

# Care Management Plan

## Fiji



### 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.

#### Care Programme Mission

Our Care programme mission is to provide sustainable educational support, care and protection to disadvantaged children and vulnerable groups to enhance their physical, social, emotional and cognitive development.

#### Background Information

The growing number of people stuck in the poverty trap is of great concern in Fiji. The government has estimated that over 25% of the population lives below the poverty line and frequent natural disasters worsen the situation.

Access to high quality education helps people get out of poverty and improves their lives. Unfortunately this is not always available in Fiji, particularly for those living in poorer regions and disadvantaged individuals such as those with disabilities. If children can access schools, they are often poorly equipped, employ unqualified teachers, suffer from limited infrastructure and have low levels of parent-community involvement.<sup>1</sup>

#### Partners

Projects Abroad Fiji is registered as a company and is certified by Investment Fiji.

Our main partner in Fiji is the Ministry of Education (MoE). Projects Abroad established a Memorandum of Understanding with the MoE in 2012. This enables us to start initiatives in schools and educational centres throughout Fiji. Our volunteers are registered with the Fiji Teachers Registration Board and work with the Curriculum Development Unit (CDU) to address gaps in education.

Project Abroad Fiji also collaborates with a variety of local kindergartens and special education centres in Nadi and Lautoka. These include Namaka Methodist Kindergarten, Lautoka Central Kindergarten as well as Nadi School for Special Needs and Lautoka School for Special Needs.

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<sup>1</sup> [http://www.unicef.org/pacificislands/overview\\_1858.html](http://www.unicef.org/pacificislands/overview_1858.html)

## Goals

In order to work towards our Care programme mission, we have set the following goals to achieve in the placements where we send volunteers:

### **1. Promote early childhood development (\*\*Priority Goal\*\*)**

Early childhood is the period from birth to eight years of age. It is critical to a child's cognitive, social, emotional and physical development.<sup>2</sup> Early education and preschool programmes enhance children's language and maths test scores, behavioural skills and long-term educational attainments.<sup>3</sup>

We aim to identify coping levels of children, as well as look for signs of neglect or abuse, and markers for disorders or disabilities so that each child can maximise their potential. By assessing progress in the four main areas of early childhood development, we can tailor learning activities to best suit the needs of the child. In Fiji, large class sizes often prevent accurate monitoring of students' progress, therefore the one-on-one attention given by volunteers greatly benefits the children's development.

### **2. Improve the quality of life for those living with disabilities (\*\*Priority Goal\*\*)**

Care and resources for those living with disabilities in Fiji is sparse, and opportunities for specialised education are limited. By supporting local teachers and care takers in the class room at centres for special needs, we help improve the lives of those living with disabilities. Volunteers assist with teaching and skill development such as arranging classroom based activities, giving one on one teaching support to children and teaching them basic skills.

### **3. Increase Literacy**

Although the Fijian education system focuses on increasing literacy of children from an early age and the literacy rate stands at 92%, it remains an area where assistance is needed. The teacher to student ratio is often high with many students per class. The large classes make it difficult to identify and support slow learners and students with learning disabilities. Reading and writing skills in English, which is one of the official languages of Fiji, are essential for obtaining an education, yet the level of support in reading and writing is lacking. Volunteers teach in kindergartens and help make improvements to the physical learning environment so that the children are given a valuable head start in their education.

### **4. Increase numeracy**

Basic numeracy skills are essential; without a good command of numerical skills, the younger generation will have difficulty securing high paying jobs and advancing in their education. By teaching numeracy in an enjoyable and practical manner we hope to set the foundations for each child to reach their potential at school.

### **5. Improve awareness of healthy living & the environment**

Rural areas in Fiji are in particular need of education on non-communicable diseases and nutrition. Non-communicable diseases are one of the biggest threats to Fiji's development. It is estimated that within the next 5 years more than half the adult population will have diabetes. To address this problem volunteers work with local schools and communities on a range of activities to promote exercise and healthy lifestyles. These include initiatives such as arranging zumba classes, planting vegetable gardens and conducting cooking classes for teachers and parents.

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<sup>2</sup> [http://www.unicef.org/lac/Inequities\\_in\\_Early\\_Childhood\\_Development\\_LoRes\\_PDF\\_EN\\_02082012\(1\).pdf](http://www.unicef.org/lac/Inequities_in_Early_Childhood_Development_LoRes_PDF_EN_02082012(1).pdf)

<sup>3</sup> [http://siteresources.worldbank.org/EDUCATION/Resources/278200-1099079877269/547664-1099079922573/ECD\\_LAC.pdf](http://siteresources.worldbank.org/EDUCATION/Resources/278200-1099079877269/547664-1099079922573/ECD_LAC.pdf)

## LOCATION

Projects Abroad's office and placements are located in Nadi and Lautoka on the western coastline of Fiji's main island Viti Levu.

*Courtesy of: Google Maps*



## RESOURCES

- a. 150 – 175 (average) Care volunteers per year
- b. Projects Abroad Care Supervisors
- c. Myprojectsabroad resources ([www.projects-abroad.co.uk/resources](http://www.projects-abroad.co.uk/resources))
- d. Online resources and local curriculum guides
- e. Weekly workshops / discussion sessions conducted by staff
- f. Volunteer-led workshops
- g. Books, stationery, games, PC and Internet access in Projects Abroad office
- h. Financial capacity for community work, volunteer support, etc.
- i. Support and partnership with Ministry of Education and communities
- j. Community & Care group trips (two or more per year)

## MONITORING & EVALUATION

- a. Regular feedback from all partners and placements through monthly meetings, feedback sessions, in formal discussions
- b. Onsite visits by staff
- c. Annual Report from placements
- d. Feedback from Projects Abroad staff
- e. Volunteer Workshops/ discussion sessions – attendance, feedback and significant outcomes to be tracked each week by staff
- f. Volunteer Debriefing forms and End of Placement Feedback forms
- g. Report by Care Project Manager six months after the plan has been introduced
- h. Early Childhood Care and Development: Overall developmental status of children recorded after six months. Analysed by placement, area (motor, social, cognitive) and age. Results are compared with international standards. Based on this data, more resources are focused on problem areas
- i. Children's Feedback: (In line with United Nations Convention on the Rights of the Child – Article 12 regarding a child's right to participation)
- j. Biannual Placement Evaluation Feedback
- k. Test results
- l. End of project de-briefing questionnaire

Projects Abroad			
Care Programme - Fiji			
	INDICATORS	MONITORING (MEANS OF VERIFICATION)	ASSUMPTIONS
<b>Company Mission:</b> (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			
<b>Care Programme Mission:</b> (the change we want to see for the target group)			
Our Care programme mission is to provide sustainable educational support, care and protection to disadvantaged children and vulnerable groups to enhance their physical, social, emotional and cognitive development			
<p>2015 is the implementation and mind-set changing year. Head Office-led status reviews will take place every 3 months. We expect to have the foundations of the new Care programme in place by the end of 2014</p>			
<p>1. Onsite visits 2. Placement staff feedback 3. Projects Abroad staff feedback 4. Volunteer feedback (DQs &amp; EOPF) 5. Children feedback 6. Test results</p>			
<p>1. Number of volunteers does not drop considerably 2. Number of volunteers 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</p>			
<b>Goal 1: (**Priority Goal**)</b>			
<b>PROMOTE EARLY CHILDHOOD DEVELOPMENT</b>			
<b>Actions:</b> (the tasks that need to take place to achieve the goal)			
1.1	Plan and carry out creative activities at least 2 times per week to help develop creativity and motor skills		
1.2	Introduce a record keeping system for each placement and maintain it for each child on a monthly basis, including profile of child, learning ability, test results, etc.		
1.3	Run a minimum of 1 workshop per month for volunteers on early childhood development, eg attachment theory		
1.4	Create weekly activity timetables to focus on 4 key areas of ECD: physical, social, emotional and learning		
1.5	Volunteers to have weekly meetings with the placement staff to assess what is needed for the following week		

1.6	Create team games where all the children are included			
1.7	Create visual learning aids on the placement walls and make sure these are updated every month			
1.8	Engage children in regular games and activities to improve their attention span			
<b>Goal 2:</b>				
<b>IMPROVE THE QUALITY OF LIFE FOR THOSE LIVING WITH DISABILITIES (**Priority Goal**)</b>				
	Actions:			
2.1	Run 1 workshop or community presentation per month to promote disability awareness in communities and schools in order to reduce any negativity or stigma attached			
2.2	Introduce a record keeping system for each placement and maintain it for each child on a monthly basis including profile of child, learning ability, preferences, dislikes, etc.			
2.3	Introduce creative activities to help develop motor skills			
<b>Goal 3:</b>				
<b>IMPROVE LITERACY</b>				
	Actions:			
3.1	Incorporate at least 1 after school reading class per week, focusing on one-on-one or small group reading			
3.2	For a minimum of 1 hour per week research and document new learning and teaching aids			
3.3	Volunteers to initiate/ assist in creating individual records on students and closely monitor their progress – this is to be presented to new volunteers and updated on a monthly basis			
3.4	On a weekly basis record all literacy-based activities and resources that have proven successful with the children			
3.5	Work with teachers to improve classroom rules and methods of discipline			
3.6	Initiate story/poem writing competitions which can then be presented to the class			
3.7	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			
<b>Goal 4:</b>				
<b>INCREASE NUMERACY</b>				
	Actions:			
4.1	For a minimum of 1 hour per week volunteers will research and document new learning and teaching aids to be used at care centres			
4.2	Introduce a record keeping system for each placement and maintain it for each child on a monthly basis			
4.3	Work with teachers to improve classroom rules and methods of discipline			

4.4	Create a rota for one-on-one remedial classes each week for slowest learning children, focusing on counting and basic arithmetic using games			
<b>Goal 5:</b>				
<b>IMPROVE AWARENESS OF HEALTHY LIVING &amp; THE ENVIRONMENT</b>				
	<b>Actions:</b>			
5.1	For 20 minutes each day do a physical activity with the children to promote movement and exercise			
5.2	Introduce activities that follow the principal “reduce, recycle, reuse” within each Care placement. Volunteers to produce examples of how recycled material can be used within the placement			
5.3	Implement and encourage a “health and wellness” programme in the class room			