

Teaching Management Plan

Philippines



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

Before Philippine independence in 1946, the country's education system was patterned on the system of its colonial powers, Spain and the United States. However, after Philippine independence, its educational system changed radicallyⁱ.

The number of schools grew rapidly in all three levels – elementary, secondary and tertiary. From the mid-1960s up to the early 1990s, there was an increase of 58% in elementary schools and 362% in tertiary schools. For the same period, enrolment in all three levels also rose by 120%. More than 90% of elementary schools and 60% of secondary schools are publicly owned. However, only 28% of tertiary schools are publicly owned.

Despite these increases, public schools remain overcrowded and the facilities are no longer sufficient to meet the students' needs. The education system lacks around 132,483 teachers to meet the ideal ratio of (1:30) per class goal as it currently stands at a ratio of (1:75) per class. Disadvantaged families often opt to postpone the education as girls are often asked to take care of younger siblings, and together with boys, help in their livelihood.

The expansion of institutions and availability of education has also not always been accompanied by qualitative improvementsⁱⁱ. In terms of quality of education, the Philippines is lagging behind. Whilst the country is often considered a good reference for the region, early successes mask a long-term deterioration in the quality of education, and national figures obscure wide regional differencesⁱⁱⁱ. There especially remain disparities between the level and quality of education made available in urban versus rural areas. **Partners**

Projects Abroad Philippines is registered as a non-governmental organisation (NGO) through the Securities and Exchange Commission of the Philippine Government.

Our partners are government and non-government educational institutions in Bogo City. Our partners include the following institutions:

- Bogo Central School 1
- Dakit Elementary School
- Banban Elementary School
- Cebu Roosevelt Memorial Colleges

We partner with reputable and growing institutions that support our Teaching programme and recognise the role of volunteers in development.

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 classroom support (priority goal **)**

With classes of 70 to 80 students and very limited resources, it is difficult for teachers to maintain discipline, deliver creative teaching methods and offer personalised support to students struggling to keep up. Teachers take initiative in providing the students with materials and other relevant resources for classroom instructions due to limited funding from the government, but this is difficult to keep up. 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.

2. Improve English (priority goal **)**

English has undeniably become the global language for business. It is vital for countries, businesses and individuals to improve their level of English to become true participants in international trade. Filipinos are generally good at English. However, proficiency is a continuous improvement process and in achieving this, students in every classroom in the Philippines should be taught at an early age. 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. Volunteer's efforts focus on teaching support for both teachers and students and particularly focus is given to slow learners. We aim to create an environment which motivates students to learn a different culture and develop self-confidence to express oneself in English.

3. Increase Literacy

Whilst the global country's adult literacy rate is high at 95%, The United Nations found that the Philippines was the only country in the region for which the youth literacy rate decreased between 1990 and 2004, from 97.3 percent to 95.1 percent^{iv}. Reading and writing are the essential skills in attaining functional literacy. However, due to lack of resources and the poverty rate in the Philippines, many of the students stop schooling and opt to look for decent jobs. Volunteers can assist teachers in holding remedial classes for pupils needing support and to those who are in the alternative learning system (ALS).

The alternative learning systems (ALS) is a programme that seeks to help out of school youths, industry-based workers, and people with disabilities, former inmates, rebels, members of cultural minorities, and other people who, for one reason or another, cannot afford to attend formal schooling. Teaching volunteers can also support in assessing the literacy level of the students by holding reading clubs and summative tests.

4. Increase numeracy or other subjects like IT, music

According to the International Mathematics and Science Study (TIMSS) as of the year 2013, the country ranked 43rd for Maths and 42nd for Science out of 46 countries. Functional literacy entails that

one should be able to read, write, count and comprehend. Teaching volunteers can contribute and help the local teachers in increasing numeracy and proficiency of the students in various subjects by holding remedial classes, teaching physical education or sports and music to students in the locality we operate in.

5. Encourage learning through creativity

It is very evident that in the Philippines, schools are not provided with enough resources and in turn this jeopardises the students' total learning experience. 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. Original teaching methods and activities help increase students' concentration as well as their participation in class.

RESOURCES

Human Resources	Average 15 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



ⁱ http://en.wikipedia.org/wiki/Education_in_the_Philippines

ⁱⁱ <http://countrystudies.us/philippines/53.htm>

ⁱⁱⁱ <http://wenr.wes.org/2009/01/wenr-january-2009-practical-information/>

^{iv} <http://wenr.wes.org/2009/01/wenr-january-2009-practical-information/>

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 4:			
Improve classroom support			
	Actions:		
4,1	Develop lesson plans in line with the school which would focus on the development of struggling children/learning disabilities		
4,2	Hold weekly meetings with teaching staff to discuss roles and activities for the coming week.		
4,3	One to one tutoring for the strugglers either during school hours or after; keep a weekly records of these students to check their progress		
4,4	Help guide teachers with correct pronunciation and grammar (English)		
4,5	Have mini - projects which would result in working with smaller groups within the classroom to assist in the development of the struggling students		
4,6	<i>Introduce after-school clubs based on the skills of the volunteers (e.g. first aids skills, dance, public speaking, debate) (Volunteer-dependent)</i>		
4,7	<i>PRO teachers to lead teacher training sessions focused on how to plan lessons, different learning style, positive discipline (PRO)</i>		
Goal 1:			
Improve English			
	Actions: (the tasks that need to take place to achieve the goal)		
1,1	Create and manage a Projects Abroad Library of English language story books. Volunteers can sign books in and out for when they use them on placement.		
1,2	Create a resource centre of flash-cards and other English learning materials and design creative techniques to help improve the listening and speaking skills of student's e.g. role plays, acting nd drama, games.		
1,3	Establish a weekly after school English conversation club. ½ hour small group sessions on a chosen topic each week.		
1,4	After school club for Teachers to improve their English. (PRO)		
Goal 2:			

Increase literacy				
	Actions:			
2,1	Organise one workshop per quarter with volunteers to help them understand techniques for working with slow learners.			
2,2	Conduct fortnightly remedial sessions for children who have been identified as needing extra support.			
2,3	method of explanation (using examples that can be incorporated in daily life, etc). – not entirely sure I			
2,5	practice in the classroom.			
2,6	Invite a professional guest speaker once every three months to provide expert advice on how to			
2,7	Organise monthly workshops with volunteers to help them identify areas of weakness in literacy among			
2,10	Conduct training with volunteers in adult literacy each month based on modules			
2,11	Facilitate at least 1 hour of literacy classes with adult participants based on modules and individual			
Goal 3:				
Increase numeracy [or other subject like IT, Music]				
	Actions:			
3,1	Create a rota for one-on-one remedial classes each week for slowest learning children, focusing on counting and basic arithmetic using games			
3,3	Help with the physical development of students by teaching P & E and Sports classes			
3,4	Help organise (inter-school) sports competitions			
3,5	Organise monthly workshops with volunteers to help them identify areas of weakness in numeracy			
Goal 6:				
Encourage learning through creativity				
	Actions:			
6,1	For a minimum of 1 hour per week research and document new teaching aids			
6,2	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			
6,3	Initiate story writing competitions/ poem writing which can then be presented to the class			
6,4	In break times engage children in regular games and activities to improve their attention span, stimulate their brains and encourage team work.			
6,5	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.			