



EK PHNOM DISTRICT

SIX MONTHLY REPORT

JULY – DECEMBER 2016

SeeBeyond|Borders

Change begins with education.

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Miss Un Nimol (cover image) is a Grade 3 teacher in Prek Loung Primary School. 95% of her students passed their assessments at the end of the year, which was the highest in the district.

"I am very proud of my students' test results this year, 95% of them passed and they had a very high average pass score of 93%. Thank you very much to my mentor teacher and SeeBeyondBorders who helped me improve my instruction skills, making it easier for students to understand the concepts of the lessons that I teach."

EXECUTIVE SUMMARY

The first six months of the Annual Operational Plan (1st July 2016 to 31st December 2016), which this reporting period covers, provides information on the implementation of six programs in Ek Phnom district: the Transition Program, Mentoring Program, Sport Program, Conditional Cash Payment Program, Health Program and a pilot Literacy Program in Ek Phnom District.

During this period, SeeBeyondBorders orientated all six Senior Mentors on the specific responsibilities of their roles (outside of running workshops) so that they can take full responsibility for observation and ongoing support for all mentors within their clusters in this academic year. We fully expect them to be able to develop their teachers' capacity by themselves in the long term when SeeBeyondBorders leaves the district. We are also continuing to build our relationship with the District Office of Education to ensure the sustainable transition of SBB trained mentors and teachers taking on roles within the existing structure intended to provide training, monitoring and support.

SBB staff have continued to provide regular support to mentors and this is reflected in ongoing improvements in mentor skills against the scale. The confidence of mentors is high and therefore they are able to very effectively support and advise their mentees too, which has led to a higher quality of teaching in the classrooms. Student test results have gone up again, for the fourth year running, and absenteeism continues to improve.

The Literacy Program trial that was planned for November has been delayed for a number of different reasons. We hope to trial the program in 2018, dependent on receiving sufficient funding for it.

During this period, we were invited to join a 3-day Teacher Task Force Forum in Siem Reap Province in December as a result of us winning the UNESCO-Hamdan Award earlier in the year. It was important for SeeBeyondBorders to have a chance to hear from large organizations on how they address educational challenges and how many countries are facing similar challenges. This gave SeeBeyondBorders an opportunity to reflect on our work and re-assess our programs within a large-scale context.

We have also recruited a new Junior Project Manager who started with us in November. He will take on greater responsibility for planning, monitoring, financial management and reporting of our projects in Ek Phnom. This will enable our more senior staff to reduce their operational oversight and play a more strategic role in the development of SBB Education Programs and our ongoing work with UNSECO and MOEYS.

We are delighted to see the progress and achievements that have been made over the last six months in Ek Phnom and we would like to thank all of our generous supporters who have made this possible. This has benefitted 71 teachers and 1,809 students in Ek Phnom district.

JULY – DECEMBER 2016 HIGHLIGHTS

- In the last report, we reported the mentors' attendance at monthly mentor meetings was a challenge, with only 84% average attendance for many different reasons. SeeBeyondBorders worked on addressing these challenges by checking every mentor teachers' availability before setting the fixed date for running the meeting. As a result, attendance has increased to 92% during this six-month period.
- The number of teachers eligible for Krou Laor Awards increased this year, compared to 2014. SeeBeyondBorders conducted a Prize-Giving ceremony in October at the Ek Phnom District Office of Education. 11 teachers (6 females) received Gold Awards, 24 teachers (17 females) received Silver Awards, 6 teachers (5 females) received Bronze Awards and 33 teachers (12 females) received Thank You certificates to recognize their work. It is expected that recipients will continue their efforts to improve their teaching and the ones who didn't receive an award this year will strive for excellence for next time, since they have embraced a system that requires commitment to continued professional development.
- During the past six months, there were only two months (July and December) that mentoring took place at schools. SeeBeyondBorders' visits to mentors reached the target at 98%. This also encouraged mentors to visit their mentees and they continued to exceed their target, achieving 114% of planned visits. This helped the mentors develop their mentoring and feedback skills, and supported the teachers to improve their teaching strategies to teach Math and other areas of the curriculum. This also includes at least 25 extra-curricular visits where the mentors extended their support to the teachers. The extra-curricular visits also demonstrate the mentors' ability to provide support beyond their regular scope.
- Last year Senior Mentors were able to facilitate ongoing professional development for all staff within their schools including induction and skills training for new teachers. This year they take more responsibility to provide ongoing support to the mentors who work in their schools or cluster. During the past six months we trained two more senior mentors, so now we have a total of six Senior Mentors in the district. This is to extend more support to all the mentors and we want Senior Mentors to take full responsibility for observation and ongoing support for all mentors within their clusters. This means that they will be able to develop their teachers' capacity by themselves in the long term, when SeeBeyondBorders gradually leaves the district.
- Community Engagement has been high across our Getting to School Programs with attendance of our 72 Assistant Coaches reaching record highs at the end of the 15/16 school year, 97 community members attending Health Campaign Days and 32 participating members of CCP committees ensuring that SBB is working with the parents and broader society to help ensure that children are being encouraged and supported to attend school and there are greater levels of local ownership and accountability at the school levels.
- Our Community Liaison Officer, who also holds the role of the Child Protection Officer, shared his ideas and knowledge of "Positive Discipline" strategies with the entire SBB staff. This session qualifies SBB staff to share these ideas and knowledge with teachers and mentors, so that they are aware of how to help prevent child abuse.

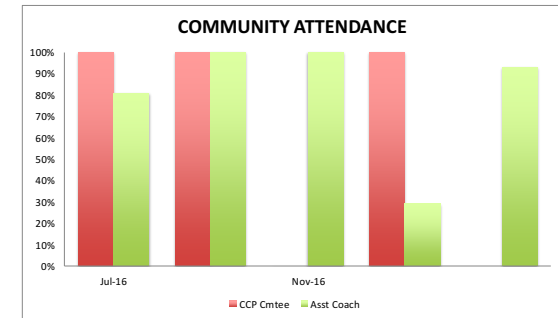
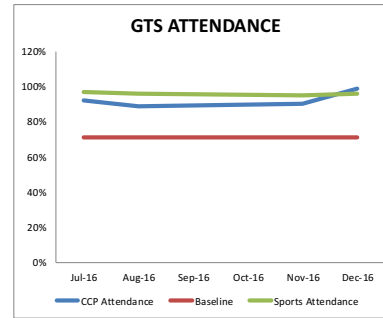
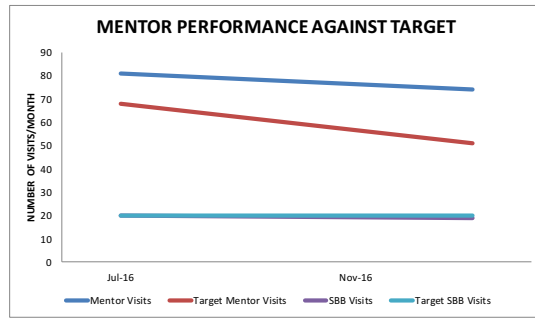
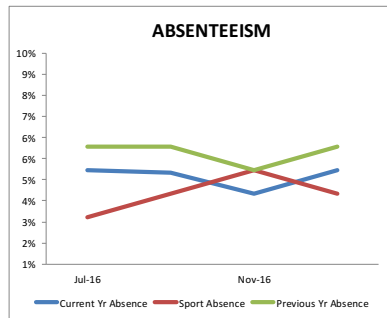
JULY - DECEMBER 2016 CHALLENGES

- In November, when the new academic year started, the number of mentors and mentees on our program decreased slightly for a few reasons: moving away to gain higher standard qualifications, moving to other districts or to teach different grades, for example. This meant the number of mentors decreased from 20 to 19 and the number of mentees decreased from 55 to 51. To make up for the change in number of mentors, one new school principal was promoted to a mentor teacher by having support from SBB's MDC and Senior mentor teacher to carry out the mentoring sessions in his school.
- This year we found it challenging to recruit University students to help conduct the end of year tests because the scheduled testing days lasted for a whole day, but the University students were only free in the afternoon because they had to attend their classes every morning. This meant that SBB staff members had to run the tests themselves and instruct the volunteers on how to mark the students' papers and enter test score data for results analysis.
- During this period, the attendance of CCP students decreased in July and August, from 96% to 88%. This decrease occurred because there were six sponsored students who were sick. One of the students was seriously ill and needed treatment, and SeeBeyondBorders' CCP Emergency Medical fund helped her to go to hospital to be treated. We hope that this fund will provide more support to children and their families in the future so they are treated promptly and are able to attend school more regularly.
- The planned trial of a one-year Literacy Program was delayed for a number of reasons: it was hard to find two volunteer teachers for the trial in one school; SBB staff have continuing high workloads, particularly with the additional work required with MoEYS and UNSECO; and the decision to do further scoping work and feasibility analysis in the design phase before commencing the pilot. We hope to be able to trial the Literacy Program in the 2017/18 school year, subject to resource availability.
- One of our Sports schools has built a building over the sports field which means there is not enough space to conduct sports lessons and demonstrates a lack of support for and engagement with the SBB Sports Program. In the coming period, we will work closely with the Principal and DoE to determine how we can build greater local ownership and responsibility for the Program. After our Community Liaison Officer met with the school principal of Kouk Doung, the school agreed to work on the Sport yard to widen it and improve the safety. They therefore cut the grass and leveled the soil and, as a result, Sport activities are now running smoothly.
- The Sports Program has not started in 5 out of 7 schools, because the school staff has been slow in managing to allocate teachers to classes. Therefore, the schools could not recruit community volunteers to be assistant coaches to assist the teachers to run the sport sessions.

EK PHNOM DISTRICT DASHBOARD

	Absenteeism			Mentoring						CCP							Sport					Health													
	Abs %	Prev. Year Abs. %	% Data Free Days*	Mentor Meeting			Mentor visits to teachers (based on reports received?)			SBB Visits to Mentors			CCP student attdn		Committee Student Support Visits			SBB Student Support Visits		SBB School Visits	Sports Lessons		SBB Visits	Stud Att	Stud Abs	Assit Coach Attdn	Health Lessons Held		Mentor Visits to teachers			SBB Visits to mentors			Com Attdn
				Attnd %	Actual	Target	%	Actual	Target	%	Attnd %	Baseline (Jan Attdn%)	Actual	Target	%	Actual	Target	%	Actual	Actual	Target	Total	Attnd %	Abs %	Attnd %	Actual	Target	Actual	Target	%	Actual	Target	%	Total	
EK Phnom YTD AVERAGES	5%	6%	0%	92%	155	119	130%	39	40	98%	93%	71%	5	5	100%	8	6	133%	8	403	481	9	96%	4%	81%	55	81	7	9	78%	4	6	67%	9	
Jul-16	5%	6%	0%	100%	81	68	119%	20	20	100%	92%	71%	2	2	100%	2	2	100%	2	151	151	0	97%	3%	100%	26	27	3	3	100%	2	2	100%	0	
Aug-16	5%	6%	0%	N/A			N/A			N/A	89%	71%	2	2	100%	4	2	200%	4	144	139	1	96%	4%	100%	20	27	3	3	100%	2	2	100%	0	
Nov-16	4%	5%	0%	85%			N/A			N/A	90%	71%	0	0	N/A	0	0	N/A	0	12	70	0	95%	5%	29%	0	0	0	0	N/A	0	0	N/A	0	
Dec-16	5%	6%	1%	92%	74	51	145%	19	20	95%	99%	71%	1	1	100%	2	2	100%	2	96	121	8	96%	4%	93%	9	27	1	3	33%	0	2	0%	9	

* % Data Free Days - We capture this to measure the quality of data capture within schools. Attendance rates may be high, but if Data Free Days are also high, we know the results are less reliable.

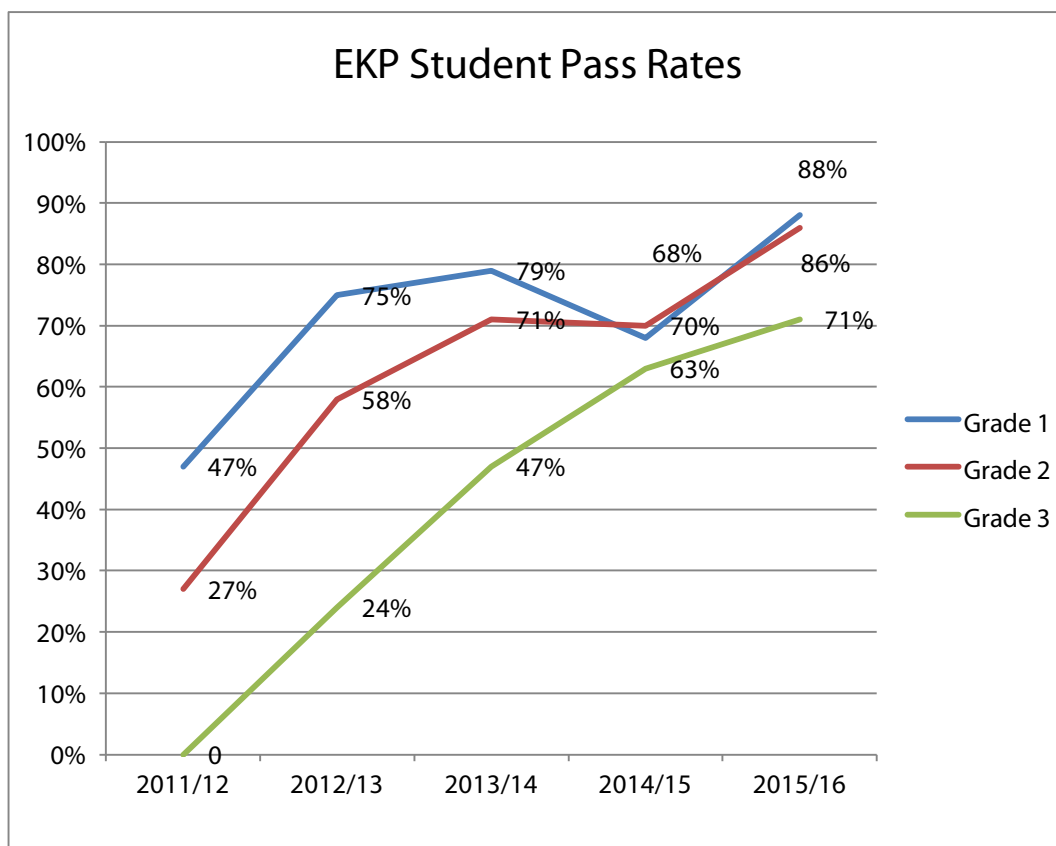


JULY - DECEMBER 2016 OUTCOMES AND EVIDENCE

Teach the Teacher Focus Area

Aim: Develop confident and competent communities of teachers committed to quality teaching and ongoing professional development

- During this six-month period, we assessed student knowledge to measure how they are learning. We were very pleased to see that the overall student pass rate has increased again this year, demonstrating that teaching quality continues to improve. The Grade 1 pass rate was 88% this year, an increase from 68% last year. In Grade 2, 86% of students passed, up from 70% from last year, while in Grade 3, 71% passed which is an increase from 63% last year. The average score achieved in the tests increased significantly from the previous year, with Grade 1 at 86%, up from 74%, Grade 2 at 78%, up from 73% and Grade 3 at 70%, up from 65%. Students' absenteeism on the day of the test affects the pass rate, which is why we are pleased to announce that absenteeism decreased in Grade 1 to 7% (down from last year's 15%), Grade 2 dropped to 7% (from last year's 13%) and Grade 3 was at 6%, (down from 10% last year).



- The final skills evaluation for 2016 was conducted in August to assess mentor and mentee improvement assessed against our skills scale. The results demonstrate that mentee teachers who have been on our program for a long time continue to develop their skills well, with 90% achieving at least Level 3 across all skill types, compared to 80% in Feb 2016. New mentee teachers, who have joined more recently, have also improved their skills, with 77% achieving a Level 2 across all the skill types, compared to 45% in Feb 2016. 80% of mentor teachers achieved Level 4 in the August skill evaluation. This is an improvement from the 10% that had achieved Level 4 in February 2016.
- During this six-month period, the mentoring program was only active in two months - July and December - because September and October were school holidays and August and November are extremely busy months

at school for teachers. However, in July and December mentor visits to mentees remained high, and they completed 114% of planned mentee visits. Moreover, especially in December, Senior Mentors started to take more responsibility in providing support to new and old trained mentors. By doing this, we will ensure sustainability when SeeBeyondBorders phases out of the district.

Getting to School Focus Area

Aim: Increase participation and attendance in an educational environment that is fun, healthy and accessible to the whole community

- Ek Phnom absenteeism during this six-month period from July-December 2016 decreased by 1% compared to the same period last year, from 6% in July-December 2015 to 5% in July- December 2016.
- Between July and December, the attendance of assistant sports coaches (who are parents or guardians) was high at 81%. They helped teachers to set up and run sport sessions at schools with a lot of fun activities and therefore student attendance at sport lessons remained high at 93%.
- The Conditional Cash Payment Program has not only helped the CCP sponsored students' attendance to increase but it has also positively impacted their learning. At the end of the 2016 academic year, 14 out of 20 CCP sponsored students achieved class rank 1 to 5 and all 20 students were promoted to higher grades. This shows that they are learning effectively and keeping up with other students.
- During these past six months, we conducted Health Campaign Days in two schools, Rohal Soun Lech and Sdey Kroum Primary schools. These aim to increase the awareness and understanding of health issues, especially of hygiene and sanitation to the students and community. These two campaign days benefitted 467 primary school students, 31 teachers and 67 community members.

Better Schools Focus Area

Aim: Stimulate sustained community engagement in the long term physical and educational development of Cambodian schools

- During the past six months, there were two schools (Sdey Ler and Prek Norin) that did a lot to improve their facilities. We welcomed 11 people in November 2016 from the AIMIA project team who spent a week working with the Ek Phnom Team and another 120 participants from across the local communities who assisted and contributed to works such as:
 - Concreting two classroom floors at Sdey Ler. This turned broken concrete floors into smooth and useable surfaces, which teachers can use as a place to demonstrate activities with the resources.
 - Repairing an old toilet block with four rooms and repairing 50 double student desks with attached chairs at Prek Norin Primary School. The old toilet block now looks new and is used more regularly, whilst wobbly desks are now more steady so students can sit and learn comfortably at school.
- These schools are now safer and the classrooms and learning environment are more attractive, which benefits a total of 695 children.

JULY – DECEMBER 2016: MOST SIGNIFICANT CHANGE STORIES

Hong Sopheara receives gold medal in teacher award ceremony

For more than 8 years, since 2008, Ms. Hong Sopheara has been a teacher at Prek Luong Primary school. From 2008 to 2010 she worked in the library. After that, she started teaching students in Grade 1. At that time, she had difficulties in teaching her students to understand mathematics and Khmer language because she was not sure how to prepare lessons for her students, she did not have enough material to teach her students, and she found it difficult to manage the small children in her class. She said, "It was really hard for me."

Since SBB began providing workshops in 2011, her teaching knowledge and style has improved steadily. Her students started enjoying the lessons and she noticed that their understanding got better over time. From year to year, she has tried her best to follow SBB's programs and implements them regularly. For instance, she used more resources to model activities for the children before getting them to practice by themselves. She has good relationships with other teachers and they share advice and experiences between each other. She often discussed and told her mentor about her concerns, and received valuable feedback from him to help her to improve.

She was really surprised by the great improvement and her achievements in her teaching. In 2016, she reached Level 3 across all skill types in the Teacher Scale, 91% of her students passed the end of year test, and student absence was only 5% in her class. Her hard work and commitment were recognized at the Teacher Award ceremony where she was very happy to receive a Gold Award. She said at the closing ceremony "I was stunned when my name was called for the award but I really enjoyed my moment of glory. I am grateful to SeeBeyondBorders who has helped me to grow and develop as a teacher."



SeeBeyondBorders joined the UNESCO's Teacher Task Force Forum

It was an honour and a privilege for SeeBeyondBorders to be invited to participate at UNESCO's Teacher Task Force Forum in Siem Reap in December and we had the opportunity to set up an exhibition stand to display the UNESCO Hamdan Prize, which SBB was awarded in 2016 for Outstanding Practice and Performance in Enhancing the Effectiveness of Teachers. The forum was organized by Cambodia's Ministry of Education, Youth and Sport (MoEYS).

The event was attended by representatives of 75 countries and numerous international aid organisations. The opening ceremony was officiated by His Excellency, Hang Choun Naron, Minister of Education, Youth and Sport. We were so proud to hear that he mentioned SeeBeyondBorders' work in the opening remarks of his speech where he pointed out that SBB, who won the UNESCO prize, is the NGO that introduced a Mentoring Program for Mathematics teaching. He further referred to Cambodia's necessity to work with and provide a mentoring system to existing teachers, especially in the rural areas, to improve the overall quality of teaching. Furthermore he said, "I think that actions are more important than words and I think that we should have a program shared between the teachers and all the stakeholders. The Ministry of Education should lead this effort and ensure all NGOs, Societies, the teachers themselves and private sectors work closely together to achieve this goal."

THANK YOU FOR YOUR CONTINUED SUPPORT

The contribution you make to SeeBeyondBorders makes a substantial difference to the lives of some of the poorest and most vulnerable communities in Cambodia. A large proportion of Cambodia's teachers and parents grew up in a world where the chance of a decent education was almost entirely eradicated. The result is that many of those teachers have not received the basic schooling and advanced training needed to help lead and inspire current and future generations.

Alongside the bleak historical context, the education system remains grossly underfunded despite the proven correlation between education, development and the eradication of poverty. With salaries of less than \$150 a month, teachers tread a fine line between the ethical code of teaching and the need to survive.

The programs offered by SeeBeyondBorders and supported by **you** enable teachers to make the right choice, building their skills and capability, encouraging students, parents and members of the community to engage with and play a role in strengthening education from a community level. Education is creeping up the national agenda, and in the meantime, SeeBeyondBorders is enabling teachers and communities to create their own positive educational impact. Thank you for your continued support.

Change begins with education.