

Teacher Training Programme



In 2014, African Revival commenced with a Teacher Training Programme. This has enabled nineteen aspiring rural school teachers to obtain a primary teaching diploma at Charles Lwanga College of Education in Chisekesi, Southern Zambia. At the end of 2016 the students completed a two-year distance education programme. All nineteen graduates are currently working as full-time teachers, delivering classes in both primary and secondary schools, in the Kalomo District of the Southern Province.

The programme was implemented at five community schools in the Kalomo District: Bowwood Community School, Kinnertone Community School, Mutala Christian Community School, Musebela Community School and Muumba Community School. With the help of the Kalomo District Education Board, twenty community school teachers at these schools were enrolled in the teacher training programme, in order to combat the high number of untrained teachers in the area.

Background



The Kalomo district suffers from low examination rates and literacy rates stand at around 30%. This is largely affected by the high number of community schools in the area. The very nature of these schools means that they have extremely limited resources, as the government does not supply them with paid or trained teachers unless there is staff accommodation. Community schools that do secure government teachers often only have one or two of these and are mainly supported by extremely dedicated community-paid teachers.



As these schools do not have access to a regular source of income, wages for the teachers are often low and irregular. Teachers are used to receiving little under half of their salaries, which are raised by the community. The programme is implemented to provide official training opportunities for community school teachers to become qualified government-trained and paid teachers. It will also provide community schools with dedicated, confident and trained teachers. As a result, this will reduce the number of unqualified teachers in the district; hence improving the quality of education.

Programme

The provision of quality education undoubtedly starts with the teacher. Unfortunately, many community schools in the district lack qualified teachers, as the provision of the teachers is dependent on the government. The country's shortage of teachers is a huge blow to many schools. This has worsened the quality of education in community schools, as they must have staff accommodation, to be put into consideration for the government's provision of teachers.

Thankfully, due to the generosity of African Revival's donors most of our partner community schools have staff accommodation. With this in place, the deficiency in trained teachers was the next largest problem to overcome in order to improve the quality of education. We have dedicated people from the community with a passion for teaching and an unbounded compassion for the children. They work in these schools



with barely any salary and survive on small contributions from parents and the community. Hence, a model for community school teacher-skills development can be developed, that could be replicated across other schools in the region.

This would help to measure and evaluate teaching standards in the Kalomo District, in partnership with the District Education Board. The Teacher Training Programme was embarked upon at the beginning of 2014 to increase the number of trained teachers. This programme will not only directly benefit the community teachers, but also hundreds of children and their families.

Programme Implementation

On the commencement of the project, everyone got involved. Ranging from parents and community school head teachers helping with candidates they believed to deserve this rare opportunity, to candidates arriving in large numbers for the application, with relevant qualifications. The District Education Board saw to it that the community selected appropriate candidates for the training, who reached certain education standards to undertake the training. Taken into consideration were two different colleges, namely David Livingstone Teacher Training College and Charles Lwanga College of Education.



College Selection

As we were looking for an institution that would offer both a quality education and a flexible distance diploma programme, African Revival decided on a partnership with Charles Lwanga College of Education, a teacher training college located in Chisekesi, Zambia. The college educates teachers for pre-school and junior secondary school.





Charles Lwanga College of Education, educates teachers for pre-school and junior secondary school. The college also had favourable conditions as the teachers could continue to work at their various community schools throughout the course of the teacher training, as agreed.

Charles Lwanga College of Education and African Revival came to an understanding with support from the Kalomo District Education Board, and we secured twenty places for the candidates. An MoU was signed between AR and the college, for the distance education programme.

Candidate Selection Process

A candidate selection process was necessary, as the programme could only accommodate a maximum of twenty teachers. This process ensured that the teachers selected would be committed to working with their respective communities and that they had the relevant qualifications required by the college. The Kalomo District Education Board (DEBS) was among those that participated in the selection process. Others included head teachers from the five community schools, parents and the community as a whole. The aspiring candidates filled in their applications together with the help and support of our AR team.



College Experience

Charles Lwanga College of Education and African Revival worked hand-in-hand to ensure that the teachers' performance and progress was monitored so that our teachers had a positive college experience. In addition to updates we received from the college and teachers themselves, regular visitation to the college was undertaken by African Revival staff, during the two weeks our teachers trained per term. Our office was also open so that teachers could access information online, obtain support if need be and have a study space to carry out their college assignments.

The Programme in Pictures



Meet some of the Graduates



Testimonies from Graduates



Name of teacher: Mr. Siamatendu Modicai

Community school: Siamusunse Basic School

Testimony

I joined the school in 2013 and I have been teaching ever since. At the school I have been helpful, mostly when the borehole is broken I do the fixing; a skill I learned the time I worked with the Zambia Red Cross. I love teaching and football.

I am currently coaching our school football team, it is performing so well, they came out second in the district tournaments and I am very proud of them. There is no happier teacher than me at the moment!

When I just started teaching I was only responsible for grade 6. The school could not trust me with grade 7 but after I graduated I now teach grade 7 and again 90% of my class made it to grade 8, of which 8 are now in boarding school and 1 is at Hillcrest College.

All this wasn't going to be possible had it not been for African Revival and the teacher training programme. I come from a very poor family, going to college was a dream and African Revival made it possible for us. **A BIG THANK YOU!** The programme is excellent, please don't stop.

Name of the teacher: Mr. David Homangonze

Community school: Siamoono community school

Testimony

I have been with Siamoono community school since 2012. There has been a big change from the time I graduated to date, I wasn't given as much respect from both the school board and the pupils as an untrained teacher, but now they do. After graduating, the school board has promoted me to vice head teacher of the school. My good performance at college earned me the opportunity to go and study for a degree from Charles Lwanga College of Education, which I would love to do one day.

Teaching has become easier than before I went to college and this has revamped the performance of the pupils. I normally teach two classes, grade 5 and preschool, but I go up to 4 classes due to the lack of teachers now.

I want to take this opportunity to thank African Revival and the sponsors of this wonderful programme and hope it continues as there are many others who can't afford to go to college like me. **THANK YOU SO MUCH!**

Overview, Budget and Expenditure

Primary Diploma for 19 teachers in Kalomo District - Not all 19 teachers graduated in August 2016. 5 teachers did not pass their final exams in the first attempt and had to re-sit. After the budget was revised and funds were available to pay for the second exams, the teachers were able to re-sit in December and all passed. All 19 teachers are now graduated teachers with a diploma in primary school teaching.

The table below shows the total project expenditure. As the work has now been completed, no more expenditure will be incurred.

Cost Area	Expenditure	
	ZMW	GBP*
<i>Distance training for 19 teachers</i>		
Project Cost	230,885	18,619.76
Transport (for teachers)	20,486	1,652.13
<i>Sub-Total</i>	251,371	£20,271.89
ARZ Administrative Support Costs	50,344	4,060.00
TOTAL	301,715	£24,331.89
Plus 10% ARUK Unrestricted - Note: AR Unrestricted creates the biggest impact, as it not only give us flexibility to cover shortfalls in funding and give the 'go ahead' to projects that would otherwise be delayed, it helps us continue our work leveraging further donations. Our current ratio is 1:5 i.e. for every one pound we have donated to unrestricted we have been able to leverage a further £5. Our aim is to increase this ratio throughout 2017.		£2,433.19
		£26,765.08

* Exchange rate used – 12.4/£1 (average over 3 years)

For more information about this project and further projects that require funding, please contact julia.mackay@africanrevival.org in Zambia, or elaine.miller@africanrevival.org in the UK office - 020 8939 3190

