



Green Hubs Monitoring Policy

This policy applies to Green Hubs and all entities affiliated with World Green Hub Ltd. Including Aile School

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Approved by

Mr. Ahmed Kazzaz, Founder and Director of World Green Hub Ltd.

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World Green Hub Philosophy

Unleashing Potential in a Sustainable World...

World Green Hub Ltd. is a learning provider organization deeply integrated with green hubs worldwide, World Green Hub educational philosophy is driven by a commitment to develop responsible, informed, and active Earth stewards, who will lead with empathy, innovate with purpose, and navigate the complexities of life with an unwavering ethical compass. In doing so, World Green Hub serves as a beacon of progressive education for a sustainable and inclusive world.

Vision: A future where education transcends boundaries and transforms lives, driven by the innovative hybrid approach that challenges conventional paradigms, fostering a global community of empowered and socially and environmentally conscious individuals.

Mission: World Green Hub has the mission to forge an educational environment that not only responds to the unique needs of the present and future generations but also empowers students to flourish in a world marked by continual change and innovation.

Belief: World Green Hub centers around the creator and sustainer of the universe. This fundamental belief sets World Green Hub goals and guides its actions, fostering responsibility towards the environment and humanity. It inspires World Green Hub to uphold values of compassion, empathy, and integrity in all aspects of education and community life.

Aim: World Green Hub aims to deliver an extraordinary and enriching educational experience by leveraging technology and artificial intelligence to emulate the education of the future. World Green Hub's vision centers on adaptive learning, empowering students to excel, innovate, and contribute to a more sustainable world.

World Green Hub is committed to provide an adaptive, sustained and quality education that is tailored to individual student needs and nurtures students both intellectually and as global citizens, with a strong emphasis on inclusivity, flexibility, and safeguarding. This privacy policy seeks to ensure fair and transparent procedures that align with World Green Hub's vision, mission, belief, goals and values.



World Green Hub hybrid learning model philosophy is a responsive approach to the changing needs of today's learners and underscores World Green Hub commitment to nurturing independent thinking in an educational environment that values individuality and fosters the practical application of knowledge.

World Green Hub unique approach in constructing this adaptive and innovative learning model, integrates three key elements to shape a transformative and fruitful educational experience: live sessions, independent study, and hands-on experiences. Aile school's passionate and dedicated educators lead these live sessions, providing a well-structured learning framework, coupled with interactive discussions and guidance in real-time, ensuring that students receive academic knowledge and support seamlessly.

Complementing these educational sessions is the innovative framework of World Green Hub's affiliated Green Hubs that are spread globally, serving as immersive learning spaces where students can translate theoretical knowledge into real-world applications. These hubs act as gateways, connecting students with diverse cultures, ecosystems, and viewpoints, enriching their educational voyage.

The World Green Hub philosophy of Green Hub interweaves guided live sessions with personalized, hands-on experiences with the aim of crafting a comprehensive educational journey. It equips Aile School world students with the skills, knowledge, and adaptability required to excel in the dynamic landscape of the 21st century.

Beyond mere physical locations, Green Hubs embody a global community dedicated to sustainability, innovation, and experiential learning. Through collaboration with these hubs, Aile School's students and students on our Network of Green Hubs will gain access to practical insights and real-world challenges, nurturing environmental awareness, global consciousness, and essential problem-solving skills.



1. Introduction:

The monitoring policy for Green Hubs at World Green Hub is designed to ensure the effective implementation, continuous improvement, and alignment of hubs roles, responsibilities, and practices with the Aile School's goals, values and mission in line with World Green Hub philosophy. This policy outlines the monitoring procedures, key performance indicators, and the collaborative approach to maintaining high standards within the Green Hub framework.

2. Objectives:

- The primary objectives of monitoring Green Hubs include:
 - Ensuring adherence to the school's goals, values and mission.
 - Evaluating the effectiveness of hub activities in meeting objectives.
 - Assessing the impact on students' academic and personal development.
 - Identifying areas for improvement and innovation within the hub environment.

3. Monitoring Framework:

A comprehensive monitoring framework is established to assess various aspects of Green Hubs, programs alignment with the curriculum objectives, environmental sustainability practices, cultural aspects integration, safety measures, community engagement, and the overall impact on students' learning experiences and personal development.

4. Key Performance Indicators (KPIs):

Key Performance Indicators are identified to measure the success and effectiveness of Green Hubs, including:

- Compliance with safety and welfare measures and policies.
- Integration with the designed curriculum.
- Student satisfaction and engagement levels.
- Student ability to apply knowledge.
- Harmony with nature and sustainability practices.
- Cultural enrichment and community interaction.



5. Green Hubs Monitoring Strategy:

The strategy for implementing the Green Hubs Monitoring Policy at World Green Hub is centered around fostering a culture of continuous collaboration, responsiveness, and improvement. It involves a structured approach to monitoring, utilizing technology, regular assessments, and stakeholder engagement.

6. Green Hubs Monitoring Approach:

A. Hubs Virtual Presence:

- A Hub affiliating with World Green Hub Ltd. should have online presence on the virtual Network of Green Hubs that is associated with World Green Hub Ltd. at network.worldgreenhub.com.
- A Green hub should be approved by the Senior Management Team to maintain a virtual presence on the network platform.
- A Green hub online presence should align with the World Green Hub and Aile School values, e-safety policy, and security standards.
- The virtual presence of a green hub on the Network of Green Hubs platform should primarily serve educational purposes.
- A hub should be transparent sufficient when presenting its identity, goals, mission, insights, approach, services, portfolio, projects, activities and its collaboration within the World Green Hub community.

B. Privacy and Data Protection:

- Hubs should adhere to data protection regulations and ensure the privacy of students, school staff, and other stakeholders, and seek consent when sharing images, videos, or personal information of World Green Hub individuals on public virtual platforms, or for use in anyway not authorized by the individual.

C. Establish Clear Communication Channels:

- Senior Management Team and hubs collaborate to ensure transparent communication regarding the monitoring process, objectives, and expectations.



- Senior Management Team and hubs will maintain open communication channels between all stakeholders through the dedicated virtual network platform of green hubs.
- Hubs with Senior Leadership Team and Senior Management Team will encourage open dialogue between relevant stakeholders, like hosting monthly virtual meetings where green hub coordinators, educators, and students discuss their progress and achievements, share updates, and address any concerns or questions.

D. Training and Capacity Building:

Senior Management Team will conduct workshops and webinars for green hub coordinators, providing comprehensive training sessions for green hub coordinators to familiarize them with:

- Hubs role, responsibilities, and frame of work that align with the designed curriculum.
- Key performance indicators (KPIs)
- Monitoring framework
- Effective data collection methods.
- Build their capacity to interpret results and implement improvements.

E. Utilize Technology for Data Collection:

- Senior Management Team implements a centralized system that export the green hubs' students monitoring and evaluation data base to the school data base and allows real-time tracking of KPIs, facilitating efficient monitoring and prompt evaluation of student's performance.
- Senior Management Team will offer IT training for hubs to be familiar with technology tools and network platforms for efficient feedback process on safety measures, curriculum integration, and student engagement, facilitating efficient monitoring.
- IT Team is responsible for establishing and maintaining the network operating system and platform.
- Senior Management Team will run and monitor the network platforms.



F. Regular Assessments and Audits:

- Senior Management Team will conduct periodic assessments covering various aspects such as safety audits, alignment of Green Hubs with the World Green Hub's mission, goals and values.
- These assessments should extend to cover welfare measures, curriculum integration, student satisfaction, environmental practices, and community engagement.
- Assessing the performance and effectiveness of green hubs involves using a mix of assessment types to evaluate various aspects of their roles and responsibilities.
- Type of assessments regarding student's progress could only be through the: Portfolio assessment, authentic assessment, self-assessment, and peer Assessment.

G. Student and Stakeholder Involvement:

- Engage students actively in the monitoring process. Collect feedback on their experiences, satisfaction levels, and perceived impact.
- Involve parents, teachers, and the local community to garner diverse perspectives and ensure holistic evaluation.
- Collecting data could be through: feedback channels, surveys and questionnaires, interviews, or even by social media polls.

H. Reporting and Continuous Improvement:

- Senior Management Team will generate monthly comprehensive reports on monitoring KPIs, trends, and noteworthy achievements results, highlighting achievements and areas for improvement.
- Senior Management Team will conduct termly review meetings involving all stakeholders to discuss findings, share best practices, and collaboratively suggest strategies for ongoing enhancement.
- Green Hubs are encouraged to implement improvements based on monitoring outcomes.



I. Recognition and Rewards:

- World Green Hub will acknowledge and reward Green Hubs that consistently excel in meeting KPIs and contributing positively to the World Green Hub's goals.
- An annual "Green Hub Excellence Award" will be distributed yearly to recognize the top-performing Green Hub.
- Senior Management Team will showcase winning hubs on the World Green Hub's websites and social media platforms.

J. Policy Compliance and Review:

- Green Hubs affiliated with our World Green Hub Ltd. are requested to follow policies that align with World Green Hub Philosophy and Aile school values, fostering autonomy in their environmental initiatives. Policies should enhance effectiveness and responsiveness, but must remain consistent with the World Green Hub's educational mission, welfare measures, ethical standards, and legal obligations.
- The Senior Management Team reserves the right to monitor Green Hubs performance and virtual platforms associated with each Green Hub to ensure compliance with this policy. Any deviations from the policy will be addressed promptly, and corrective actions may be taken.
- Senior Management Team will yearly review the policy to ensure it remains aligned with the World Green hub's evolving objectives and Aile school values. Incorporate feedback from stakeholders and adjust the policy as needed to address emerging challenges and opportunities.

7. If a Green Hub affiliated with World Green Hub Ltd. does not meet the established policies consistent with World Green Hub Philosophy and Aile school values, World Green Hub Ltd. reaction should be measured, constructive, and aim to realign the Green Hub's activities with policy expectations. The following course of action will be suggested and implemented by World Green Hub, and on behalf of Aile School:

- A. Identify the Issue:** Understand the specific deviations from the policy. This may require a discussion with the owner or manager of the Green Hub to ensure clarity on where the policy has not been met.
- B. Informal Discussion:** Have an informal discussion to address the non-compliance issue. Sometimes, misunderstandings or lack of awareness can lead to non-compliance, which could be resolved through communication.



Formal Warning: If the informal approach does not yield results, World Green Hub Ltd. will issue a formal warning, clearly stating the discrepancies between the Green Hub's operations and the World Green Hub Ltd. and Aile School's policies.

- C. Review and Guidance:** World Green Hub Ltd. will provide the Green Hub with a timeframe to review their current practices and suggest the necessary corrective actions. Offer guidance on how to align their initiatives more closely with World Green Hub philosophy and policies, in addition to Aile School's values.
- D. Monitoring and Support:** During the corrective phase, World Green Hub will closely monitor the Green Hub's progress and provide support where necessary. This could involve regular check-ins or offering resources for better policy understanding and implementation.
- E. Reassessment:** After the given timeframe, reassess the Green Hub's alignment with the policy. If improvements have been made and maintained, World Green Hub will acknowledge the progress and continue with periodic reviews.
- F. Enforcement Measures:** If non-compliance persists, World Green Hub may need to enforce stricter measures highlighted in this policy.
- G. Document Outcomes:** All actions and communications will be well-documented to provide a clear record of the World Green Hub's response to the non-compliance.
- H. Policy Update:** World Green Hub will consider whether the issue arose due to gaps or ambiguities in the policy itself. Both World Green Hub and Aile School will use this as a learning opportunity to refine the policy for clarity and practicality in the annual review.

8. If the Green Hub still fails to respond or align with World Green Hub policies after the hub have taken the above steps, more decisive action will be necessary. Here is a structured approach to dealing with continued non-compliance:

- A. Formal Meeting:** Arrange another formal meeting with the Green Hub's representatives to discuss the ongoing non-compliance issue. This step is to ensure that the gravity of the situation is understood and to offer one final opportunity for the Hub to commit to making changes.
- B. Final Warning:** Issue a final written warning that outlines the consequences of continued non-compliance, including the possibility of disaffiliation.



- C. Decision for Action:** Should the final warning be ignored, the Senior Management Team must make a decision regarding the future relationship between World Green Hub Ltd. and the Green Hub. The decision should be made in accordance with the World Green Hub policies and philosophy, and with consideration for the welfare and education quality of all students.
- D. Enforcement:**
1. **Suspension:** Temporarily suspend the Green Hub's activities, privileges, or access to resources while the matter is unresolved.
 2. **Leadership Changes:** If the issue is with the management of the Green Hub, the World Green Hub Ltd. may require a change in leadership to be considered.
 3. **Disaffiliation:** As a last resort, if repeated attempts to guide the Green Hub back to compliance fail, World Green Hub Ltd. may need to disaffiliate from the Hub. This action should be taken as a protective measure for the World Green Hub community, reputation, and adherence to legal obligations.
- E. Notification of Stakeholders:** Communicate the decision to all relevant parties, explaining how it aligns with World Green Hub mission and Aile School's values.
- F. Documentation:** Ensure that all steps taken and communications made are documented. This record will serve as an important reference for the reasons behind World Green Hub Ltd. final decision.
- G. Implementation:** Implement the chosen course of action, ensuring that the process is handled with professionalism and respect for all parties involved.
- H. Support for Transition:** If disaffiliation is the outcome, Senior Management Team will provide support where possible to students and staff affected by the transition. Guidance on how to continue their practical learning independently or under a different framework may be offered.
- I. Reflection and Review:** After action has been taken, World Green Hub and Aile school will reflect on the process and consider if any changes to policy or procedures could minimize similar issues in the future.

Each step emphasizes procedural fairness and transparency, which can help maintain the integrity of our policies while also respecting the autonomy and contributions of the Green Hub. The ultimate goal is not to punish but to safeguard the interests of all stakeholders and preserve World Green Hub mission and values.



Final Statement

It's important to note that it is essential for World green Hub to maintain a balance between enforcement of the rules and nurturing the Green Hubs' autonomy and initiative. The Goal is always to be corrective and supportive, rather than purely punitive, to encourage ongoing engagement and continuous improvement in environmental initiatives.

World Green Hub aims to ensure that the Green Hubs Monitoring Strategy is not just a set of guidelines but a dynamic and effective tool for enhancing the overall educational experience and impact of Green Hubs within our community.

The Green Hubs Monitoring Policy represents our commitment to maintaining the highest standards in hub operations. Through collaborative monitoring, data-driven assessments, and a continuous improvement mindset, we aim to create an educational environment that aligns with our mission and values, contributing to the holistic development of our students.

For the successful realization of this policy, we rely on the cooperation and support of all staff and stakeholders. Compliance with these guidelines will be monitored, and we will maintain an open dialogue to address any concerns or suggestions for improvements.

This policy will be reviewed annually to ensure its continued relevance and effectiveness. Any amendments will be communicated promptly to all parties.

For any questions or further clarification regarding this policy, please contact the Senior Management Team at contact@worldgreenhub.com, or call +447477205461.

This policy has been approved by The Senior Management Team and School's Founder and will take effect as of 7/2/2024. By adhering to these principles, we reaffirm our dedication.