

Republic of Zambia



Ministry of Education

Eastern Province

Project title:

"GLI ASILI DI SANTINA GUSMINI"

FINAL MONITORING REPORT

Commissioned by Santina Gusmini ETS and submitted to Pamodzi Ndi Ana

July2024

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List of acronyms

- ECE Early Childhood Centre
- SESO Senior Education Standards Officer
- ODL Open and Distance Learning
- ESO Education Standards Officer
- ZESCO Zambia Electricity Cooperation
- PTA Parent Teachers Association
- PTC Parent Teachers Committee
- I-CLAP An instrument used for assessing learners
- NGO Non-Government Organization

1. BACKGROUND

1.1 Background of the project

The Santina Gusmini Association was founded in Bergamo on August 2, 2012, with the aim of making concrete projects to support preschool children and their mothers who live in Africa in situations of material and educational poverty. The mission of Santina Gusmini ETS is to "improve the lives of the poorest preschool children in Southern Africa, through quality education"; the primary interest is the training of teachers and the reduction of educational poverty for early childhood.

Pamodzi Ndi Ana was founded in 2006 and is a registered Zambian NGO located in Chipata, capital of the Eastern Province. The NGO works in the areas of Health, Wellbeing, Education and Water & Sanitation at Schools and Clinics. Beneficiaries are primarily children and youths who live in rural areas with special attention directed at disabled children.

The project "Gli asili di Santina Gusmini" was implemented in collaboration with Ministry of Education Eastern province and Chipangali Education District board, and it was financed by the association "Santina Gusmini ETS" (Italy) in collaboration with the association "ASD Evergreen Sport" (Italy) and carried out by "Pamodzi Ndi Ana" (Zambia). The project lasted two years.

1.2 Objectives and results of the projects

The project objective was to improve the quality of Early Childhood Education in the district of Chipangali, Zambia, and more specifically in nine selected schools in the Chalumbe area. The project is in collaboration with the local office of the Ministry of Education.

The main expected results of the project were:

- To train in Early Childhood Education, 18 volunteer ECE teachers selected from nine (9) schools of Chalumbe Zone in Chipangali district.
- A second result envisaged by the project was to proceed with the construction of Pre-schools, latrines, playgrounds, as well as supply books and games in order to provide safe and suitable environments and tools for the learning of preschool children.

The project's purpose was to follow a "children's rights-based approach" and to provide ECE as an integral part of the curriculum offered in schools by the Ministry of Education.

1.3 The criteria of the monitoring

The criteria of evaluation were based on the following points:

- To monitor the implementation of concepts learned during training.
- To monitor the sustainability of the teachers in schools.

- To check the environment under which ECE learners were receiving lessons from and offer an on-spot advice to the Administration.

All the nine (9) schools from where the volunteer teachers are drawn were monitored. In addition, Zilewo Primary was monitored. This was done because Lungu Elizabeth, who was trained while at Mkanda mateyo relocated and started teaching at a school near where she relocated to, Zilewo school.

1.4 Timeline and Approach

The final monitoring of the project was conducted from 8th -12th July, 2024 in Chipangali District

The team of trainers undertook a monitoring exercise to check on the availability of teachers in schools and how the available teachers were implementing what they learnt.

Monitoring team:

- Muchombo Florence - Chipata Literacy Centre- Master trainer- ECE teacher
- Chisha Alice - Chipata Primary School- Master trainer- ECE teacher
- Mwanza Genesis-PEOs -Master trainer- SESO ODL
- Mbuzi Sledgeman - ESO Special Chipangali District

2. FINDINGS

2.1 Molozi ECE Centre

The school was monitored on 8th July, 2024. The teachers trained by the project were around though they were not found in school at the time of visit. They were out on permission.

Classroom block: An ECE classroom building was constructed by Pamodzi Ndi Ana and financed by Santina Gusmini ETS and with the support of ASD Evergreen Sport, the building was built as per Ministry of Education standards and it was commissioned during an official ceremony on the 17th October, 2023.

Usage: Partially right. The office for teachers in ECE was occupied by the head teacher.

Cleanliness and security: The classroom was clean and secure.

Interference: No interference apart from the head teacher who occupied the office instead of leaving it for the ECE teachers.

Toilets No toilet for ECE learners. The learners were using the general toilets. The toilets were, however, clean.

Teachers' monitoring: Both teachers (Numeri Mbewe and Ngoma Olivia) were available though not in school at the time of visit. They were on permission. No file found.

Class taught: The teachers were teaching Early Childhood classes and were punctual in reporting for work.

Play Park: The school had a play park although it required to be attended to. The school said they were working on the play park within the term. The materials in the play park

were age appropriate. The facility, however, was used by a lot of other children, rather than the ECE learners.

Classroom monitoring: In addition to Mr Numeri Mbewe and Ms Olivia Ngoma, Molozi had Ms. Esther Phiri who was monitored. Ms Phiri is a trained teacher and deployed by the government. The teacher was impressive in her lesson delivery. Most of the documents were available in the file and delivered the lesson well. The teacher, however, needed to improve on her file, homework and learning corners. She needed to sit down while teaching as this is a rule for teaching ECE learners.

Suggestions given:

- Advised head teacher to move back to his former office by the end of August 2024. The school had enough offices that the head teacher could work from.
- Discussed with the Headteacher and agreed that a toilet for ECE would be constructed near their block. This would be done by 30th August, 2024. The Ward Development Committee Chairperson (madam Chibuye) also made an assurance that the toilet would be built by 30th August, 2024.



2.2 Mgwazo ECE Centre

The school was monitored on 9th July, 2024. The teachers trained by the project one was present while the other one had left. The school also had Peter Sanga, who was trained by the project while at Ng'onzi Primary School. In essence, Mgwazo had two teachers trained by the project.

Classroom block: ECE building has not yet been built, the school use one classroom of the Primary school, but the school has plenty of upfront materials eagerly waiting to be built for an ECE block.

Usage: Not applicable.

Cleanliness and security: Not applicable

Interference: Not applicable

Toilets: No toilet for ECE learners built. The learners were using the general toilets. One toilet was selected specially for ECE. The toilets were clean. One double toilet was set apart for usage by the ECE learners and it was clean.

Teachers' monitoring: One teacher (Ms Precious Phiri) was available. Ms Juliana Tembo was, however, not available, she was reported having left under the influence of family members who told her to leave the village and find some work in town. Efforts were made to bring Juliana Tembo. The Headteacher made follow-ups several times, but she was not getting any fruitful feedback. The head teacher pledged to contact family members to find out if it would be possible for the teacher to return. The school, nevertheless, had Sanga Peter who at the time of training was at Ng'onzi Primary School.

Class taught: The teachers were teaching Early Childhood class and the head teacher reported that they were punctual in reporting for work. She was happy with their contribution.

Play Park: The school did not have any play park in place. The plans, however, were in place to make one.

Classroom monitoring: Ms Precious Phiri delivered her lesson well and documentation was in place. The teacher, however, needed to improve on her file organization, evaluation of lessons taught and homework & remedial work. Mr Peter Sanga delivered his lesson well and he knew the subject matter. Mr Sanga, nonetheless, needed to improve on lesson evaluation, making of teaching and learning aids and making learning corners. The head teacher and the deputy head teacher greened with joy what the teachers were offering at school and clearly stated that they did not want to lose them.



2.3 Ng'onzi ECE Centre

The school was monitored on 9th July, 2024.

Classroom block: The ECE building not yet been built, the school uses a grass-made room that is on the far right beside the only block and now it is collapsing and not in use.

Usage: Not applicable.

Cleanliness and security: Not applicable

Interference: Not applicable

Toilets: No toilet for ECE learners built. The learners were using the general toilets. The toilets were clean.

Teachers' monitoring: Both teachers left. Mr Sanga Peter relocated to near Mgwazo Primary School, where he was found teaching whereas Ms Banda Matildah relocated

following her husband who was transferred to Nthitimila Primary School within Chipangali district. Fortunately, both teachers were still teaching ECE classes. No effort was made to bring Banda Matildah. Sanga Peter, however, was called on the phone, wrote to him and followed him up. All those efforts did not yield positive results.

Class taught: Both were still teaching ECE classes at their new stations.

Play Park: The school did not have any play park in place.

Classroom monitoring: Nil

2.4 Mkanda Mateyo ECE Centre

The school was monitored on two days: 8th July and 9th July 2024. This was done because the teacher was not present on 8th July, 2024. The other teacher, Ms Lungu Elizabeth, relocated and started teaching at Zilewo Primary School. This is the school which is closer to where she relocated to.

Classroom block: The classroom block was in the process of being built by Santina Gusmini ETS in collaboration with Pamodzi Ndi Ana. The works, at the time of our visit, were at foundational level.

The school had plenty of upfront materials and works were in progress. Some materials, however, were in villages and the administration was advised to make frantic efforts to get the materials on site.

Usage: Not applicable.

Cleanliness and security: Not applicable

Interference: Not applicable

Toilets: No toilet for ECE learners built. The learners were using the water-bone toilets built by another NGO. Toilets were clean.

Teachers' monitoring: Both teachers were available. One teacher, Ms Lungu Elizabeth, nevertheless, relocated and was offering her services at a different school where she relocated. She was teaching an ECE class and was monitored. The head teacher stated that it was a wonderful course. Teachers were seen having improved on preparations as well as delivery of lessons. Steps were being followed systematically.

Class taught: Both were still teaching ECE classes.

Efforts made: Nil

Play Park: The school did not have any play park in place. Their play park was destroyed because that is where the ZESCO poles were dag.

Classroom monitoring: The teacher (Ms Nkhoma Sharon) delivered her lesson well. She had all the teaching materials in place. She, however, needed to make movable charts, give work to learners that were age appropriate and evaluate her lessons.

MKANDA MAIETO PRIMARY				
2023				
SCHOOL ENROLMENT				
STANDARDS	GRADES	Boys	Girls	TOTAL
A	PRE	61	59	120
A	1	31	38	69
A	2	38	34	72
A	3	38	30	68
A	4	35	48	83
A	5	46	23	69
A	6	47	46	93
A	7	39	29	68
9	TOTAL	335	307	642

2.5 Chalumbe ECE Centre

The school was monitored on 10th July, 2024. The school has one teacher trained by the project. This is Dailess Banda and she was available. The other teacher - Agrippa Banda - did not continue with the training. He joined another NGO.

Classroom block: ECE building not yet been built, the school uses one of the classrooms for the primary school. The school had no upfront materials at the time of the visit. They had just sat and planned to start organizing.

Usage: Not applicable.

Cleanliness and security: Not applicable

Interference: Not applicable

Toilets: No toilet for ECE learners built. The learners were using an old toilet that was not in good shape.

Teachers' monitoring: Only one teacher was available (Ms Banda Dailess). The other teacher (Ms Agrippa Banda) left and joined another project.

Class taught: Dailess Banda was teaching ECE.

Play Park: The school had a play park, but it was not being maintained and the usage was not controlled. The playing facilities were few and not maintained.

Classroom monitoring: The teacher (Ms Banda Dailess) was an all-round teacher. She had all the teaching materials in place and the file was good. She, however, needed to make charts, prepare learning corners, write daily programmes on a daily basis and prepare homework and remedial work for learners. Otherwise, Dailess is a very good teacher.

2.6 Ngulube ECE Centre

The school was monitored on 10th July, 2024. The school had one teacher trained by the project. This is Mr Roman Ng'uni and he was available. The other teacher - Ms Grace Banda- left school. She got married and relocated.

Classroom block: The classroom block had not yet been built. The school had plenty of upfront materials and were eagerly waiting for the block

Usage: Not applicable.

Cleanliness and security: Not applicable

Interference: Not applicable

Toilets: No toilet for ECE learners built. The learners were using one toilet which was allocated to them. It was clean. The ECE class was given a toilet while waiting for classroom block where their toilet shall be built.

Teachers' monitoring: Only one teacher was available (Mr Roman Ng'uni). The other teacher (Ms Grace Banda) left when she got married as she relocated to a distant place from the school.

Class taught: Mr Roman Ng'uni was teaching ECE. The course was good and the head teacher was impressed with Mr Roman's work rate. He was very much equal to the task.

Play Park: The school had no play park. Plans, however, were already in place and study tour was made to Kapara Primary School where the PTA went to learn about the play park at Kapara Primary.

Classroom monitoring: The teacher (Mr Ng'uni Roman) was an all-round teacher. He knew the subject matter. All the teaching materials in place and the file was good.

He, however, needed to make charts, prepare learning corners and write daily programmes on a daily basis. He did not mind learners who sat at the back who were playing and not concentrating on the lesson. Otherwise, Roman is a very good teacher and the school used him in Mathematics and science for grades 5-7. The team advised the head teacher to chat with Roman so that he could go for a full course at a training college. He was a very helpful and knowledgeable teacher who the ministry would very much benefit from.

2.7 Mchenga ECE Centre

The school was monitored on two days: 8th July and 10th July, 2024. This was done because the teacher (Mr Banda Fordson) was not present on 8th July, 2024, he was reported sick. The other teacher, Ms Mwanza Salome, relocated to town where she was reportedly looking for money for her school at Chipata College of Education.

Classroom block: The classroom block had not yet been built. The school had plenty of upfront materials and parents of children were anxiously waiting for the classroom block.

Usage: Not applicable.

Cleanliness and security: Not applicable

Interference: Not applicable

Toilets: No toilet for ECE learners built. The learners were using the general toilets that were away from their classrooms. No action was taken as they were waiting for the block to be built. This could help them decide where to dig the toilet from.

Teachers' monitoring: Only one teacher (Mr Fordson Banda) was available. Ms Mwanza Salome had relocated to town to look for funds for her school. She, however, promised that she would get back when she found money for her school at Chipata College of Education.

Efforts made: The administration promised to follow up with the father to Ms Mwanza Salome or the sister to Salome so that they would get the teacher back. They promised to

increase the allowance to the teachers and they felt this would entice Salome to get back to the school.

Class taught: The teacher (Mr Banda Fordson) was still teaching ECE classes.

Play Park: The school did not have any play park in place.

Classroom monitoring: The teacher (Mr Fordson Banda) was not motivated for work and most of the preparations were below par. He was such a wonderful teacher before but what was seen was the opposite of Banda Fordson.

Other issues:

Mr Fordson reported that he was frustrated by the administration. He had very low allowance (K300) and this allowance was not even being paid to him regularly.

The team discussed with Head-teacher and her deputy head teacher on the allowance which was too low. The administration admitted that the allowance was too low and that they would raise it to K700 after talking to the PTC. The monitoring team advised Mr Banda Fordson to start teaching correctly while waiting for his increment.

2.8 Kaulembe ECE Centre

The school was monitored on 12th July, 2024. It had two teachers, Ms Thole Josephine, and Ms Mbewe Maureen. They were both in school. Maureen Mbewe was not found in school at the time of visit.

Classroom block: An ECE classroom building was constructed by Pamodzi Ndi Ana and financed by Santina Gusmini ETS and ASD Evergreen Sport as per Ministry of Education standards.

Usage: It was being used rightly. The ECE class was in their room. The office of the teacher, however, was used as a classroom for Grade 6. This was due to the shortage of classrooms at school.

Cleanliness and security: The classroom was clean but had no talking walls, or teaching corners and the classroom had other materials that were not related to ECE. Advised the head teacher to remove all unnecessary materials from the room.

The teacher was advised to make talking walls and corners for the classroom. Any other users of the classroom needed to respect teaching, and the learning materials found in the classroom.

Interference: Office was used as grade 6 classroom.

Toilets: No toilet for ECE learners built. The learners were using general toilets. They were clean although they needed to be cleaned using detergent to kill the smell. The team advised the school to look for detergent.

Teachers' monitoring: Both teachers were available. One teacher, Ms Mbewe Maureen, nevertheless, was not found in school. She was out on permission

Class taught: Both were still teaching ECE class. The head teacher stated that it was a wonderful course.

Play Park: The school did not have any play park in place. The school was advised to work on the play park.

Classroom monitoring: The teacher (Ms Thole Josephine) delivered her lesson well. She had all the teaching materials in place. She, however, needed to make charts, teaching walls, learning corners, and daily routines. The teacher needed to assess learners daily and compile results using I- CLAP. Otherwise, Josephine is a good and dedicated teacher to her work and the team of monitors was impressed with her.



2.9 Chideza ECE Centre

The school was monitored on 12th July 2024. The school was not part of the training programme; however it had one teacher trained by the project that moved there. The teacher was available.

Classroom block: The classroom block had not yet been built by Pamodzi Ndi Ana. Learners were taking their lessons from under a tree.

Upfront materials: The school had plenty of upfront materials and was anxiously waiting for a classroom block.

Usage: Not applicable.

Cleanliness and security: Not applicable

Interference: Not applicable

Toilets: No toilet for ECE learners built. The learners were using general toilets, and they were clean.

Action taken: The school was waiting to see where the block would be built, and they would build toilet for the ECE class

Teachers' monitoring: The teacher was available and offering services to the ECE learners at school.

Class taught: The teacher was still teaching ECE class. The head teacher stated that it was a wonderful course. The teacher was applying the concepts so correctly that they wished he was taken on full-time basis by the government.

Play Park: The school did not have any play park in place.

Classroom monitoring: The teacher (Mr. Banda Kennedy) delivered his lesson well. He had all the teaching materials in place. The file was good and he met all his objectives in the lesson.

He, however, needed to make movable charts and other teaching and learning materials. Kennedy is a self-motivated teacher who is equal to the task. He requires minimal supervision. He is described as a born teacher.

2.10 Zilewo ECE Centre

The school was not part of the training programme, it was, nonetheless, monitored because that is where Elizabeth Lungu, trained while at Mkanda-mateyo Primary, relocated to. She was found teaching an ECE class.

The teacher was monitored and she delivered her lesson well. Her file was neat and had all the teaching materials.

The teacher, nevertheless, needed to work on movable charts for routines, write a daily programme on daily basis and place the syllabus in the file.

The head teacher commended Elizabeth on her work rate. He indicated that she was doing very well and was even oriented on the tablet materials, and she uses the tablet very well.

Advised the teacher to take up training in teaching as she proved to be a very helpful teacher.

3. OBSERVATIONS AND RECOMMENDATIONS

3.1 Final observations

The following observations were made:

- The team of monitors visited all schools on the programme and observed that each school had their own way maintaining the teachers trained by the Santana Gusmini ETS in conjunction with Pamodzi Ndi Ana.
- Most teachers found were using the concepts learned during the training.
- Some teachers left the school of origin (such as Mchenga and Ng'onzi) because of low allowances (as low as ZMK250 and ZMK300 per month).
- The need for classroom blocks was visible in most schools monitored. The learners took their classes from under a tree or in a makeshift that could not hold the teaching and learning aids. No teaching corners could be made in such structures.
- Monitoring of these teachers gave them a feeling that both the government and Santana Gusmini ETS and Pamodzi Ndi Ana were still very much connected with them. They, in that respect, felt motivated to work on even under their poor conditions.
- One head teacher wondered if it would have been possible to get the teachers for a refresher course. She also suggested that teaching practice for the course be taken away from the schools of origin.

Challenges

No major challenges were met although some schools such as Mkandamateyo and Mchenga had to be visited twice because the teachers were not found in school on the first visit. This consumed more fuel and time on the part of monitors.

3.2 Conclusion

The monitoring of teachers trained by Santina Gusmini ETS in conjunction with Pamodzi Ndi Ana in Chipangali District was a successful undertaking. Most teachers were found in schools teaching ECE classes. They were using the concepts they learnt during the training at Pamodzi Ndi Ana Centre. Monitoring of these teachers gave both the teachers and head teachers an understanding that the Organizations involved (Santina Gusmini ETS and Pamodzi Ndi Ana) and the Ministry of Education were still very much connected with the trained volunteer teachers. Most of head teachers valued the training and called for a possible refresher training.

If possible, Santina Gusmini ETS should provide scholarships to the teachers who showed interest in taking further training in teaching ECE. They would help retain them at their schools during and after training (Distant learning for 3 years).

All in all, the project was a success, and it has reached all its objectives. The project was a learning opportunity for the people involved and it has potential for improvement and for scaling up in other areas in need of ECE teachers and classrooms.

Mwanza Genesis
SESO ODL



Chisha Alice
Master Trainer (ECE Teacher)