Teaching Management Plan
Senegal

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

Since its independence in 1960, Senegal has continued to employ the French model for its education system[i]. In the last decade, the country has made vast improvements in terms of access to education and enrolment figures, as well as in bridging the gap between enrolment rates for girls and boys. However, the quality of education has deteriorated and realities for disadvantaged groups continue to limit the availability of education for many. Drop-out rates remain high, especially for girls for whom education is considered an "unaffordable luxury"[ii], or for children needing to work to support their families financially. As a result, only 1 in 10 Senegalese students complete secondary school[iii].

Partners

In Senegal, our main partner is the Senegalese Ministry of Education. We also develop partnerships with local primary schools, secondary schools and higher education institutions. We also have connections with a very motivated group of adult learners.

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 ***)

In Senegal, we particularly aim to enhance and support English teaching / learning by giving students the opportunity to learn the language through direct interactions with English native speakers or with people who have lived in English speaking countries and/or speak English as native speakers.

Language learning is an important part of the Senegalese Educational system. After French, English is the most important foreign language taught at schools and at any academic institutions in general. It is the responsibility of the government to hire qualified teachers for Senegalese students, although in the case of language learning, students' interaction with native speakers is a well appreciated added value that ensures quick and efficient linguistic competences development. Also, this

interaction inevitably creates an environment of rich social and cultural exchange, which is beneficial to learners, local teachers and to teaching volunteers.

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

The quality of education provided in public schools is severely affected by a lack of training for teachers, a lack of educational resources, and challenging school environments[iv]. As a consequence, students are often behind in terms of skills for their grade level.

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. The best teaching practices are researched and used in classes to optimise the teaching / learning strategies but also the teaching / learning environment. Workshops are excellent settings through which exchange, share, material development, training and mutual support between teachers can guarantee the teaching / learning successful accomplishment.

3. Improve classroom support

In rural areas especially, a lack of facilities means children may have to walk far to get to school, and classroom sizes average at more than 50 students, with spaces in middle schools being in especially short supply[v]. It is difficult for teachers to maintain discipline, deliver creative teaching methods and offer personalised support to students struggling to keep up.

It is crucial to explore classroom management methods and apply them in classes in order to help and assist local teachers, by taking some pressure off those who have very large classes. We aim to introduce new rules and discipline methods as well as relieve pressure for teachers by dividing the class into small groups, organising remedial classes for slower learners, and encouraging students in their work.

4. Increase literacy

The literacy rate remains a concern in Senegal, in particular for women. In 2009, the literacy rate for men was estimated at 62%, but was as low as 39% for women over the age of 15[vi]. Illiteracy is considered one of the main factors for intergenerational poverty in the country[vii]. Reading and writing are essential skills for every person to master. Building these basic skills at a young age can greatly increase a student's ability and interest later on. We aim to assess the literacy levels of different students to hold remedial classes for those identified as needing extra support.

Language teaching can also be a good pretext to increase learners' literacy. Different topics are used to create real-life situations, thus establishing connections between what is learnt and "what is lived" in real life. Literacy is not just the ability to read and write, but the ability to integrate acquired linguistic skills in daily life. Classical school-learning groups as well as "adult learners" are targeted.

5. Encourage learning through creativity

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. Though the government has been investing more in teacher training and improving school facilities, teaching materials and resources remain very low[viii]. 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.

RESOURCES

Human Resources	Average 5 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

All of our teaching placements are located in the city of Saint Louis, in Senegal.

[i] http://digitalcollections.sit.edu/cgi/viewcontent.cgi?article=2263&context=isp_collection
[ii] http://www.our-africa.org/senegal/education-jobs
[iii] http://www.our-africa.org/senegal/education-jobs
[iv] http://www.usaid.gov/senegal/education
[v] http://www.our-africa.org/senegal/education-jobs
[vi] http://www.unesco.org/eri/cp/factsheets_ed/SN_EDFactSheet.pdf
[vii] http://www.unesco.org/eri/cp/factsheets_ed/SN_EDFactSheet.pdf
[viii] http://www.our-africa.org/senegal/education-jobs

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. Adult learners 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: (what we want to achieve)				
Improve English - priority goal				
	Actions: (the tasks that need to take place to achieve the goal)			
1.1	Create a resource centre of flash-cards and other English learning materials			
1.2	Establish a weekly after school English conversation club. ½ hour small group sessions on a chosen topic each week.			
1.3	Allow a regulated time-period per week to implement spelling tests/pronunciation exercises/reading practice in the classroom. Enhance student's linguistic exposure to native speakers of English			
1.4	Use creative techniques to help improve the listening, speaking, reading and writing skills of student's e.g. role plays, acting and drama, games, story-telling, essay writing and debating			
1.5	Introduce realistic daily role plays to focus on 'real life' conversational English.			
Goal 2:				
Improve teaching techniques - priority goal				
	Actions:			
2.1	Volunteers to create 4 teaching aides per month and present them in workshops with other volunteers to be used in the classroom.			
2.2	Arrange bi-weekly "teachers meeting" for volunteers to get together and discuss tips, successful practices, highs and lows.			
2,3	Increase group-oriented study in order to improve individual autonomy and team work.			
2,4	Regular testing of understanding with exercises, mini-tests and presentations, to be marked and given feedback.			
Goal 3:				
Improve classroom support				
	Actions:			
3.1	Work with teachers to improve classroom rules and methods of discipline			
3.2	Divide class in half or take small groups to relieve pressure on teachers with large numbers of students in one class.			
3.3	Help teachers with correct pronunciation and vocabulary (English)			
3.4	Design and plan lesson in line with the national curriculum			
3.5	Based on the skills of the volunteers, revive the school's English club with various activities that can help improve students level of English (e.g. drama and acting, public speaking, debating, singing, educational games playing)			
Goal 4:				
Increase literacy				
	Actions:			
4.1	Organise workshops with volunteers to help them understand the communicative language teaching strategies and trends in general, and techniques for working with slow learners in particular			
4.2	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).			
4.3	Create, for adult English learners, literacy modules that meet national literacy standards			
4.4	Conduct training with volunteers in adult literacy each month based on modules			
4.5	Organise monthly assessment sessions to check adult learners progress with respect to the literacy module			
Goal 5:				
Encourage learning through creativity				
	Actions:			
5.1	For a minimum of 4 hours per week research and document new teaching aids			
5.2	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			
5.3	Initiate story writing competitions/ poem writing which can then be presented to the class			
5.4	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.			