

Teaching Management Plan

South Africa



OVERVIEW

Company Mission

Our mission is to encourage young people to volunteer for worthwhile work in developing countries. We expect that doing this kind of voluntary work will in time become the norm. As more and more people join us, we aim to create a multi-national community with a passion to serve, to learn, to understand, to teach, to inspire, and to be inspired.

Teaching Programme Mission

Our Teaching programme mission is to provide sustainable educational support within disadvantaged schools and communities to reduce inequality in education. Through our volunteers, we aim to empower underprivileged students by improving their future prospects and equipping them with the skills needed to actively engage in a multi-national community.

Background Information

South Africa spends a bigger share of its gross domestic product on education than any other country in Africa. Yet performance levels are low for the region, as the access to education does not necessarily imply a good quality of educationⁱ. The greatest challenges are found in the more rural and township communities.

As per Stanford University's paper on the "Programmes to Increase Literacy":

"Literacy rates in South Africa are very low. Thirty percent of adults are functionally illiterate (ELRU). One of the basic causes of this is the lack of money to fund education. Although up to 20% of the nation's budget is spent on educational programmes, resources are not sufficient to provide every learner with the opportunity to become a confident reader and writer. Inequitable funding structures, disparities in school fees, insufficient teacher training, lack of supplementary materials in indigenous African languages, absence of access to books are typically seen as the causes of low literacy rates. While these are certainly key factors, specialists also point out that South Africa does not have a 'reading culture'ⁱⁱⁱ.

Furthermore, the schools we partner with serve marginalised communities with students mostly coming from disadvantaged families. The challenges therefore are increased, as are the opportunities for our volunteers to contribute in a meaningful way.

Partners

Projects Abroad South Africa is registered as a non-governmental organisation (NGO). We mostly work with pre-school and primary school students in educational institutions catering to disadvantaged communities, i.e. townships.

Our main partners are Floreat Primary School, Hyde Park Primary School and Zerilda Park Primary School. They all benefit from receiving volunteers who can help with classroom support, as well as providing a new perspective and teaching methods in different subjects.

GOALS

In order to work towards our Teaching programme mission, we have set the following goals to achieve in the placements where we send our volunteers:

1. Increase literacy (priority goal **)**

Given South Africa's low literacy rates, we are considering this to be one of our priority goals. We recognise that building basic literacy skills at a young age can greatly increase a student's ability, interest and opportunities later on. Our focus is to create a literacy-rich environment at the school, because learners first need to be interested in reading before you can begin teaching them to read. Having assessed the literacy levels of different students, we hold remedial classes for those identified as needing extra support. Our literacy programme is an intervention programme that runs alongside the school curriculum. The intervention programme aims to assist weaker learners to bring them up to a level that they should be for their age / grade.

Part of the goal includes setting up a Pen Pal project at Zerilda Park Primary, which encourages Grade 6 learners to write letters to students in one of our partner projects in Jamaica.

This goal is further emphasised through the "Bring-a-Book, Build-a-Library" campaign, that will have the volunteers contribute to growing libraries in disadvantaged communities. The volunteers will also try organise mobile-libraries to visit our partner schools.

2. Encourage learning through creativity (priority goal **)**

We believe creativity is more of an asset nowadays than ever. Problem-solving and creative thinking have become essential skills for entrepreneurs to master to be able to run successful, innovative businesses. Building up these skills during a child's education will increase their likelihood of becoming academically successful and economically productive. We educate and run creative activities that will motivate students in their learning as well as encourage them to think for themselves and become more innovative. Our main project in this area is the SOLE project that has students engaging with new technology in a way they have not experienced in the classroom.

3. Improve teaching techniques

Findings in South Africa have shown that the quality of teaching provided is relatively poorⁱⁱⁱ. With this goal, we are aiming at increasing the positive impact that our volunteers' work has in the classroom. We will attempt to encourage the Teaching volunteers to be more involved and independent, but also to work with one another. This is done through detailed inductions and workshops. Volunteers are able to bring in a variety in the teaching and learning techniques as well as offer personalised teaching support to students identified as slow learners.

4. Increase IT and sports

With this goal, we recognise the fact that a wholesome education does not neglect the students' physical development not the advantages of being conversant with modern technology. Our volunteers are contributing to this by providing assistance to the local PE teachers in school, as well as incorporating weekly IT classes into the timetable of one school.

RESOURCES

Human Resources	Average 35-40 volunteers per year Projects Abroad global staff teams Placement staff support
Physical Resources	Projects Abroad offices Placement materials
Online Resources	Volunteer Resources Database Myprojectsabroad webpages
Financial Resources	Monthly budgets for overall operations Donations to specific projects or placements
Intangible Resources	Reputation in destination communities Goodwill; genuine desire to help Expertise

Projects Abroad provides a range of resources for each of our programmes. These fall into four interdependent categories:

Human: Volunteers themselves are our most crucial asset in achieving our goals. Through their creativity and energy, all of our ambitions can be realised. Another central support team is our extensive network of Projects Abroad staff worldwide, dedicated to supporting volunteers and achieving our company mission. We also depend greatly on the staff in all of our placements; whose support guides volunteers through their daily activities.

Physical: Projects Abroad has offices in all of our destinations, where volunteers can come to speak to staff or attend workshops. There are also office materials and placement supplies available to volunteers.

Online: The Volunteers Resources Database and myprojectsabroad webpages all provide vital support before, during and after their placements.

Financial: Funds for all of Projects Abroad's work come solely from volunteer placement fees. These are distributed via monthly budgets, to ensure fair allocation of funds for each destination. Occasionally volunteers may also send donations directly for a specific placement or project.

Intangible: The good reputation of volunteers in local communities is what makes our work possible. This reputation has been earned over years of dedicated volunteer contribution. This is supported by the combined knowledge of our extensive staff network. With over 700 staff across every continent, we are proud to be a diverse and accomplished team.

MONITORING & EVALUATION

Placement visits
Volunteer workshop sessions
Staff meetings
Volunteer Resources Database
Feedback evaluation

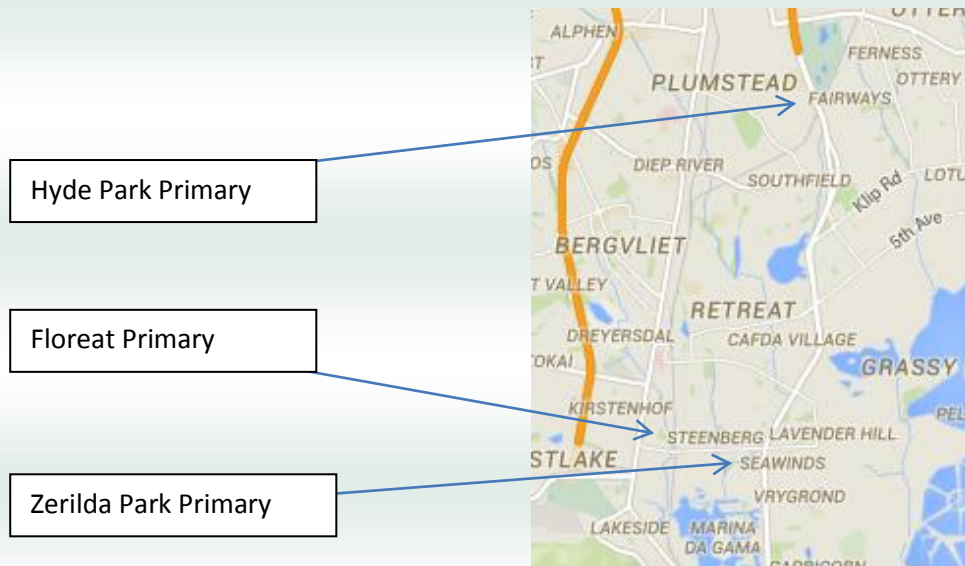
Physical monitoring: Through placement visits and volunteer workshops, volunteers are in frequent contact with staff members, who will observe and advise volunteers in action. Staff participate in regular meetings to discuss best practices within and between destinations.

Online monitoring: The Volunteer Resource Database is platform for staff and volunteers to share and develop ideas.

Feedback evaluation: Feedback from placement staff, Projects Abroad staff and volunteers is continuously gathered and used to inform future plans.

LOCATION OF PLACEMENTS

- 1) Hyde Park Primary, Hyde Road, Fairways, Cape Town, 7800
- 2) Floreat Primary, Lute Lane, Steenberg, Cape Town, 7800
- 3) Zerilda Park Primary, Stormvoel Street, Seawinds, Cape Town, 7945



ⁱ http://www.unicef.org/southafrica/education_344.html

ⁱⁱ http://www.stanford.edu/~jbaugh/saw/Yoo-Yoo_Literacy.html

ⁱⁱⁱ http://www.unicef.org/southafrica/education_344.html

Projects Abroad Teaching programme			
	INDICATORS	MONITORING (MEANS OF VERIFICATION)	ASSUMPTIONS
Company Mission: (the change we want to see in greater society)			
Our company mission is to make it the norm for men and women from developed countries to live and work as volunteers in a developing country; they should work on projects which have a clearly favourable impact on host-communities. In this way, we will continue to create a multi-national community with a passion to serve and to inspire.			
Teaching Programme Mission: (the change we want to see for the target group)			
Our Teaching programme mission is to provide sustainable educational support within disadvantaged schools and communities to reduce inequality in education. Through our volunteers, we aim to empower underprivileged students by improving their future prospects and equipping them with the skills needed to actively engage in a multi-national community.		1. Onsite visits 2. Placement staff feedback 3. Projects Abroad staff feedback 4. Volunteer feedback (DQs & EOPF) 5. Children feedback 6. Test results	1. Number of volunteers does not drop considerably 2. Number of volunteers with with a good grasp of English does not drop considerably 3. Political and civil stability in the countries we work 4. No natural disasters that could affect our work
Goal 1:			
Increase literacy - priority goal			
Actions:			
1.1	Organise workshops with volunteers to help them understand techniques for working with slow learners		
1.2	Conduct weekly remedial sessions for children who have been identified as needing extra support.		
1.3	Incorporate different types of grammar exercises (don't always use the same style), interrogation and method of explanation (using examples that can be incorporated in daily life, etc). – not entirely sure I understand it but parts of it sounded interesting!		
1.4	Allow a regulated time-period per week to implement spelling tests/pronunciation exercises/reading practice in the small groups		
1.5	Invite a professional guest speaker once every 4 months to provide expert advice on how to motivate students to read.		
1.6	Organise weekly workshops with volunteers to help them identify areas of weakness in literacy among the children		
1.7	Set up diagnostic and assessment tools for children participants and create literacy modules for project that meet national literacy standards by the end of 2014		
Goal 2:			
Encourage learning through creativity - priority goal			
Actions:			
2.1	For a minimum of 1 hour per week research and document new teaching aids		
2.2	Volunteers to work with the placements to make learning environments visually appealing and educational to the students e.g. "word of the day wall" –whereby the volunteer displays a new word each day along with a definition and the students are tested on it the following morning		
2.3	In break times engage children in regular games and activities to improve their attention span, stimulate their brains and encourage team work.		
2.4	Volunteers to do a presentation to their class on their home country, and divide class into groups to prepare a presentation on a topic of their choice.		
Goal 3:			
Improve teaching techniques			
Actions:			
3.1	Volunteers to create two teaching aides per month and present them in workshops with other volunteers to be used in the classroom.		
3.2	Arrange weekly "teachers meeting" for volunteers to get together and discuss tips, highs and lows.		
3.3	Increase group-oriented study in order to improve individual autonomy and team work.		
3.4	Regular testing of understanding with exercises, mini-tests and presentations, to be marked and given feedback.		
Goal 4:			
Improve English			
Actions: (the tasks that need to take place to achieve the goal)			
4.1	Set up a pen pal initiative in at least 2 placements in 12 months.		
4.2	Create and manage a Projects Abroad Library of English language story books. Volunteers can sign books in and out for when they use them in at least one the placements.		
4.3	Create a resource centre of flash-cards and other English learning materials		
4.4	Allow a regulated time-period per week to implement spelling tests/pronunciation exercises/reading practice.		
4.5	Introduce SOLE (Self Organized Learning Environment) sessions each month to emphasise / strengthen topics in the curriculum - https://www.youtube.com/watch?v=gw9SxckBGLU		
4.6	Use creative techniques to help improve the listening and speaking skills of student's e.g. role plays, acting and drama games.		
4.7	Introduce realistic daily role plays to focus on 'real life' conversational English.		
Goal 5:			
Increase IT and Sports			
Actions:			
5.1	Incorporate weekly IT classes into the timetables of one school		
5.2	Help with the physical development of students by teaching P & E and Sports classes		
5.3	Help organise (inter-school) sports competitions		
5.4	Organise weekly workshops with volunteers to help them identify areas of weakness in IT and Sports among the children		
Goal 6:			
Improve support for those with learning disabilities			
Actions:			
6.1	Introduce a record keeping system for each placement and maintain it for each child on a monthly basis including profile of child, learning ability, preferences, dislikes, etc.		
6.2	Introduce creative activities to help develop skills		