

Teaching Management Plan

Vietnam



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

Vietnam is a long and narrow country in Southeast Asia, with a population of about 92 million people, including over 54 ethnic groups. The largest ethnic group is Kinh (Viet), who live mainly in the lowland, including the capital of Hanoi where our teaching projects are located. Over the last two decades, Vietnam has seen rapid economic growth and impressive results in the education sector compared with other countries with similar growth: over 90% of the working-age population is literate and over 98% of children of primary school ages attend schoolsⁱ. In spite of this, there remain challenges in the Vietnamese education system.

One such challenge relates to teaching techniques as, despite curriculum renovation, the teaching methods delivered in the public system continue with a classical, teacher-oriented, approachⁱⁱ. Class discussions are uncommon, and students are expected to be studious and passively attentive in the classroom, in line with principles from Confucian culture.

With very limited funding from the government towards teachers, state schools are severely understaffed. The average classroom has between 40 – 60 students, making it very difficult for teachers to offer the right level of personalised attention and support, causing many students to fall behind. The classroom conditions, curriculum and teaching methods also limit the possibilities for creative learning and independent thinking.

Finally, despite improvements in schools, drop-out rates remain high for children from lower-income families, especially in secondary schools. In 2010, the gross enrolment rate in upper secondary schools in Vietnam was just 65%ⁱⁱⁱ. Corruption within the education sector is also seen as the cause for these exacerbations in inequality^{iv}.

Partners

Projects Abroad Vietnam is based in Hanoi, the capital of Vietnam. We registered as a non-governmental organisation (NGO). We co-manage our Teaching programme with the Education authority in Hanoi. We mostly work with public schools and some private schools in which the classes are a little smaller. These are better suited to volunteers with less experience. There is the option for French-speaking volunteers to work in a primary and secondary school.

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 English (** priority goal **)

English having 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. In line with this, speaking English has become a priority goal for many Vietnamese schools and students wishing to develop on an international basis and become economically successful. Volunteers, in particular native speakers, can offer invaluable help in improving not on the students' but also the teachers' phonetics and pronunciation. We also set up conversation classes to improve the students' oral skills and capacity to participate in 'real life' conversations.

2. Improve classroom support (** priority goal **)

With classes of 50+ students, it is difficult for teachers to maintain discipline, deliver creative teaching methods and offer personalised support to students struggling to keep up. Corporal punishment in schools is also a source of discouragement for Vietnamese students. We aim to introduce new rules and discipline methods as well as relieve pressure for teachers by dividing the class into smaller groups, organising remedial classes for slower learners and encouraging students in their work.

3. Improve teaching techniques

A big challenge being faced is that teachers continue to go along the same teaching path which they themselves experienced as students, teaching using the same classical methods, sticking to their established perceptions and approaches^v. When faced with such large classes, most learning is done simply by copying what the teacher has written on the blackboard and learning the lesson by rote^{vi}. Students are often able to learn the information, without necessarily understanding it. This can have a damaging lasting effect on their future education and professional capacities. Volunteers are able to bring a variety in the teaching and learning techniques as well as offer personalised teaching support to students identified as slow learners.

4. Encourage learning through creativity

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. The teaching methods in Vietnam prioritise memorisation over critical thinking and creative problem-solving^{vii}. 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 30-60 Teaching volunteers per year Projects Abroad global staff teams Placement staff support
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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

<ul style="list-style-type: none"> Placement visits Volunteer workshop sessions Staff meetings Volunteer Resources Database Feedback evaluation
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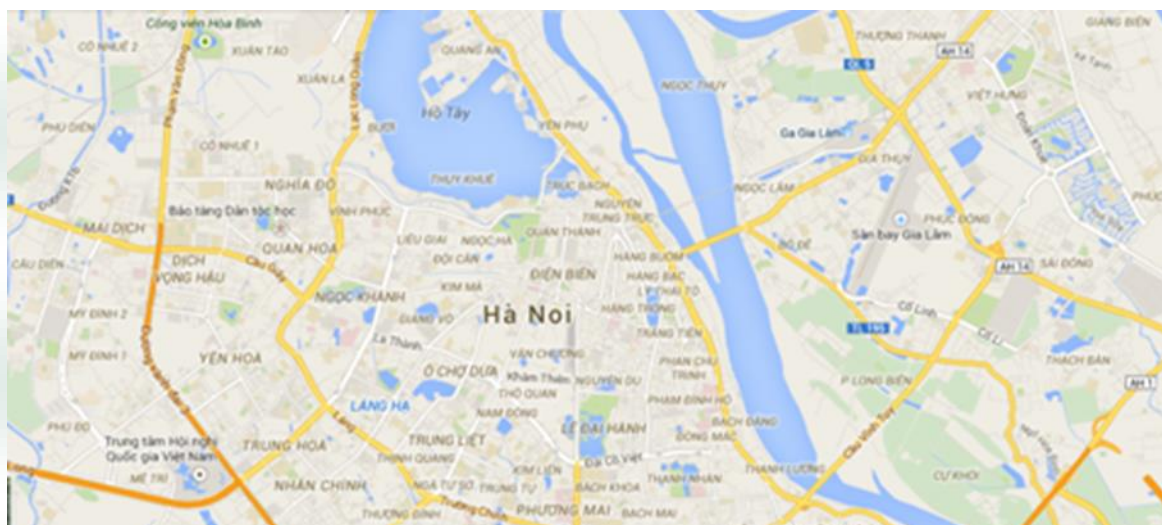
Physical monitoring: Through placement visits and volunteer workshops, volunteers are in frequent contact with staff members, who will observe and advise volunteers in action. Staff participate in regular meetings to discuss best practices within and between destinations.

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

Projects Abroad Vietnam is currently based in Hanoi, the capital of Vietnam. Our Teaching placements are located in different districts of Hanoi.



ⁱ http://siteresources.worldbank.org/EDUCATION/Resources/278200-1121703274255/1439264-1153425508901/Education_Vietnam_Development.pdf

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ⁱⁱⁱ <http://www.economist.com/blogs/banyan/2013/12/education-vietnam>

^{iv} <http://www.economist.com/blogs/banyan/2013/12/education-vietnam>

^v http://siteresources.worldbank.org/EDUCATION/Resources/278200-1121703274255/1439264-1153425508901/Education_Vietnam_Development.pdf

^{vi} <http://www.economist.com/blogs/banyan/2013/12/education-vietnam>

^{vii} <http://www.economist.com/blogs/banyan/2013/12/education-vietnam>

**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 schools and communities to improve the quality of education. Through our volunteers, we aim to empower young 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 (DOs & EOPF) 5. Children feedback 6. Test results	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
Goal 1: (what we want to achieve)			
Improve English			
Actions: (the tasks that need to take place to achieve the goal)			
1.2	Create a resource centre of flash-cards and other English learning materials		
1.3	Establish a weekly after school English conversation club. ½ hour small group sessions on a chosen topic each week.		
1.4	Through daily class activities, implement spelling tests/pronunciation exercises/reading practice in the classroom.		
1.5	Use creative techniques to help improve the listening and speaking skills of student's e.g. role plays, acting and drama games.		
1.6	Introduce realistic daily role plays to focus on 'real life' conversational English.		
1.7	Support small groups of children that needs more help in learning English than others (ex.ones with poor family background)		
Goal 2:			
Improve classroom support			
Actions:			
2.1	Work with teachers to improve classroom rules and methods of discipline		
2.2	Hold weekly meetings with teaching staff to discuss roles and activities for the coming week.		
2.3	Divide class in half or take small groups to relieve pressure on teachers with large numbers of students in one class.		
2.4	Help guide teachers with correct pronunciation and grammar (English)		
2.5	One to one tutoring for the strugglers either during school hours or after; keep a weekly records of these students to check their progress		
2.6	Develop workshops to run at the schools providing alternative methods of teaching subjects to keep children interested		
2.7	Create motivational exercises and activities to reduce school desertion and lack of interest		
2.8	Introduce after-school clubs based on the skills of the volunteers (e.g. arts, dance, public speaking, debate)		
2.9	PRO teachers to lead teacher training sessions focused on how to plan lessons, different learning style, positive discipline		
2.1	Volunteers to agree with teachers a list of tasks that will support the teacher during the one or two months the volunteer will be there		
2.11	Volunteers to support the teachers in delivering lessons on phonetics in line with the current subject the English teacher is focusing on.		
Goal 3:			
Improve teaching techniques			
Actions:			
3.1	Arrange fortnightly "teachers meeting" for volunteers to get together and discuss tips, highs and lows.		
3.2	Increase group-oriented study in order to improve individual autonomy and team work.		
3.3	Regular testing of understanding with exercises, mini-tests and presentations, to be marked and given feedback.		
Goal 4:			
Encourage learning through creativity			
Actions:			
4.1	For a minimum of 1 hour per week research and document new teaching aids		
4.2	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		
4.3	Initiate story writing exercises/ poem writing which can then be graded/ presented to the class for reward		
4.4	In break times engage children in regular games and activities to improve their attention span, stimulate their brains and encourage team work.		
4.5	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.		