# BENEFITS SUSTAINMENT PLAN

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**Program Title:**

Ghazi School Digital Learning Improvement Program (GSDLIP)


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## 1. Purpose of the Benefits Sustainment Plan:

The purpose of this Benefits Sustainment Plan is to define the approach and processes required to ensure that the benefits delivered by the Ghazi School Digital Learning Improvement Program (GSDLIP) are maintained and continue to generate value after the program has been completed. While the program focuses on implementing digital learning infrastructure, building teachers' digital teaching capabilities, and establishing an online learning platform, the long-term success of these initiatives depends on sustained operational support, effective management, and continuous monitoring of the digital learning systems introduced during the program.

The Ghazi School Digital Learning Improvement Program has been designed to modernize the learning environment at Ghazi High School by introducing technology-enabled teaching and learning practices. Through the development of a computer laboratory, the implementation of a digital learning platform, and the delivery of teacher digital training programs, the program aims to improve student academic performance, strengthen digital literacy among students, and enhance teaching effectiveness. However, the realization of these benefits does not end with the completion of the program. Instead, these benefits must be sustained through ongoing operational management and continuous use of the digital systems established during the program.

This Benefits Sustainment Plan provides a structured framework for maintaining the digital learning environment established at Ghazi High School in Kabul Province, Afghanistan, which serves approximately 4,500 students from Grade 1 to Grade 12. The plan outlines the processes required to ensure that the computer laboratory, digital learning platform, and other supporting technologies remain functional, accessible, and effectively utilized by teachers and students. By establishing clear sustainment processes, the plan helps ensure that the improvements achieved through the program continue to support high-quality education for students.

The plan also emphasizes the importance of ongoing operational support and monitoring to sustain the program's benefits. Maintaining digital infrastructure requires regular technical maintenance, system updates, and the availability of technical support to address any issues that may arise. Similarly, sustaining digital teaching practices requires continued encouragement and support for teachers to integrate digital tools and resources into their classroom instruction. Through

continuous monitoring and support, the digital learning systems introduced by the program can remain effective and relevant over time.

Another important purpose of this plan is to ensure that the responsibilities for sustaining program benefits are clearly defined and transferred to the appropriate operational stakeholders. After the program is completed, the school administration, teachers, and technical support staff will assume responsibility for managing the digital learning environment. The school administration will oversee the operation of the computer laboratory and ensure that digital learning practices are integrated into daily teaching activities. The IT support team will maintain the technical infrastructure and ensure that digital systems remain functional and secure. The Ministry of Education will provide policy guidance, strategic oversight, and institutional support for digital education initiatives within the school.

In addition, the Benefits Sustainment Plan establishes mechanisms for monitoring the long-term impact of the program's initiatives. Regular monitoring of digital system usage, student engagement with digital learning tools, and teacher adoption of technology-enabled teaching practices will help stakeholders determine whether the program's benefits continue to be realized. These monitoring activities will also provide opportunities to identify areas where additional support, training, or system improvements may be needed.

The plan also supports the long-term sustainability of investments made in digital education infrastructure. By establishing clear operational procedures for maintaining equipment, supporting teachers, and managing digital learning systems, the plan helps ensure that the resources invested in the program continue to deliver educational value for many years.

Ultimately, the purpose of this Benefits Sustainment Plan is to ensure that the improvements achieved through the Ghazi School Digital Learning Improvement Program remain integrated into the school's educational practices and continue to support improved teaching and learning outcomes. Through effective operational management, ongoing monitoring, and continued stakeholder engagement, the benefits delivered by the program will remain sustainable and will continue to contribute to the development of a modern, technology-enabled learning environment for students and teachers at Ghazi High School.

## 2. Objectives of Benefits Sustainment:

The Benefits Sustainment phase ensures that the improvements and capabilities delivered by the Ghazi School Digital Learning Improvement Program (GSDLIP) continue to generate value after the program has been completed. While the program implementation phase focuses on establishing digital infrastructure, developing teachers' digital teaching capabilities, and providing students with access to modern learning technologies, the sustainment phase ensures that these improvements remain integrated into the school's regular operations.

The primary objective of benefits sustainment is to ensure the continued operation of the digital learning systems introduced during the program. This includes maintaining the computer laboratory, ensuring that the online learning platform remains accessible, and supporting the continued use of digital tools for teaching and learning. Sustaining the operational functionality of these systems is essential for maintaining the educational benefits generated by the program.

Another important objective is the maintenance of the computer laboratory and digital infrastructure established during the program. The digital equipment, network systems, and supporting technologies installed during the program must be properly maintained to ensure that they remain reliable and available for students and teachers. Regular maintenance, system monitoring, and technical support will help ensure that the digital infrastructure continues to support learning activities without interruption.

Benefits sustainment also aims to support teachers in continuing to use digital teaching methods in their classroom instruction. The digital training provided during the program has equipped teachers with new skills and teaching approaches that integrate digital tools into the learning process. Sustaining these practices requires continued encouragement, periodic support, and opportunities for teachers to strengthen their digital teaching capabilities.

Another objective is to ensure that students continue to access and utilize digital learning resources. The digital learning platform and computer laboratory provide students with opportunities to explore educational content, complete assignments, and develop digital skills that support their academic growth. Sustaining student access to these resources ensures that the program's benefits continue to support improved learning outcomes.

An additional objective is the ongoing monitoring of the long-term educational benefits generated by the program. Monitoring activities will help determine whether the digital learning environment continues to contribute to improvements in student academic performance, digital literacy, and classroom engagement. By tracking these outcomes, the school administration and the Ministry of Education can evaluate whether the program's benefits are being sustained and identify opportunities for further improvement.

Through these objectives, the benefits sustainment process ensures that the outcomes achieved during the program implementation phase remain embedded in the school's daily educational operations. Sustaining the digital learning environment will allow the program's benefits to continue supporting improved teaching practices, enhanced student learning experiences, and the long-term development of digital education at Ghazi High School.

## 3. Sustained Benefits:

The Ghazi School Digital Learning Improvement Program (GSDLIP) is expected to deliver several important benefits that will continue to be sustained after the program has been completed. These benefits are directly linked to the improvements introduced through the development of digital infrastructure, teacher digital training, and the implementation of an online learning platform. Sustaining these benefits is essential to ensure that the investments made during the program continue to generate long-term educational value for students and teachers at Ghazi High School.

**One of the key sustained benefits** is the improvement of student academic performance through the use of digital learning tools. Digital technologies enable teachers to present lessons in more engaging and interactive ways, allowing students to better understand complex concepts and participate more actively in the learning process. Through the continued use of multimedia educational materials, digital assignments, and online learning resources, students are expected to maintain higher levels of academic performance over time.

**Another important benefit** that will be sustained is the increase in digital literacy among students. Access to computers, educational software, and online learning platforms will allow students to continuously develop essential digital skills. These skills include computer usage, online research, digital communication, and the ability to use digital tools for educational purposes. Sustaining digital literacy development is particularly important as these skills are increasingly required for higher education and future employment opportunities.

**The program will also sustain the benefit** of enhanced teaching effectiveness through the use of digital teaching technologies. Teachers who have received digital training during the program will continue integrating digital tools and resources into their classroom instruction. The use of digital presentations, interactive learning platforms, and online educational content will help teachers deliver lessons more effectively and improve the overall quality of instruction.

**Another sustained benefit** is improved access to digital learning resources for both students and teachers. The online learning platform introduced during the program will remain available as a central hub for educational materials, assignments, and digital learning resources. Students will be able to access learning materials both inside and outside the classroom, supporting independent

learning and allowing teachers to provide additional educational resources to their students.

The program will also contribute to more interactive and engaging classroom learning environments. Digital technologies enable the use of visual content, educational videos, interactive simulations, and other multimedia resources that enhance the learning experience. This interactive approach to teaching can increase student motivation, improve participation in classroom activities, and create a more dynamic learning environment.

These benefits will continue to be realized through the ongoing operational management and sustained use of the digital learning systems introduced during the program. The school administration, teachers, and IT support staff will play key roles in ensuring that the computer laboratory, digital learning platform, and other technology-enabled learning tools remain accessible and effectively utilized. Through continuous use and operational support, the sustained benefits of the program will continue to support improved educational outcomes for students at Ghazi High School.

## 4. Operational Ownership:

After the completion of the Ghazi School Digital Learning Improvement Program (GSDLIP), responsibility for sustaining the program's benefits will transition from the program management team to the appropriate operational stakeholders. Establishing clear operational ownership is essential to ensure that the digital learning systems, infrastructure, and teaching practices introduced during the program continue to function effectively and support long-term educational improvements.

The School Administration will assume primary responsibility for managing the digital learning environment at Ghazi High School. This includes overseeing the operation of the computer laboratory, ensuring that digital learning systems are accessible and functioning properly, and supporting teachers in the continued use of digital teaching tools. The school administration will also coordinate with teachers and technical staff to ensure that digital resources are integrated into the school's daily educational activities and that students have regular access to digital learning technologies.

The Ministry of Education will provide strategic oversight and policy guidance to ensure that the digital learning initiatives implemented at the school remain aligned with national education priorities. As the governing authority for the public education system, the Ministry will support the long-term sustainability of digital education initiatives by providing guidance on digital learning policies, supporting future improvements, and monitoring the broader impact of digital learning programs within the education sector.

The IT Support Team will be responsible for maintaining the technical infrastructure established during the program. This includes maintaining computer hardware, managing network connectivity, supporting the operation of the online learning platform, and ensuring that digital systems remain secure and functional. The IT team will also address technical issues that may arise and provide technical assistance to teachers and students when necessary.

Teachers will also play a critical role in sustaining the program's benefits. After receiving digital training during the program, teachers will continue integrating digital learning tools, multimedia resources, and online educational materials into their classroom instruction. Their continued use of digital teaching methods will

help maintain the improvements in teaching effectiveness and student engagement that the program was designed to achieve.

Through the coordinated efforts of these operational stakeholders, the digital learning environment introduced by the program will remain integrated into the school's daily educational practices. This operational ownership will ensure that the benefits delivered by the program continue to support improved teaching and learning outcomes at Ghazi High School over the long term.

## 5. Sustainment Activities:

Several key activities will be implemented to ensure the long-term sustainability of the benefits delivered by the Ghazi School Digital Learning Improvement Program (GSDLIP). These activities focus on maintaining the digital learning infrastructure, supporting teachers and students in the continued use of digital technologies, and ensuring that the digital learning systems remain effective and accessible after the program has been completed.

One of the primary sustainment activities involves the regular maintenance of the computer laboratory and digital infrastructure established during the program. This includes maintaining computer equipment, network systems, and supporting technologies to ensure that they remain functional and accessible for both teachers and students. Maintenance schedules will be developed to monitor system performance, conduct routine inspections, and address any technical issues that may arise.

Another important sustainment activity is the continued support for teachers in using digital teaching methods. Teachers who have received digital training during the program will be encouraged to continue integrating digital tools and resources into their classroom instruction. Periodic training sessions, knowledge-sharing workshops, or professional development activities may be organized to strengthen teachers' digital teaching capabilities and ensure that digital learning practices remain part of the school's teaching approach.

The online learning platform introduced during the program will remain active and accessible to both teachers and students. The platform will serve as a central hub for digital learning resources, assignments, and educational materials. Maintaining the availability and usability of the platform will allow students to continue accessing learning resources and participating in digital learning activities both inside and outside the classroom.

Another important activity involves the implementation of technical support procedures to manage hardware and software issues that may arise during system usage. The IT support team will establish procedures for reporting and resolving technical problems, performing system updates, and ensuring the reliability of the digital learning infrastructure. These procedures will help ensure that digital learning systems remain operational and capable of supporting teaching and learning activities.

Through the implementation of these sustainment activities, the digital learning environment established during the program will continue to support improved educational outcomes for students. Regular maintenance, continued teacher engagement, reliable technical support, and ongoing access to digital learning resources will help ensure that the benefits delivered by the program remain sustainable and continue to enhance the quality of education at Ghazi High School.

## 6. Sustainment Monitoring:

The sustainability of the benefits delivered by the Ghazi School Digital Learning Improvement Program (GSDLIP) will be monitored through regular evaluations and performance reviews conducted by the operational stakeholders. Continuous monitoring is essential to ensure that the digital learning systems established during the program continue to function effectively and that the expected educational improvements remain sustainable over time.

The school administration, in coordination with the IT support team and guidance from the Ministry of Education, will oversee the monitoring process. These stakeholders will review system performance, usage of digital learning tools, and the level of engagement among teachers and students to determine whether the benefits introduced during the program continue to support teaching and learning activities.

Monitoring activities will involve the collection and analysis of both quantitative and qualitative information related to the use of digital learning systems. This information will help operational stakeholders assess the effectiveness of the digital learning environment and identify any issues that may affect the continued realization of program benefits. If monitoring results indicate declining system usage or challenges in digital learning adoption, corrective actions can be implemented to improve system performance and strengthen digital learning practices.

Several **key monitoring indicators** will be used to assess whether the benefits of the program are being sustained:

1. **Usage of the computer laboratory**
   The frequency with which students and teachers utilize the computer laboratory for educational activities will be monitored to ensure that the facility remains actively used for teaching and learning purposes.
2. **Number of students accessing the digital learning platform**
   System usage data will be reviewed to track the number of students regularly accessing the online learning platform and participating in digital learning activities.
3. **Teacher adoption of digital teaching tools**
   The continued use of digital teaching tools by teachers will be monitored

through classroom observations, lesson plans, and feedback from teachers regarding the integration of digital resources into their teaching practices.

4. **Student digital literacy development**
   Assessments and classroom activities may be used to evaluate improvements in students' digital skills, including their ability to use computers, access digital learning materials, and utilize educational technologies effectively.

These monitoring indicators will help operational stakeholders determine whether the program's benefits continue to be realized and whether the digital learning environment remains effective. Regular monitoring will also support continuous improvement by identifying opportunities to strengthen digital teaching practices, improve system performance, and enhance the overall learning experience for students at Ghazi High School.

## 7. Sustainment Risks:

Several risks may affect the long-term sustainability of the benefits delivered by the Ghazi School Digital Learning Improvement Program (GSDLIP). Identifying and managing these risks is important to ensure that the digital learning environment established during the program continues to function effectively and support educational improvements over time.

One potential risk is limited funding for equipment maintenance and system upgrades. Digital infrastructure such as computers, networking equipment, and software systems requires periodic maintenance and updates. If sufficient financial resources are not available for maintenance activities, the performance and reliability of the digital learning systems may decline over time.

Another important risk is technical failures or equipment breakdown. Computer hardware, networking systems, and digital platforms may experience technical issues due to wear and tear, system errors, or environmental factors. Without timely technical support and repair, these issues may disrupt digital learning activities and reduce system usage.

A further risk involves reduced teacher engagement with digital teaching tools. Teachers may gradually return to traditional teaching methods if ongoing support and encouragement are not provided. If teachers do not consistently integrate digital tools into their lessons, the educational benefits expected from the program may diminish.

Internet connectivity challenges also represent a significant risk, particularly in environments where internet infrastructure may be unstable or limited. Poor connectivity can affect access to the online learning platform and digital educational resources, reducing the effectiveness of technology-enabled learning.

In addition, electricity interruptions or power outages may affect the operation of computer systems and digital learning infrastructure. Frequent power disruptions could limit students' access to digital learning tools and reduce the reliability of the digital learning environment.

Operational stakeholders, including the school administration, IT support team, and the Ministry of Education, will monitor these risks on an ongoing basis. When potential issues are identified, corrective actions will be implemented to minimize their impact. These actions may include securing funding for maintenance, strengthening technical support procedures, providing additional training or

motivation for teachers, improving internet connectivity solutions, and implementing backup power arrangements where possible.

Through proactive monitoring and effective risk management, operational stakeholders can help ensure that the digital learning environment remains sustainable and continues to support improved educational outcomes at Ghazi High School.

## 8. Continuous Improvement:

Continuous improvement is an important component of sustaining the long-term benefits of the Ghazi School Digital Learning Improvement Program (GSDLIP). While the program establishes the foundation for digital learning at Ghazi High School, the education environment, technologies, and teaching methods will continue to evolve over time. Therefore, it is important that the digital learning systems and practices introduced by the program are regularly reviewed and improved to remain relevant and effective.

The school administration, in coordination with the Ministry of Education, will periodically evaluate the effectiveness of the digital learning environment and identify opportunities for improvement. These evaluations may consider factors such as system performance, teacher engagement with digital teaching tools, student participation in digital learning activities, and overall improvements in educational outcomes.

One area of continuous improvement may involve upgrading digital systems and infrastructure. As technology evolves, newer and more efficient systems may become available that can enhance the learning experience for students and teachers. Upgrading computer hardware, improving network infrastructure, and updating educational software can help ensure that the digital learning environment remains modern and effective.

Another important improvement activity may involve the introduction of new learning technologies and digital educational resources. Emerging technologies such as interactive learning applications, multimedia educational content, and collaborative learning platforms may further enhance the learning experience and improve teaching effectiveness. Integrating these technologies into the school's digital learning environment can support more innovative and engaging teaching methods.

Continuous improvement may also involve expanding digital education initiatives to additional classrooms or educational programs within the school. As the benefits of digital learning become more evident, the school administration and Ministry of Education may consider extending digital learning practices to other subjects, classrooms, or grade levels. In the long term, successful digital learning initiatives implemented at Ghazi High School may also serve as a model for introducing similar programs in other public schools.

In addition, ongoing professional development opportunities for teachers may be organized to strengthen digital teaching practices and encourage the adoption of innovative teaching methods. Providing teachers with opportunities to learn new digital skills and share best practices can help maintain strong engagement with digital learning tools.

Through these continuous improvement efforts, the digital learning environment established through the Ghazi School Digital Learning Improvement Program will continue to evolve and adapt to changing educational needs. These improvements will help ensure that the program's benefits remain sustainable and continue to support high-quality education for students at Ghazi High School in the future.