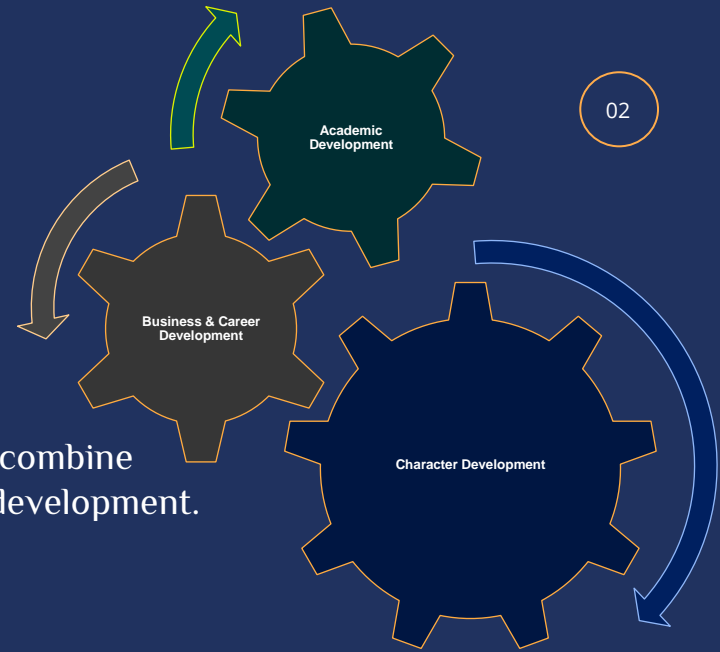


# Stewards.ONE

## Stewardship Capability Maturity Model (iSTECAMMO)

## About Us



### What We Do

We offer a wide range of online educational programmes that combine academic learning, character building, and business & career development.

### What We Care About

Our aim is to cultivate Stewardship qualities in students - equipping them with practical skills and capabilities to make a meaningful and positive impact on society.

### Visit Us Today!

<https://stewards.one>

## Our Educational (Tarbiyah) Streams

### Academic Development



Our Academic Development programs deliver high-quality education aligned with core subjects and intellectual skills. With a curriculum based on the UK National Standards and enriched through Montessori-inspired learning, we encourage students to develop critical thinking, analytical skills, and intellectual curiosity.

### Character Development



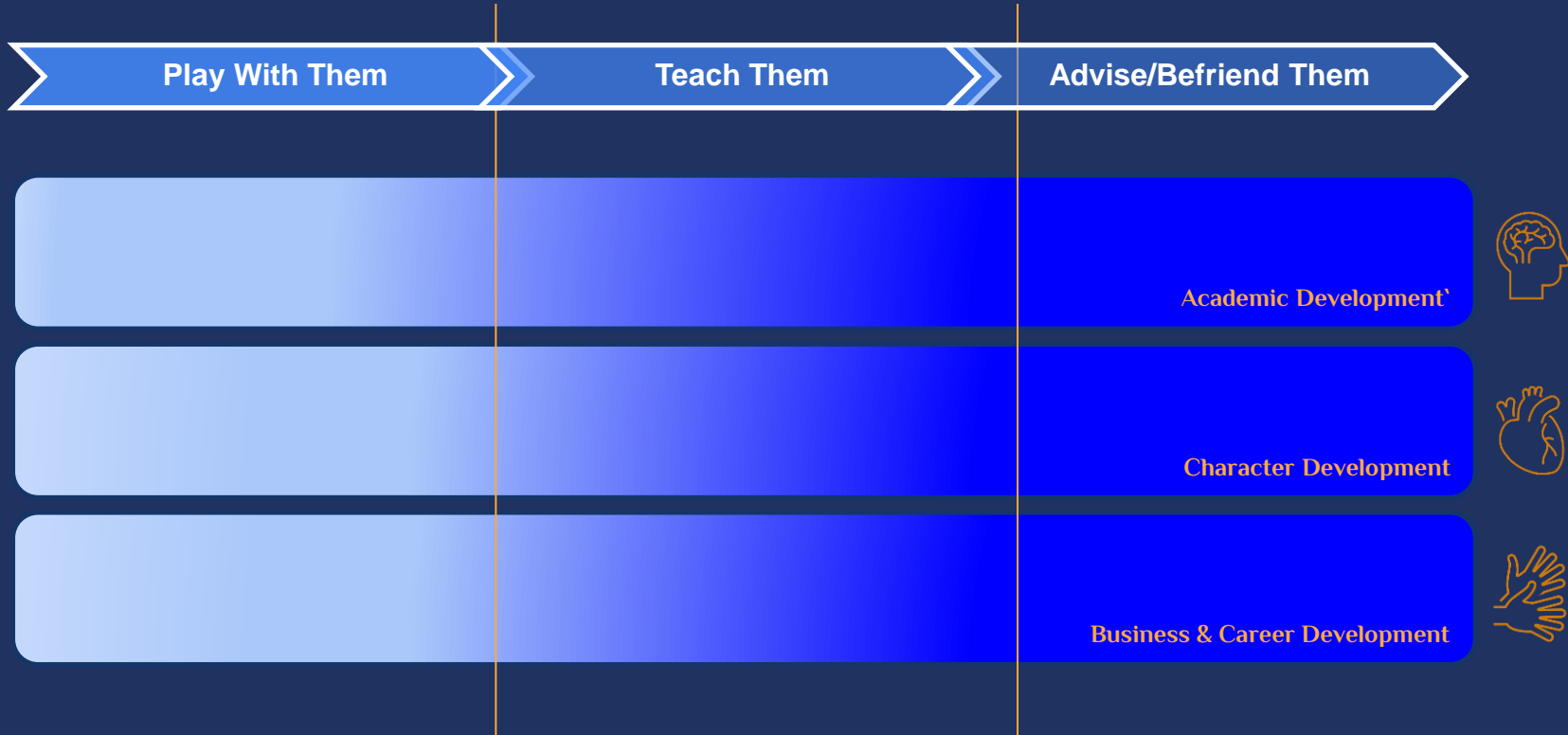
Character Development at Stewards.ONE emphasises moral clarity, growth and personal integrity through an Islamic dimension, including studies in Islamic Jurisprudence, Theology, and Prophetic Biography. Through these subjects, students are encouraged to cultivate virtues such as courage, integrity, empathy, resilience, and respect.

### Business & Career Development



Business & Career Development equips students with the skills needed for today's professional world. We offer training in essential areas like entrepreneurship, leadership, project management, and teamwork, ensuring students are prepared for meaningful careers or business ventures.

# The 3 Phases within Our Educational/Tarbiyah Streams



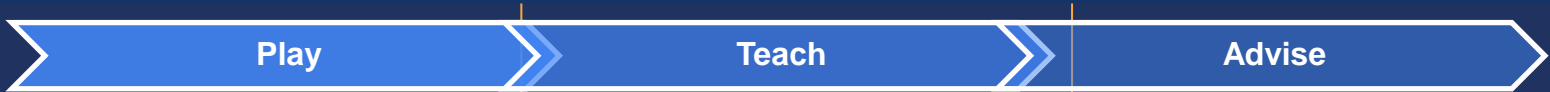
# Educational Streams and Capabilities Framework (Example)

All Phases: 'Play With Them', 'Teach Them' and 'Advise/Befriend Them'

STREAMS	Academic Development	Character Development	Business & Career Development
CAPABILITIES	<ul style="list-style-type: none"> <li>❖ Example Capabilities</li> <li>• Curiosity and Exploration</li> <li>• Problem Solving</li> <li>• Observation Skills</li> <li>• Critical Thinking</li> <li>• Fine Motor Skills</li> <li>• Self-Regulation</li> <li>• Numeracy</li> <li>• Language Development:</li> <li>• Creativity</li> <li>• Social Interaction</li> </ul>	<ul style="list-style-type: none"> <li>❖ Example Capabilities</li> <li>• Empathy</li> <li>• Respect</li> <li>• Courage</li> <li>• Integrity</li> <li>• Resilience</li> <li>• Moral Awareness</li> <li>• Compassion</li> <li>• Self-Control</li> <li>• Gratitude</li> <li>• Teamwork</li> </ul>	<ul style="list-style-type: none"> <li>❖ Example Capabilities</li> <li>• Teamwork</li> <li>• Leadership Awareness</li> <li>• Initiative</li> <li>• Communication Skills:</li> <li>• Problem Solving</li> <li>• Time Awareness</li> <li>• Financial Awareness</li> <li>• Entrepreneurial Thinking</li> <li>• Project Participation</li> <li>• Resilience and Adaptability</li> </ul>

# Assessment & Grading: All Streams & Capabilities

**Abdulrazaq Johnson**  
*Stewardship Capability Maturity Report*



**Academic Development**



**Character Development**

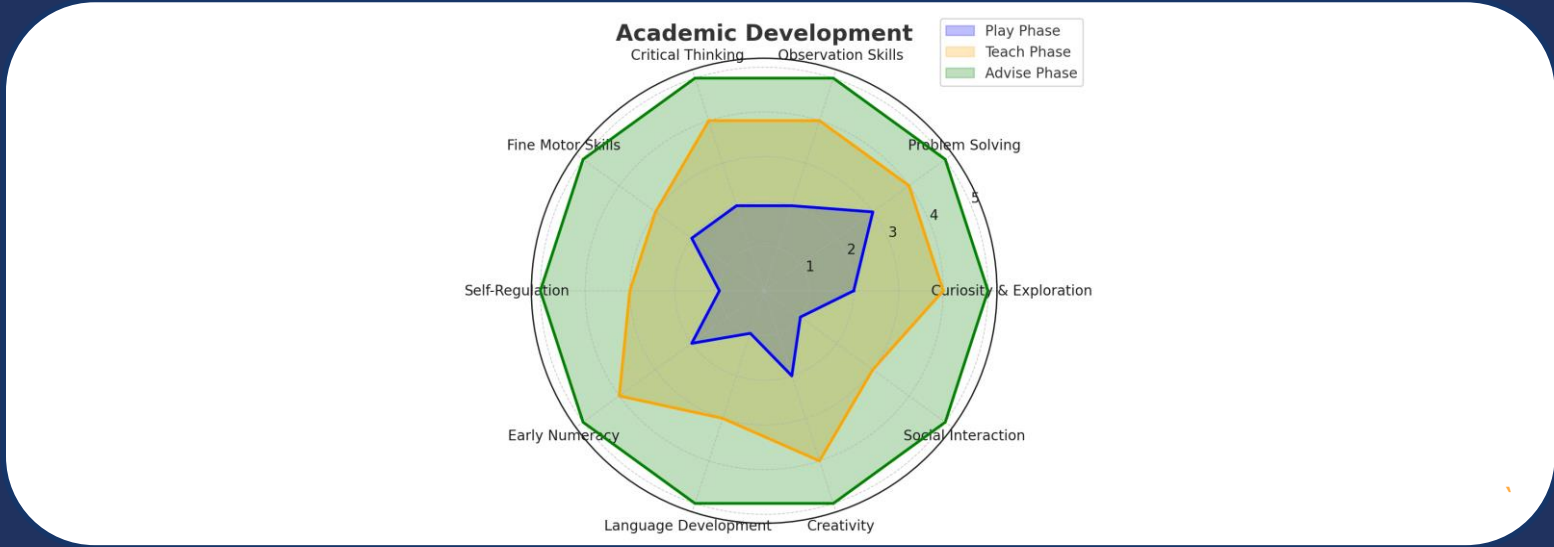


**Business & Career Development**



# Assessment & Grading Reports: Academic Development

**Abdulrazaq Johnson**  
*Stewardship Capability Maturity Report – Academic Development*



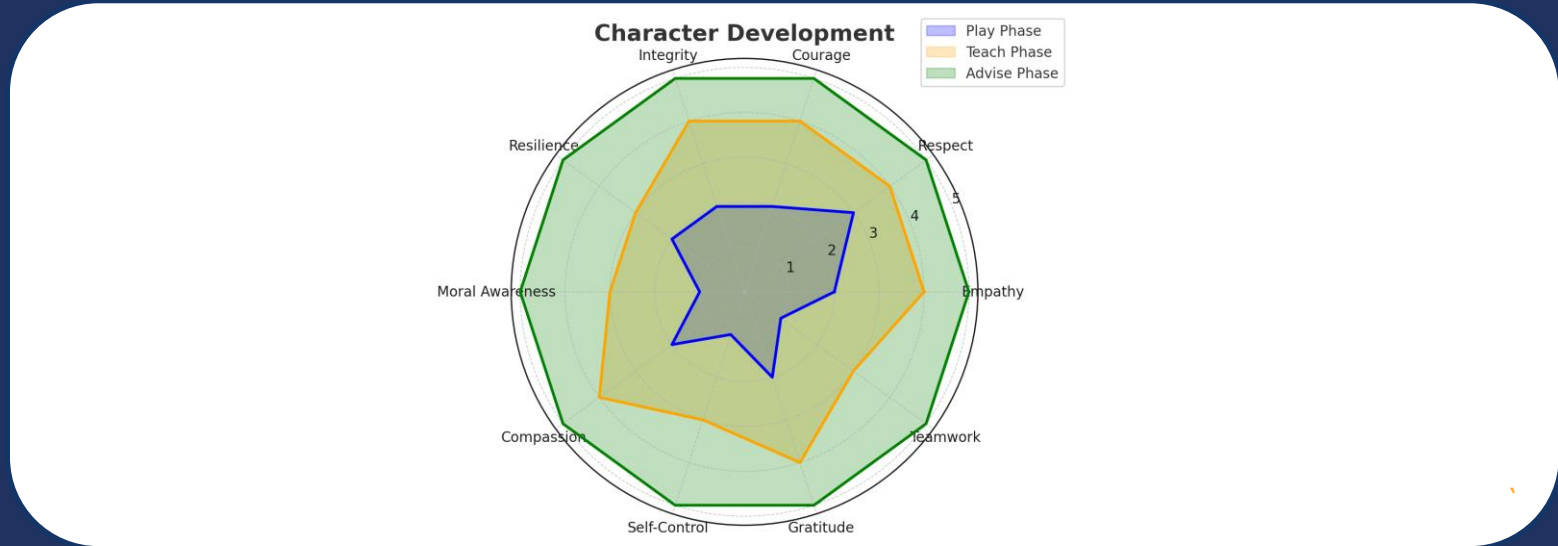
**Academic Development**



# Assessment & Grading Reports: Character Development

**Abdulrazaq Johnson**

*Stewardship Capability Maturity Report – Character Development*



**Academic Development**



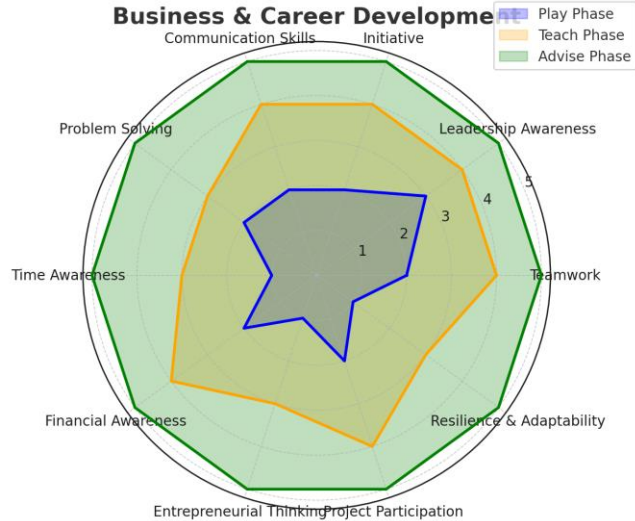


# Assessment & Grading Reports: Character Development

**Abdulrazaq Johnson**  
*Stewardship Capability Maturity Report – Character Development*



## Business & Career Development



**Academic Development**



# Understanding iSTECAMMO (1/5)

## Streams and Capability Areas

The Stewardship Capability Maturity Model (iSTECAMMO) is a framework designed to evaluate and nurture students' growth across three streams—Academic Development (Head), Character Development (Heart), and Business & Career Development (Hand)—through defined capability areas. These streams ensure holistic development by integrating intellectual, personal, and professional growth into the curriculum.

### Streams and Capability Areas:

#### 1. Academic Development (Head):

Focus: Intellectual capabilities such as critical thinking, analytical skills, adaptability, and intellectual curiosity.

##### Capability Areas:

- **Critical Thinking:** Ability to analyse and evaluate information systematically.
- **Problem Solving:** Tackling challenges with effective solutions.
- **Adaptability:** Learning new skills in changing environments.
- **Research Skills:** Gathering, interpreting, and presenting data.

#### 2. Character Development (Heart):

Focus: Moral and ethical growth with an Islamic dimension, including personal values and self-control.

##### Capability Areas:

- **Empathy:** Understanding and sharing others' feelings.
- **Integrity:** Upholding honesty and moral principles.
- **Resilience:** Enduring and overcoming challenges.
- **Self-Control:** Managing emotions and impulses effectively.

#### 3. Business & Career Development (Hand):

Focus: Practical skills for career readiness and entrepreneurship.

##### Capability Areas:

- **Leadership:** Inspiring and guiding others.
- **Teamwork:** Collaborating effectively with peers.
- **Entrepreneurial Thinking:** Innovating and taking initiative.
- **Professionalism:** Demonstrating ethical and responsible behaviour.

# Understanding iSTECAMMO (2/5)

## Capability Maturity Assessment Per Stream and Phase

Each capability is assessed using **five maturity levels** across the **Play, Teach, and Advise** phases:

### 1. Play Phase:

- **Goal:** Introduce foundational skills in each capability area.
- **Assessment:** Students are observed and evaluated on basic awareness and early application of skills. For instance:
  1. Academic Development: Ability to identify patterns or solve simple problems.
  2. Character Development: Demonstrating empathy and basic self-regulation in group activities.
  3. Business & Career Development: Participating in team-based games or role-playing scenarios.

### 2. Teach Phase:

- **Goal:** Build proficiency through guided practice and structured learning experiences.
- **Assessment:** Students are evaluated on consistent application of capabilities in familiar scenarios. For example:
  1. Academic Development: Applying research skills to small projects or group discussions.
  2. Character Development: Showing resilience in overcoming classroom challenges.
  3. Business & Career Development: Leading small group tasks or managing simple projects.

### 3. Advise Phase:

- **Goal:** Develop advanced mastery and independence in applying capabilities.
- **Assessment:** Students are assessed on their ability to demonstrate excellence in diverse, real-world scenarios. For instance:
  1. Academic Development: Conducting independent research and presenting findings.
  2. Character Development: Acting as a role model for integrity and self-control.
  3. Business & Career Development: Leading a group project or pitching a business idea.

# Understanding iSTECAMMO (3/5)

## Adding Up Within Each Stream

**Per Capability:** Each capability within a stream is scored based on the student's current maturity level (e.g., Level 1: Foundational, Level 5: Exemplary).

For example:

- If a student scores "3" in Critical Thinking, "4" in Problem Solving, and "2" in Adaptability within Academic Development, their overall score for that stream is averaged or weighted based on importance.

**Stream Score:** All capabilities within a stream contribute to an aggregate score that reflects the student's overall maturity in that stream. For instance:

- Academic Development:  $(\text{Critical Thinking} + \text{Problem Solving} + \text{Adaptability} + \text{Research Skills}) \div \text{Number of Capabilities}$ .

# Understanding iSTECAMMO (4/5)

## How Everything Adds Up Across Streams

- **Integration Across Streams:**
  - Each stream contributes to a holistic picture of the student's development. The overall maturity score combines the individual stream scores (Academic, Character, and Business & Career).
  - Weighting can vary based on program focus (e.g., Character Development might carry more weight in early phases, while Business & Career Development becomes more significant in later phases).
- **Overall Stewardship Capability Score:**
  - The final score reflects the student's maturity in **Stewardship Capability**, combining intellectual, ethical, and professional growth.
  - Example Calculation:
    - Academic Development: 3.5
    - Character Development: 4.0
    - Business & Career Development: 3.8
    - **Overall Score:**  $(3.5 + 4.0 + 3.8) \div 3 = 3.77$  (rounded to two decimals)

# Understanding iSTECAMMO (5/5)

## Gap Analysis and Improvement Planning

- **Identifying Gaps:**
  - Gaps are highlighted for capabilities scoring below a certain threshold (e.g., Level 3: Proficient).
  - For instance, a low score in "Self-Control" may point to challenges in resilience or teamwork.
- **Targeted Improvement:**
  - Improvement strategies are tailored to specific gaps, focusing on activities or lessons aligned with the deficient capability.
  - Coaches work with students on **Personal Development Plans (PDPs)** to track progress.
- **Phase-Driven Growth:**
  - Students transition from foundational skills in the Play Phase to advanced mastery in the Advise Phase, with the iSTECAMMO providing clear markers of progress.

By integrating these streams and capabilities into the iSTECAMMO framework, Stewards.ONE ensures a well-rounded, purpose-driven education that tracks, measures, and enables growth across intellectual, personal, and professional domains.

## Final Message to Readers



Thank you for taking the time to explore the **Stewardship Capability Maturity Model (iSTECAMMO)**. If you find this framework valuable and are inspired to implement it within your school, institution, or organisation, we are here to help you make it a success.

The iSTECAMMO framework is free for you to use, and we only ask that you credit **Stewards.ONE** as the originator. This acknowledgment not only promotes our mission but also helps us sustain and expand our efforts to nurture holistic education.

For guidance, collaboration, or questions about implementing iSTECAMMO, please don't hesitate to reach out to us at **info@stewards.one**. Together, we can create a transformative impact in education and beyond.