-Mail: clark@srds.co.uk

PERSONAL DETAILS

Date of Birth 20 January 1949
 Nationality British
 Marital Status Single



EDUCATION AND QUALIFICATIONS

1959-67	Scottish Certificate of Education, 8 "O" levels and 6 Highers	Banffshire, Scotland
1967-71	B.Sc. (Hons 2:2) Zoology	Aberdeen University
1971-72	Certificate of Education with merit in the practice of Teaching	Aberdeen College of Education
1979-80	M.Sc. Agricultural Extension	University of Reading
1985-86	M.A. Education (Independent Study)	University of Sussex

SYNOPSIS

Disciplines: Social Development, Training of Trainers, Agricultural Extension, Education Planning and Management; Curriculum Development; Examinations; Teacher Training; Science/Biology

Process Skills: Programme and project planning, implementation, monitoring & evaluation, workshop facilitation, plain language authoring, materials production; website design

Overseas Experience: Jamaica (2yr), Zambia (3yr), Sudan (4yr), Belize (4.5yr), Lesotho (3yr), Tanzania (various)

WORK EXPERIENCE

1998-2004 – United Kingdom Based

Co-founded the *Caledonia Centre for Social Development* (a charitable company limited by guarantee) and am presently its Convenor. It enables international information exchange and provides technical support to social development projects. Website = www.caledonia.org.uk. We also designed a land programme with a focus on social land ownership. See Websites at = www.caledonia.org.uk/land, www.caledonia.org.uk/socialland , www.caledonia.org.uk/commonweal and www.whoownsscotland.org.uk

Established and am owner/ manager of *Seafield Research and Development Services*. This is a sole trading company which supports training and materials production for social development. It also offers a plain language authoring service. Website = www.srds.co.uk

Completed work as of December 2004:

- *People and Trees* and *People and Trees* – plain language guides to Tanzania’s National Forest Programme and its National Beekeeping Programme (August 2004)
http://www.hakikazi.org/plain_language1.htm
- Plain language author of "*The Shorter ASDP - an abridged version of Tanzania’s Agricultural Sector Development Programme – framework and process document*" 2004
- Plain language advisor to the AMANI Early Childhood Development Programme. 2004. (Tanzania)
- Editing, design and layout for "*Scottish Country Dancing – Jubilee Book 1929-2004*". With the Banffshire Branch of the Royal Scottish Country Dance Society. Part funded by Banff and Buchan Arts Forum.
- Co-author (with Roger Goodyear) of "*Scottish Traditional Boat Festival – Visitor Survey of the 11th Festival*". 2004 Funded by Event Scotland. <http://www.thebpl.co.uk/stbf2005/survey.htm>
- Co-author (with Roger Goodyear) of "*Scottish Traditional Boat Festival – the family festival – souvenir programme*". 2004. Funded by Event Scotland.
- Advisor on the production of "*The Poverty Reduction Strategy (PRS) Reference Manual - Information for mainstreaming Decent Work into national poverty strategies - For ILO staff and constituents.*" 2004. Funded by ILO.
- *Tackling vulnerability – approaches to well-being* – a plain language guide to the The Tanzania Participatory Poverty Assessment Report (with Hakikazi Catalyst)
- *No more broken promises?* - a plain language guide to the Millenium Development Goals – funded and presently being processed by UNDP. <http://www.srds.co.uk/mdg/>
- *Auditing Poverty in Tanzania – a joint approach at local government level* – a plain language guide to outputs from the Urban Authorities Partnership Project. (with an online Training Compendium) <http://www.srds.co.uk/uapp2/>
- With a joint team from Scottish Participatory Initiatives and the Caledonia Centre for Social Development, researched and wrote *Community Development in the Cairngorms* Volumes 1 and 2 plus CD Rom (November 2003). <http://www.cairngormscommunities.org.uk/>
- With a consultancy team led by Hakikazi Catalyst, researched and wrote, *Tanzania NGO Policy Forum – towards a protocol for engagement in the policy process* (Dec 2002)
<http://www.hakikazi.org/ngopf/>
- Helped design and deliver a *Dialogue for Change – Popularising policy and influencing change through action research, advocacy and creative communication* (August 2002) Bagamoyo, Tanzania <http://www.hakikazi.org/papers01/>

- Supervised the translation, design and printing of Tanzania's *Household Budget Survey 2000/01* (July 2002) – Key Findings (28 pages), Full Report (188 pages) (Working with Oxford Policy Management)
- Helped design and deliver capacity building workshops for the Zanzibar Poverty Reduction Plan – Popularisation Task Force. (Funded variously by DFID, UNDP and the Tanzania Government)
- Plain-language author (working mainly with Hakikazi Catalyst (a Tanzanian CSO)) of
 - *Measuring Poverty Reduction – Understanding Tanzania's Poverty Monitoring System* (August 2002) <http://www.hakikazi.org/pmmp/>
 - *Bouncing Back – some grass roots responses to the PRSP* (August 2002) <http://www.hakikazi.org/dialogue.htm>
 - *Zanzibar without Poverty* (March 2002) www.hakikazi.org/zwp;
 - *First Progress Report on Tanzania without Poverty* (Jan 2002) www.hakikazi.org/eng2;
 - *Tanzania without Poverty* (May 2001) www.hakikazi.org/eng and www.hakikazi.org/tbu) - Plain language guide to Tanzania's PRSP - 250,000 copies of this booklet were produced and 2 million copies of the accompanying posters.
- Management Consultant/Mentor to Hakikazi Catalyst a Tanzanian Civil Society Organisation (CSO) providing information, training and support to other CSOs. (see www.hakikazi.org)
- Workshop Facilitation (Visioning) for the Henry George Foundation (London)
- Education and Training Advisor to the ACCESS (Advancing Community Capacity for Enterprise, Sustainability and Support) project of the Banffshire Partnership (EU Objective 3 Funded)
- Special Advisor to the Community Land Action Group (and Network) - Scotland
- Special Advisor to the Scottish Land Reform Convention (see www.srds.co.uk/slrc)
- Special Advisor to Land Reform Scotland (www.scotland.org)
- Workshop facilitation for the Eigg Land Reform Forum (West Coast of Scotland)
- Special Advisor to the Aberdeenshire (Community Economic Development) Co-ordinators' Forum which comprises 14 paid social development workers.
- Helped with the design, research and writing of *Plain Sailing – visitor survey findings from the 8th Scottish Traditional Boat Festival* (August 2001) (see www.scottishtraditionalboatfestival.co.uk)
- Researched and wrote '*The use of Highland Council Grants in support of Out of School Care Clubs*' for the Federation of Out of School Care in the Highlands (of Scotland)
- Researched and wrote "*The North East Community Web Collective - Development Plan*". The collective, which was funded by ERDF, aims to bring ICT within easy reach of rural communities.
- Active member of Portsoy and District Ltd (PDL). This is a local, community-led organisation that enables community groups to design, implement and evaluate social and economic development projects. I facilitated a series of strategic and action planning sessions. I was actively involved in establishing and developing the community-led Banffshire Partnership Ltd - a Local Agenda 21 initiative. Website = www.banffshirepartners.co.uk
- With David Reid, researched and wrote "*CSV's REAP - an External Evaluation of Community Service Volunteer's Rural Environmental Action Plan.*"
- Co-wrote *The Short Course in Out of School Care* (Training Manual and Tutor's Guide) for the Federation of Out of School Care in the Highlands (of Scotland). Website = www.ooscfed.org.uk
- Designed and delivered a Training of Trainers course associated with the above Short Course. Website = www.srds.ndirect.co.uk/tot

1995 - 1998: Kingdom of Lesotho

Employer: UK Government, Department for International Development	Duties: Education Management Advisor
--	---

I was part of a three person team forming the Secondary Education Support Project (SESP). The project built and provisioned District Resource Centres and trained Area Management Advisers to supplement the work of pre-existing Subject Advisers and support staff. My main responsibilities within the team were for the provisioning and establishment of Resource Centre Libraries and for the in-house training of both professional and ancillary staff.

I was also involved with writing/editing the regulations to accompany the new Education Act; the DFID funded *Remote Highland Schools Consultancy*; negotiating/editing the *Promoting a Reading Culture* project document with the National Library Service; the revision of the English and Science Curricula for Secondary Schools; the computerised automation of the National Teacher Training College Library; trialling the Commonwealth Secretariat materials for the in-service training of School Inspectors; and tutoring 26 people studying for their Masters degree with the University of Bath.

I participated in two DFID Southern Africa regional workshops concerned with Improving Project Performance, and attended a DFID training course on the preparation and use of Project Logical Frameworks.

Personal: Wrote a series of 'Words of Faith' articles for local newspaper (www.srds.freeserve.co.uk). Four local music cassettes to market. Played in two local bands. Organised the Maseru Folk Club. Conducted a visioning workshop for forty nuns.

1992 - 1995: United Kingdom

Employer: CfBT Grampian Regional Council University of Bristol	Duties: Project Design Consultancy Conduct Seminar
---	---

Consultancy Proposal to Design a Programme for the improvement of Science and Mathematics Teaching at the Primary and Preparatory Stages in Oman. November 1993. Employed by the Centre for British Teachers.

Comment Paper on "Learning for Life: a National Strategy for Environmental Education in Scotland". May 1993. Commissioned by Grampian Regional Council Education Department for presentation to the Education Committee.

The Nature and Evolution of the Primary Curriculum in Scotland. July 1992. Seminar for overseas students at the University of Bristol.

Personal: Played in local band - Edinburgh Festival Fringe two years running. One local music cassette to market.

1988 - 1992: Belize

Employer: UK Government, Overseas Development Administration, Technical Cooperation Department	Duties: 1. Educational Planning/Management Advisor 2. Curriculum Consultant
---	---

My Terms of Reference expanded during this contract. I began developing curricula for lower secondary Science and Maths but this expanded to include English, Social Studies, Home Room, the Creative Arts and the development of a Secondary Curriculum Policy to guide and contain the innovations. This involved the participation of Principals and teacher panels and there was a high level of takeup of the new materials which included tests, and analyses of their results on a national scale. I managed an associated programme of in-service training and another for school library development.

My involvement with the University College of Belize (UCB) began with funding and helping to plan the Association of Tertiary Level Institutions of Belize's (ATLIB) Curriculum Review and Development Programme. My initial involvement was to ensure that the ongoing Secondary School innovations were dealt with adequately in the secondary teacher training programme at UCB. This led to considerable involvement with the UCB five year planning exercise in partnership with a Unesco consultant.

With the Chief Education Officer and the Principal of the Teachers' College I helped manage the Ministry of Education's five year planning exercise. This involved organising and implementing a series of professional staff conferences aimed at making the planning process participatory. This was later linked to the Belize Primary Education Development (BPED) Project which was jointly funded by the Government of Belize, ODA and the World Bank. I worked on those parts of BPED concerned with curriculum development, materials production, teacher training and the creation of an Assessment and Evaluation Unit.

Personal: Assist the now Governor General in organising the first two Annual Conferences for Culture and the Creative Arts. Business Manager for the Belize Choral Society. Play in local band. Three local music cassettes to market.

1986 - 1987: Scotland

Employer: Grampian Regional Council, Scotland	Duties: 1. Supply Teacher
--	------------------------------

During this time I developed three worksheet-driven, individualised learning packages, one for integrated science and two for biology; I was also a member of a school-based working party formed to develop a system of Whole School Evaluation.

I was engaged, informally but actively, in the development of a policy and programme for Environmental Studies at the Primary Level.

1985 - 1986: University of Sussex

Topics: Education in national development with a focus on curriculum development and teacher training. I had been awarded an ODA study scholarship and chose to do an MA in Education by Independent Study.

1981 - 1985: South Sudan

Employer: The British Council and the Democratic Republic of the Sudan	Duties: 1. Secretary to Regional Curriculum Committee 2. School Inspector 3. Teacher Trainer 4. Head of Science in Model Secondary School
---	---

This was another contract during which my Terms of Reference expanded considerably. As secretary to the Equatoria Region Curriculum Committee I helped prepare the strategy paper *Educational Standards in Equatoria Region - the Road to Improvement*. This led to a revised edition of the Primary School Syllabuses, the establishment of a Teachers' In-Service Training and Resource Centre (TITARC), the founding of a new Teacher Training Institute and the production of a Teacher Training Curriculum.

As acting Chief Inspector (part time) I was responsible for establishing a school inspection programme. As Science Inspector I arranged for the rational distribution of science equipment, established Teacher Panels and prepared the Primary and Intermediate Science Leaving Examinations and the Secondary School Certificate Mock Biology Examinations.

I acted as a teacher trainer at both Primary and Secondary levels. Secondary Teacher Training was in association with the University of Juba for which my school became the demonstration school. I gave courses on general education theory and school administration as well as on specific content. Primary teacher training was in association with Norwegian Church Aid and UNHCR.

As Head of Science in the Model Secondary School I wrote a Biology Textbook with Teachers Guide. I also established three different extracurricular societies working in association with various government departments which had information to pass into schools. The Technological and Industrial Studies Group (TISG) achieved a modest degree of international acclaim.

I was contracted by UNHCR as a consultant (with B Sesnan) concerning the problem of *Secondary Education for Refugees*.

1981: Scotland

Employer: Grampian Regional Council, Scotland	Duties: Supply Teacher
--	---------------------------

I produced a range of teaching aids including slide/tape/worksheet units in support of field trips. I also prepared a unit on Cultural Evolution for the Certificate of Sixth Year Studies in Biology.

1979 - 1980: University of Reading

Thesis: Education in Development – the Case for Community Schools

I studied in the Agricultural Extension and Rural Development Centre (AERDC).

1977 - 1979: Zambia

Employer: Government of Zambia and ODA (OSAS Scheme)	Duties: 1. Head of Science in two consecutive secondary schools
---	--

Taught in two schools because the first was destroyed in a mortar attack.

Organised school science and drama clubs and helped with the school band.

Taught nutrition as part of an Adult Education Programme organised by the Mindolo Ecumenical Foundation.

Treasurer and sometimes salesman for a local poultry cooperative.

1974 - 1976: Jamaica

Employer: Government of Jamaica	Duties: 1. Science Teacher 2. In-service tutor and Department Head
------------------------------------	---

Head of the Science Department of a local branch of the Primary InService Teachers Educational Thrust (ISTET) Programme.

Judge in the National Schools Drama Festival.

Organised the school drama club.

Played in two bands.

1972 - 1974: Scotland

Employer: Edinburgh Corporation	Duties: 1. Science Teacher 2. Member of Curriculum Development Team
------------------------------------	---

Served on the Working Party which was rewriting the Heinemann Integrated Science Worksheets so that they might be better understood and acted on in mixed ability classes.

Organised the school drama club.

PUBLICATIONS

Few of my papers have been "published". It has been enough that they be "reproduced" in quantities sufficient to enable stakeholder participation. This has sometimes involved substantial print runs.

2003 (with various others – consultancy report) *Community Development in the Cairngorms* Volumes 1 and 2 plus CD Rom (November 2003). <http://www.cairngormscommunities.org.uk/>

2002 (with various others – consultancy report) *Tanzania NGO Policy Forum – towards a protocol for engagement in the policy process* (Dec 2002) <http://www.hakikazi.org/ngopf/>

2002 (workshop report) *Dialogue for Change – Popularising policy and influencing change through action research, advocacy and creative communication* (August 2002) Bagamoyo, Tanzania <http://www.hakikazi.org/papers01/>

2002 “*Measuring Poverty Reduction – Understanding Tanzania’s Poverty Monitoring System*” (August 2002) <http://www.hakikazi.org/pmmp/>

2002 (research report) *Bouncing Back – some grass roots responses to the PRSP* (August 2002) <http://www.hakikazi.org/dialogue.htm>

2002 “*Zanzibar without Poverty*” a plain language guide to the Revolutionary Government of Zanzibar’s Zanzibar Poverty Reduction Plan (ZPRP) on January 2002. (www.hakikazi.org/zwp)

2002 “*First Progress Report on Tanzania without Poverty*” a plain language guide to the United Republic of Tanzania’s Poverty Reduction Strategy Paper Progress Report 2000/01. (www.hakikazi.org/eng2)

2001 (Research report) *Plain Sailing – visitor survey findings from the 8th Scottish Traditional Boat Festival* (August 2001) (www.scottishtraditionalboatfestival.co.uk)

2001 “*Tanzania without Poverty*” a plain language guide to Tanzania's Poverty Reduction Strategy Paper (PRSP) - Websites www.hakikazi.org/eng and www.hakikazi.org/tbu [250,000 copies plus 2 million copies of an associated set of posters which I designed]

1999 - 2001 Various articles as part of the social development visioning exercises for Portsoy and District Ltd, the Banffshire Partnership and the Caledonia Centre for Social Development

1999 “*The North East Community Web Collective - Development Plan*”. The project was funded by ERDF, through Aberdeenshire Council's Economic Development Department

1999 “*The use of Highland Council Grants in support of Out of School Care Clubs*” for the Federation of Out of School Care in the Highlands (of Scotland)

1999 (with David Reid) “*CSV's REAP - an External Evaluation of Community Service Volunteer's Rural Environmental Action Plan.*” – Website = www.caledonia.org.uk/reap

1999 (with Alana Albee and Kolette Fraser) *The Short Course for Out of School Care* (Training manual and Tutor’s Guide) the Federation of Out of School Care in the Highlands

1999 *Training of Trainers* – an emerging web site with custom built, distance-learning materials associated with the above Short Course. (www.srds.ndirect.co.uk/tot)

Most of my written work in **Lesotho** was short and to the point. This included articles for a Newsletter and Journal for which I was the main editor. These reported mainly on 'best-practice' in schools working with the new Management wing of the Advisory Service. Between 1995 and 1998 I also produced over 500 one-page documents focussed mainly on Education, Management, and Development Theory. These, along with recent additions, are presently being downloaded to a web site for general distribution (www.srds.ndirect.co.uk) More substantial co-productions included:

- 1997 (with Michele Sweizsfurth) *The Kingdom of Lesotho Remote Highland Schools Consultancy*. A four person consultancy (2 expatriate, 2 local) funded by DFID.
- 1997 (with the National Library Service) *Promoting a Reading Culture in Lesotho*
- 1997 (with Brian Wray) *Whose Logframe is it anyway?* Paper presented at a DFID workshop – *Improving Project Performance: networking experience* held in Pretoria 18-20 March 1997
- 1996-98 (with various & ongoing) *Regulations regarding the 1996 Education Act*

While in **Belize** I wrote over 300 papers/reports/discussion documents on assorted topics. Some of the major productions in which I featured as author rather than as editor are listed below with explanatory notes.

- 1990 *Ministry of Education Staff Workshop - Preliminary Report*; Ministry of Education, Belize (97pp). The edited outputs of 80 man days of participatory planning workshops which I had helped organise; it included the keynote addresses, some of which were given by myself. It was locally referred to as "The Pink Book" and was widely used for reference.
- 1989 *Education Sector: evaluation of past performance and recommendations for the future*; Ministry of Education, Belize. (62pp) Co-written with the Director of Planning.
- 1989 *TIPS for Teachers of Social Studies*; Curriculum Development Unit (123pp). I wrote several of the articles in this book which is otherwise an edited compilation but it was enormously popular in schools - even with teachers of other subjects.
- 1988 *What is Science?*; Curriculum Development Unit (54pp). These are lesson notes to accompany 11 Radio Broadcasts for schools for which I also wrote the scripts.
- 1988 *CXC Results Analysis - a Guidebook*; Curriculum Development Unit (58pp). This formed the basis for the Analysis of Results Books which I produced each year thereafter - the task is now handled by the Assessment and Evaluation Unit.

I played a large part in funding and facilitating the activities which are recorded in the following set of materials. I worked closely with the President of the University College of Belize who is now the Governor General.

- 1992 (Ed) *National Festival of the Arts Production and Adjudication Guidelines*; CDU & NAC (35pp)
- 1992 (Ed) *Let Diversity Reign, Let Freedom Flourish*: Proceedings of the Second Annual Conference on Culture and the Arts, February 1992; NAC, SPEAR, UNESCO (39pp)
- 1991 (Ed) *Releasing National Creativity*: Proceedings of the First Annual Conference on Culture and the Arts, November 1990.; National Arts Council & CDU (47pp)
- 1991 (Ed) *Policy and Programmes for Culture and the Creative Arts*; National Arts Council (11pp)
- 1989 *The Creative Arts in Belize Schools*; CDU (10pp)

The main documents associated with the participatory production of the Secondary Curriculum Policy were as follows:

- 1992 (with V Richards) *The Lower Secondary Curriculum Initiative - an Evaluation*; CDU (53pp)
- 1990 *Secondary Curriculum Policy Statement*; CDU (17pp)
- 1990 *Report of Discussion concerning the Secondary Curriculum Policy*; CDU (54pp)
- 1990 *Moral and Spiritual Learning Needs - a discussion paper*; CDU (22pp)
- 1989 *Towards a Secondary Curriculum Policy - a discussion paper*; CDU (18pp)
- 1988 *The Quality of Secondary Education*; CDU (16pp)
- 1988 *Home Room and Pastoral Care*; CDU (12pp)

Papers associated with the ODA/World Bank funded BPED Project implementation include:

- 1992 *What should our children learn in school?* This was the script for a 25 minute video which was broadcast in advance of a nationwide series of colloquia.
- 1992 (with L Moguel) *What should our children learn in school? - Report on a nationwide series of colloquia*; CDU (70pp). There were seven colloquia attended by over 700 people. Data was collected by individual written response sheets, by audio recording of open discussions, and by written and audio records of small group reports.
- 1992 (with various) *A Situation Appraisal of the Primary School Curriculum as practiced - a preliminary, compilation report*; CDU (32pp). I helped the staff of the CDU with the design of the appraisal in general and the appraisal instruments in particular. This report was compiled from data gathered by Curriculum Coordinators.

The more erudite papers associated with developments in the tertiary education sector include:

- 1991 *The Goals of a New University - desirability v feasibility*; CDU (10pp)
- 1990 *Appreciation of Philosophy - putting the universe back in university education*; CDU (19pp)
- 1990 *Thoughts on the conceptual unpacking of the UCB Mission Statement*; CDU (14pp)

Earlier materials include:

- 1985 *A Biology Textbook for the Sudan School Certificate Examination*; The British Council
- 1985 *Teacher's Guide to a Biology Textbook for the SSC Examinations*; Department of Inspection and Curriculum Evaluation, Equatoria Region, Sudan
- 1984 *SSC Examination Standards: Recommendations*; Department of Inspection and Curriculum Development, Equatoria Region, Sudan
- 1984 (with B Sesnan) *Secondary Education for Refugees in the South Sudan*; Consultancy Report for Norwegian Church Aid and UNHCR
- 1983 (with A Albee) *Appropriate Technology Sourcebook for the South Sudan*; ODA & Department of Community Development, Equatoria Region, Sudan
- 1978 *Practical Work in Science Teaching*; Science Education in Zambia, Vol.9, No. 1