

Teaching Management Plan

Cambodia



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

Officially known as the Kingdom of Cambodia, this country is located in South Eastern Asia, between Thailand and Vietnam.

Cambodia is now a developing nation with a large gap between rich and poor. State institutions are weak and the education system is no exception. Today, Cambodia's education indicators are among the lowest in Asiaⁱ. Not only are many teachers very young (just out of high school), inexperienced and underpaid, but there remain unfortunately realities that prevent children from staying in school: dropout rates are high, particularly for lower secondary school, as families, especially in rural areas, cannot afford the costs related to schooling and need children to help with chores and fieldworkⁱⁱ. The lack of quality education, in particular for children in more remote areas who simply lack access to this, leads to high repetition and dropout rates and delays in the completion of primary and secondary school. Bribes are often paid in order to pass secondary school level exams to secure admission universitiesⁱⁱⁱ. USAID data shows that in 2011, lower secondary school enrolment only reached 34% of the population and upper secondary school enrolment was only at 21%^{iv}.

Partners

Projects Abroad Cambodia is registered as a Non-Governmental Organisation (NGO). We mostly work with NGO schools that offer extra morning and afternoon school sessions to complement the state curriculum. The schools and the children's meals are subsidised by these NGOs and is a facility that is open to families in need. Our partner schools are located in the poor areas of the capital where families struggle to feed and educate their children. Volunteers are not required to have experience teaching, just the desire to share their knowledge with these children. There are books and workshops to help volunteer teachers prepare their lessons. There is also sports material available. In Cambodia, NGOs and locals are simply happy with the opportunity to speak with native English speakers, which is a rare honour for most Khmer. There is also the option for French-speaking and Japanese volunteers to work in a NGO primary school.

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. Improve English (priority goal **)**

English is now a universal language used in international business, online communication and media. It is now more important than ever for young people to learn English so they can properly engage in a global community. We aim to develop three main skills areas: reading, speaking and writing. In Cambodia, English has replaced French as the main foreign language taught in schools.

In a country where tourism and international business are developing, Cambodians who can speak English have increased chances of finding employment in international companies and organisations with improved salary and work conditions. Volunteers, in particular native speakers, can offer invaluable help in improving the students' and also the teachers' phonetics, pronunciation and grammar.

2. Improve teaching techniques (priority goal **)**

As aforementioned, teachers in Cambodia are often young, inexperienced and underpaid. They can easily lose motivation and cannot afford further training in teaching techniques. Our partner schools are small, often with less than five classrooms and the classes are often split-level with very few resources. An important aspect of volunteer teaching is having the ability to manage and teach two different levels at a time in classes of up to 35/40 pupils. It is important to support and develop every volunteer's knowledge of teaching, class management, exercises and activity creativity so that they can feel comfortable and confident in the classroom. Volunteers assist in giving new ideas or suggestions of new teaching methods. Projects Abroad Cambodia offers regular teacher training workshops, materials and exercises exchanges while developing an evaluation to monitor the progress of the classes over time with the input and experience on the volunteers on site.

3. Encourage learning through creativity

Problem-solving and creative thinking have become essential skills for entrepreneurs to master in order 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. Original teaching methods and activities help increase students' concentration as well as their participation in class.

4. Increase Literacy

Presently, Cambodia still has a high illiteracy rate, with a literacy rate of 73.9%^v. The illiteracy rate remains even more notably high for women in Cambodia with some literacy rate figures estimated to be as low as 45.9% for women^{vi}. Improving both child and adult literacy levels will allow people to gain skills that will help them succeed in different areas and progress in their education.

RESOURCES

Human Resources	Average 120 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
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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

Projects Abroad Cambodia works with partners in the poorer areas of the capital of Phnom Penh. The schools are located out of the city centre, around 20-30 minutes from the office and volunteer accommodation.

ⁱ <http://www.usaid.gov/cambodia/education>

ⁱⁱ <http://www.unicef.org/cambodia/3.Education.pdf>

ⁱⁱⁱ http://www.nepcambodia.org/index.php?option=com_content&view=article&id=47&Itemid=54&lang=en

^{iv} <http://www.usaid.gov/cambodia>

^v <https://www.cia.gov/library/publications/the-world-factbook/fields/2103.html#136>

^{vi} http://www.nepcambodia.org/index.php?option=com_content&view=article&id=47&Itemid=54&lang=en