



PUOK DISTRICT

SIX MONTHLY REPORT

JULY – DECEMBER 2016

SeeBeyond|Borders

Change begins with education.

CONTENTS

EXECUTIVE SUMMARY	page 3
JULY - DECEMBER 2016 HIGHLIGHTS	page 4
JULY - DECEMBER 2016 CHALLENGES	page 5
PUOK DISTRICT DASHBOARD	page 6
JULY - DECEMBER 2016 OUTCOMES AND EVIDENCE	page 7
MOST SIGNIFICANT CHANGE STORIES	page 8

EXECUTIVE SUMMARY

This academic year is the last year of the Transition program in Puok district. The number of beneficiaries has gradually decreased over the years, because the government move teachers regularly from such a poor district. This year, SeeBeyondBorders is working with 8 schools in 2 school clusters. There are 9 mentors (3 of these are senior mentors) and 12 mentees from grade 1 to 3.

Student test results show that from grade 1 to grade 3 pass rates continually increase in this district, and this is because the teachers are actively demonstrating best practice teaching techniques in their classrooms and they are receiving excellent support from experienced mentors and senior mentors. In the last six months, mentors and mentees have improved their skills significantly, with the majority of mentees now achieving Level 2 and the majority of mentors now achieving Level 3.

This period has mixed results because school holidays take place in September and October, and there are many exams in August and therefore it is more difficult to complete normal monthly activities. However, mentor meetings took place in July, November and December and we recorded an average attendance of 89%, which demonstrates high commitment to the program. In the meetings, mentors had the opportunity to share their experiences (including successes and challenges) in order to improve all mentors skills. These meetings now run very smoothly in Puok district as the mentors are comfortable discussing many topics with each other and they are familiar with the format of the meetings.

We are also particularly proud of the sustainability demonstrated within this district as our Senior Mentors become part of the District Office of Education (DOE) Training and Monitoring Teams. This means that SBB participants will continue to provide ongoing professional development to teachers in their district through the existing government structures, ensuring the longevity of impacts from improved teaching capacity and skills. We have also included DOE members in our Senior Mentor Training this year to further strengthen the relationship and collaboration with local government officials.

In conclusion, there is clear evidence that the quality of education in Puok is improving all the time and we are proud of the work the teachers are doing to ensure students are given the best opportunities to learn.

JULY - DECEMBER 2016 HIGHLIGHTS

- Mr. Dul, a senior mentor, was promoted to be school cluster principal in December 2016, which means that he is responsible for leading monthly technical meetings in his cluster. Right from the start of his new role, he made a big impact: he has motivated the teachers to work more effectively in the meetings; and encouraged them to participate in an evaluation after the meeting. He has also identified the training needs of the teachers in the cluster and planned ways to provide training; and encouraged mentors to identify trends/challenges in monthly mentor meetings so that these could be added to the Technical meeting agendas to discuss and solve. As a result of these new techniques used to lead the meeting, 93% of the teachers rated the January meeting 4 or 5 out of 5.
- The teacher award ceremony ran successfully on October 31st, 2016. The evaluation showed that 100% of participants in the teacher award program are motivated. Mr. Ke Vanny, director of DoE, said “Out of 500 primary teachers in the entire district, only those in SBB’s programs were recognized this year; I really appreciate this initiative. Unfortunately, the Ministry of Education has not provided funds for the government teacher awards since last year. Therefore, I will recommend other NGOs to run similar programs in other parts of the district next year.” He also suggested that award winners should be encouraged to share their best practice teaching techniques at technical meetings or through classroom demonstrations.
- In November the mentor and senior mentor teachers provide 91% of their planned support visits to the teachers in Pouk primary schools, and 16 extra visits to non-SBB teachers. During these visit they provided feedback and help with specific strategies to solve challenges the teachers were facing. It is great to see this knowledge transfer spreading outside of our target teachers and schools.
- “Technical Thursday” meetings give teachers in the SBB program the opportunity to share their experiences with other teachers. In December Sam Arng, a Grade 1 teacher in Puok, led a demonstration lesson to share with other teachers his techniques for teaching maths using concrete materials. He said, “I am really happy to have the opportunity to share my experiences with other teachers.”
- The number of data free days is consistently low across the district in normal teaching months – a positive result showing teachers are coming to school every day, and are committed to their work and their own development.
- In September SeeBeyondBorders integrated its Annual Operational plan for Teach the Teacher with that of the Puok District of Education Office (DoE) to improve the cooperation and to strengthen the partnership between SBB and the DOE. By getting the DoE to be aware of SBBs’ plans and activities for the new academic year, we hope that the DOE will attend our program activities in the future and provide support for our work.



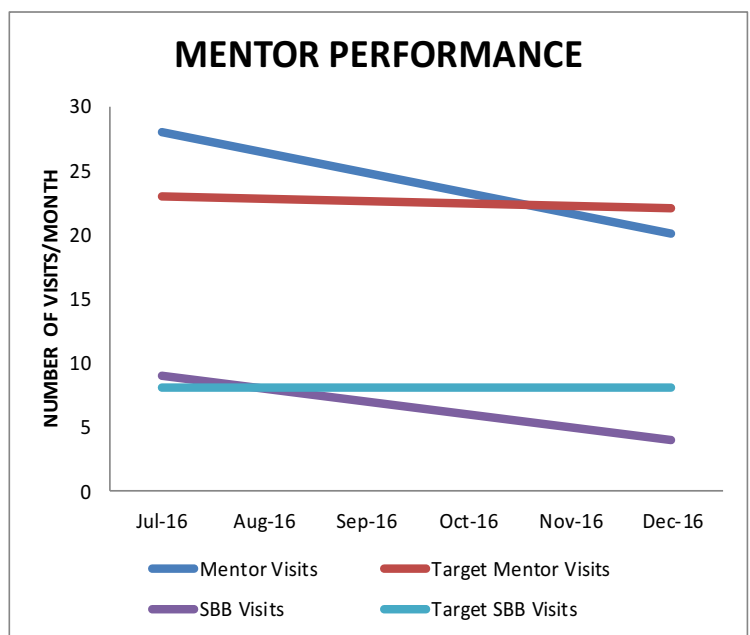
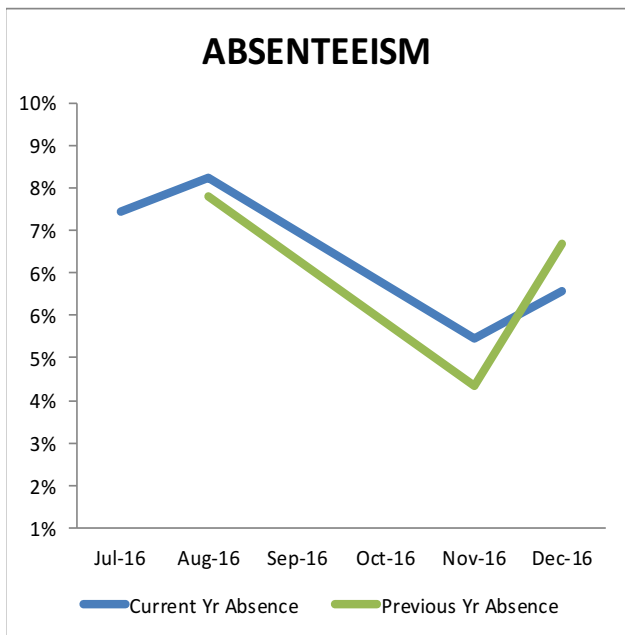
JULY – DECEMBER 2016 CHALLENGES

- In November, SeeBeyondBorders conducted a training session to begin the handover of responsibility for mentoring work to Senior Mentors and the District of Education Officer (DoE). The DoE Officer agreed to visit one mentor per month this year and attend every monthly meeting, so that she would fully understand the program and the in-built processes by the end of the year when SeeBeyondBorders proposes to leave the district. This work has not been completed yet because the DoE Officer has reduced her work hours due to upcoming maternity leave, but has assured SBB that she will continue this program when she is back at work full time.
- This year SeeBeyondBorders celebrated the Krou Laor award ceremony in Puok. However, we encountered problems when trying to hire the marquee and speaker because the quotes were much higher than our program budget. Instead, we hired a meeting room at Tei Banh Kum Rou School, which was a good solution and we will recommend other districts to consider this approach in future.
- Two mentee teachers are leaving the SBB program because their roles have changed. Although SBB staff tried to negotiate with the school principal to keep them in our program they were unsuccessful. So now we have 12 mentee teachers and 9 mentor teachers.
- Earlier in the school year the students' absence rate was higher than other months especially in July and August. SBB normally take note of the reasons for students' absence and feedback to the teachers and school principals. The principals and teachers have said they are going inform to the village chief who may be able to intervene in encouraging families to send their children to school.

PUOK DISTRICT DASHBOARD

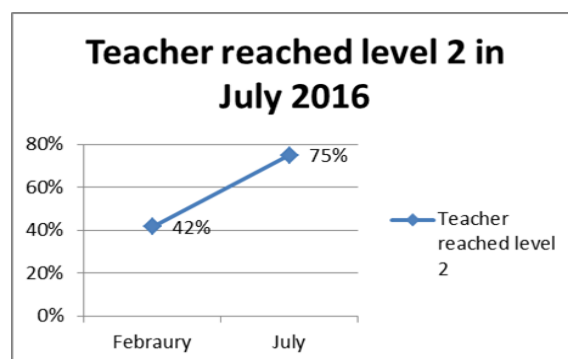
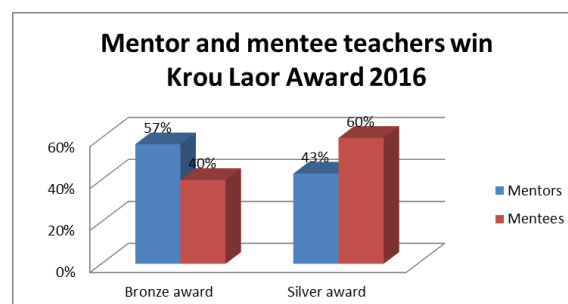
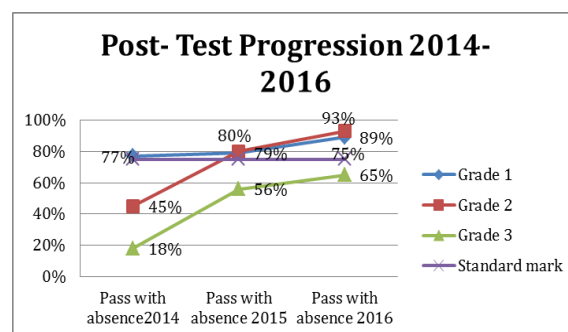
	Absenteeism			Mentoring						
				Mentor Meeting	Mentor visits to teachers (based on reports received?)			SBB Visits to Mentors		
	Abs %	Prev. Year Abs. %	% Data Free Days*	Attnd %	Actual	Target	%	Actual	Target	%
PUOK YTD AVERAGES	7%	6%	5%	89%	48	45	107%	13	16	81%
Jul-16	8%		1%	93%	28	23	122%	9	8	113%
Aug-16	8%	8%	3%	N/A			N/A			N/A
Nov-16	5%	4%	17%	100%			N/A			N/A
Dec-16	6%	7%	1%	75%	20	22	91%	4	8	50%

* % 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

- Mentor teachers exceeded the target number of visits to their mentees (107%) during the period. This demonstrates that the mentor teachers worked really hard to support their teachers. Support like this encourages mentees to put new skills into practise and improve the quality of their teaching.
- In SeeBeyondBorders' target schools, student pass rates increased across all three grades.
 - Grade 1: The results for Grade 1 improved for the second consecutive year in 2016, with an 89% pass rate reported in 2016, compared to a 79% pass rate in 2015 and a 77% pass rate in 2014.
 - Grade 2: In 2016 the pass rate was 93%, compared to 80% in 2015 and 45% in 2014.
 - Grade 3: The pass rate in 2016 was 65%, compared to 56% in 2015 and 18% in 2014.
- As the Post Test Progression graph shows, in 2016 and 2015 the pass rate in Grade 1 and Grade 2 surpassed 75%.
- The Transition program in Puok welcomed a number of new mentees two years ago and they have worked hard to improve their skills. In February 2016 only 42% of the mentees had reached Level 2 but in July their skills had significantly improved meaning that 75% of mentees have now reached Level 2.
- Mentor skills were also re-evaluated in July 2016. The highlight of these results is that in February only 44% of mentors had achieved Level 3 on the mentor skills scale, but in July 2016 that number had increased to 78%. These results show that the mentors and mentee teachers improved in all skills and the ongoing support that the mentor teachers are providing to their mentees helps improve the quality of teaching in the district.
- At this year's Krou Laor award ceremony, we were delighted to recognise the efforts of many teachers. 57% of the mentors won Bronze awards and 43% won Silver awards, whilst 50% of mentee teachers won Bronze awards and the other 33% of the mentees won Silver awards. In the Teacher Award ceremony Miss Chanla, teacher at Thveas School, stated as representative of all teachers that she was very excited that she was recognized. "The SBB program taught me how to teach with materials," she added. And Mr. Tin Lon, School Support Committee member from Thveas, said "I was delighted that over 90% of the students at Thveas School passed their test last school year. I will help encourage children to attend school lessons even more regularly this year," he said.



JULY – DECEMBER 2016 MOST SIGNIFICANT CHANGE STORY

Last year, SeeBeyondBorders trained two senior mentors, Mr. Sambath and Mr. Dul, to support the other mentors in Puok district. Mr Sambath agreed to visit Mr Sa Khen and Mr Chartry and Mr Dul agreed to visit Mrs Chien and Mr Huoch once per month. They not only support their mentors, but also provide guidance and advice to other teachers in their school cluster through their Technical monthly meeting.

The two Senior Mentors are now able to chair Technical meetings with clear objectives, which has made them much more effective and benefitted all teachers in the cluster. Based on the evaluations collected after the meetings, 96% of all teachers rated them 4 or 5 out of 5, agreeing that the meeting is very good.



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.