



CARING FOR CAMBODIA



FINAL YEARLY REPORT 2021-2022



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Annual report of 2022

1- Overview

👉 CFC Mission

Caring for Cambodia (CFC) is educating a generation of Cambodian children today, to make a difference for Cambodia's tomorrow. Our schools are safe, modern and technologically equipped. We train teachers provide tools, and remove barriers to learning. We build Cambodian leadership to guide and sustain these schools, so that generations of CFC graduates can reach their highest potential and make valuable contributions to their community.

❖ Total Personnel & Set Up: 2020-2021 and 2021-2022

School year	#teacher		#CFC staff		#students		#school	#building	#classes	#CFC programs	Shared program GOVT & CFC
	M&F	F	M&F	F	M&F	F					
2020-2021	278	178	77	47	6,673	3,438	21	48	169	12	4
2021-2022	288	185	76	46	6,974	3,590	21	48	171	12	4

Currently, Caring For Cambodia (CFC) is implementing programs focusing on the vision and mission to achieve the goals of sustainable development in the field of education and human resource development with knowledge, skills, attitude and conscience, patriotism and humanity, referring to the education and training of Cambodians to become able citizens. CFC's mission is to build the next generation of human resources to be fully capable, and oriented towards their successful lives through :

- 1- Literary and Arithmetic Ability (Khmer)
- 2- Foreign language proficiency (French, English, Japanese, Chinese etc.)
- 3- Information and Communication Technology Capabilities ICT (Internet. FaceBook. Telegram etc.)
- 4- Communication and teamwork skills
- 5- Thinking and innovation skills (Career)
- 6- Practice skills, knowledge and skills
- 7- Individual, family and social development skills
- 8- Entrepreneurship and leadership skills (personal development / production / self-employment responsibilities)

In the current situation, which requires all citizens to learn to live in the context of Covid-19 and to adapt to the new normal path, Caring For Cambodia (CFC) has been adhering strictly to the Code of Conduct (SOP). The Ministry of Education, Youth and Sports participates in the promotion of health and hygiene by implementing the "3 Don't and 3 Do" approach with a high sense of responsibility and set out two main principles:

1. Protect the safety of ourselves and our community
2. Helping students build their capacity in all its forms, aimed at organizing the educational process, including a resilient and crisis-responsive education system.

↳ **CFC Programs:** *ECE (Preschool and Kindergarten), *Primary, *Junior High, *High School, Information Communication & Technology (ICT), Girls Matter! Career Preparation, Health Education, English (ESL), Volunteer/Service Trips, Food for Thought, *Libraries, Teacher Training, Removing Barriers (providing supplies), and *Life Skills.

* Indicates shared programs (salaries for some or resources & materials)

Note: CFC also supports Srash Srang School near Kravaan. A donation of approximately \$10,000 is provided each year for CFC to support Srash Srang (International and Weekly teacher training, resources and school improvement projects). This is a long-standing donation from a specific donor.

↳ **Child Friendly Schools Approach - UNICEF's Child Friendly Schools (CFS) 6 Dimensions, moves towards quality, inclusive, equity, and life-long learning (Sustainability Development Goals of United nation)**

Dimension 1: All children have access to schooling (schools are inclusive)

Objective: To ensure and support all children, especially children in difficult circumstances (children of poor families, girls, orphan children, child victims of domestic violence, disabled children, ethnic minority children, children affected by drugs, children affected by HIV/AIDS and other diseases), have access to schooling with equity.

Dimension 2: Effective Learning

Objective: To develop teacher proficiencies so that teachers have theoretical and practical knowledge with a specific focus on learning/teaching activities and material which promote active, creative, and child-centered approaches to learning in a joyful classroom environment. To nurture teacher attitudes, behavior and moral values which will lead to learning together in harmonious way.

Dimension 3: Health, Safety, and Protection of Children

Objective: To ensure that all children participate in education are cared for and supported by all concerned people and institutions to keep them healthy and safe and protect them from violence at school, in the family and in society.

Dimension 4: Gender Responsiveness

Objective: To promote awareness in schools, families, and communities of their roles and responsibilities for providing equal and equitable education and educational opportunity for both girls and boys so that they can participate equally in all activities in school, family, and society.

Dimension 5: The participation of children, families, and communities in the running of their local school

Objective: To enhance the dynamic relationship and two-way participation between schools and communities so that schools become community-supported resource centers, families and communities become resources for school improvement and play an active role in management.

Dimension 6: The National Education System supports and encourages schools to become more child friendly.

Objective: To ensure the effective and sustainable implementation of the Child Friendly Schools Policy in all schools with a high spirit of responsibility, all mechanisms and levels of the national education system must work together to support schools in improving the quality of education

2. Teacher Training program

- CFC is partnering with international schools such as the Singapore American School, Tanglin Trust School, Taipei American School, as well as technical experts from abroad and the Ministry of Education, Youth and Sports. Therefore, we believe that we can make a significant and sustainable impact on the quality of education from early childhood education programs, kindergartens, primary and secondary education in the target schools of programs in Siem Reap by committing to develop teachers effectively in implementing the curriculum of the Ministry of Education, Youth and Sports in schools.
- CFC provides Capacity Building to improve the quality of student learning and teacher development. This project is specifically designed to improve and enhance the provision of the recently revised primary and secondary curriculum of the Ministry of Education, Youth and Sport.
- Teacher training focuses on new curricula of Ministry of education, the goal is to support the development of pedagogy for contract teachers with practical teaching outcomes that enhance student learning and strategies. This is important for the implementation of technological and modern teaching methods in the 21st century.
- Teachers who are trained by CFC will have practical experience as well as sufficient theory to be able to implement the curriculum effectively.
- Schedule: Training is conducted twice a year in November and February (early childhood education, kindergarten, primary school in November and secondary school in February).
- Training topics focus on: Science, Khmer literature, mathematics, active teaching methods, early childhood development and writing.
- Future goals: continue to develop all teachers through training that brings quality, efficiency, technique and innovative practices in the classroom and school.
- Strengthen subject mastery and pedagogical knowledge: Provides advanced knowledge for teachers in need to support their teaching and skill development.
- Extensive dissemination and sharing of knowledge through conducting workshops, technical work support and assistance from the school directly.
- Provide materials to support the process of teaching and learning activities, as well as disseminate to the community to have them participate with school development regularly, health monitoring, additional teaching at home to make students learn more effectively and efficiency a long the line of The Ministry of Education, Youth and Sports, which is to lead and implement the "new normal path of education" by ensuring the provision of education services that are resilient and responsive.

1. Scholarship Program:

✧ Program Description:

University scholarships are provided to teachers to improve teacher competency as well as the professional development in schools and all teachers will be able to get more skills in 21st Century education to ensure the effective and sustainable implementation of key strategies for implementing modern methods in all schools with professionalism.

See Appendix for *Scholarship Policy*

Academic Years	Male Teachers Enrolled BA	Male Teachers Enrolled MA	Female Teachers Enrolled BA	Female Teachers Enrolled MA	Male Teachers earned degree BA	Male Teachers earned degree MA	Female Teachers earned degree BA	Female Teachers earned degree MA
2015-2016	44		52		8		10	
2016-2017	0		2		19		23	
2017-2018		9		4	17		16	
2018-2019		1	5	4		4	5	
2019-2020	0	0	0	0	0	6	0	8
2020-2021	0	0	0	0	0	0	0	0
2021-2022	0	0	0	0	0	0	0	0
total	44	10	59	8	44	10	54	8

Note: In the academic year 2021-2022, due to the crisis of the of the Covid-19 pandemic, which affected the project budget, we have temporarily suspended the scholarship program

4. Early Childhood Education Department

✧ **Vision (ECE overall)**

Parents of children from 0 to 6 years of age to receive enough knowledge in child development and for children to have appropriate skills to be ready for grade 1.

❖ **Chart: Staff Overview**

Teacher Name	M /F	Position	School	Level of Education
Chan Vandy	F	Early Childhood Education Department Deputy - Preschool Programs - Kindergarten Programs	CFC Schools	Bachelor Degree

4.1- Preschool

✧ **Vision (Preschool)**

Parents are given knowledge and skills in child care and standardize of child development of Ministry of education.

❖ **Preschool Set Up**

No	School/Village	Preschool Teacher Name	# of Mothers/Guardians		# Groups		# Children			
			2020-2021	2021-2022	2020-2021	2021-2022	2020-2021		2021-2022	
							ស្រី	ស្រី	ស្រី	ស្រី
1	Spian Chreav Amelio 1	Soeum Sokoem	21	25	4	5	25	13	27	14
2	Spian Chreav Amelio 2	Lach Chea	21	19	4	3	16	11	16	11
3	Spian Chreav Amelio 3	Van Somboor	12	13	2	2	7	3	8	3
4	Spian Chreav Amelio 4	Chea Sokunthea	24	24	5	5	12	8	16	9
5	Aranh 1	Pheap Sophea	16	20	3	4	16	10	23	12
6	Aranh 2	Hong Kimsor	25	26	5	5	16	9	16	10
7	Pobanteay	Koul Sotheara	14	13	3	3	12	7	10	5
8	Pralay	They Sam	21	24	4	5	12	7	18	8
9	Bakong 1	Kien Ya	41	40	8	8	34	19	40	22
10	Bakong 2	Va Savin	18	20	4	4	13	9	16	10

11	Kravann	Ngoeun Sovan	28	24	5	5	27	12	23	10
12	Kong Much	Soeum Sokoeun	15	14	3	3	16	8	16	9
	TOTAL	12	256	262	50	52	206	116	229	123

Preschool Staff Overview

N°	Teacher Name	M /F	Position	School	Level of Education
1	Soeum Sokoem	F	Preschool Assistant	Amelio pre-school community #1	High School Diploma
2	Lach Chea	F	Preschool Assistant	Amelio pre-school community #2	Less than high school (G10)
3	Van Somboor	F	Preschool Assistant	CFC Spien Chreav pre-school community #1(agility)	Less than high school (G3)
4	Chea Sokunthea	F	Preschool Assistant	CFC Spien Chreav pre-school community #2	Less than high school (G5)
5	Pheap Sophea	F	Preschool Assistant	Little Orchard pre-school (Aranh primary)	Less than high school (G8)
6	Hong Kimsor	F	Preschool Assistant	CFC Aranh pre-school community (changed place)	Less than high school (G5)
7	Koul Sotheara	F	Preschool Assistant	Pobanteay chey pre-school community	Less than high school (G9)
8	They Sam	F	Preschool Assistant	CFC Prolay pre-school community	Less than high school (G9)
9	Kien Ya	F	Preschool Assistant	CFC Bakong pre-school community # 1	Less than high school (G5)
10	Va Savin	F	Preschool Assistant	CFC Bakong pre-school community # 2	Less than high school (G5)
11	Ngoeun Sovan	F	Preschool Assistant	CFC Kravann pre-school community	Less than high school (G8)
12	Soeum Sokoeun	F	Preschool Assistant	CFC Kong Much pre-school community	High School Diploma
13	Suy Melea	F	Preschool Coordinator	All	Less than high school (G6)

❖ Description of Curriculum & Implementation

• Increasing awareness to the pre-school assistants

- The 11 assistants are trained once a year with instructors from (TTS) on teaching methods: motion and storytelling.
- The 11 assistants received one training session with instructors from the Asia Foundation on how to teach parents and young children at home. Recognize sounds, letters and numbers, and other educational games.
- Health Education Team provide a training to preschool assistants 4 times/year focusing on signs of negative parenting, four ways to make your baby good and positive parenting.
- Liaise with the Gender Equity Program to present to the assistants about domestic violence.
- Provide 20 technical meetings, focusing on demonstration classes on writing patterns, discussing challenges in each pre school centers and finding solutions.
- Regularly evaluate the implementation of the activities of the team according to the checklist.

• Increase community engagement

- Collaborate with local authorities to support parents educational and to bring children under 5 year old to participate in early childhood education programs.
- Encourage parents who have children 0- to 5-year-old to come to join pre-schools.
- Pre-school assistant invite all mothers to join at 12 pre-schools training.
- New 6 mothers have joined pre-school program.
- Received 1,080 children's story books from the Asia Foundation and all are provided to parents in the community.
- Allowed community from Spean Chreav village, Kor Kranh village, Aranh village, Po village, Pralay village, Srah Srang South village and Thnal Trang village to borrow story books, total time of borrowing and returning 1,596.

• Promote parental awareness

- Teaching parents at each pre-school twice a month, equal to 20 times per school year, focusing on:
 1. How to teach young children at home (reading, pronunciation, letters, numbers, and other educational games)
 2. Health care and hygiene
 3. 5 negative signs of parenting
 4. 4 positive topics to make children feel good.
 5. Positive child care
 6. Preventing foot, mouth, hand deceases.

- Homeschooling for parents who did not attend the pre-school, 305 times out of a total of 262 parents.
- Observed parents and children at home on the implementation after learning at the preschool.
- Provided student book and teacher book to 136 parents and 143 children.
- Allowed parents to borrow storybooks 3,445 times
- 242 parents are tested of understanding of all their learning during the year, the result of testing was 83.77%.
- 242 parents are tested on understanding parental awareness under the gender equity program, the result was 77.30%.
- 5 children at aged 5 years old are tested on knowing letters, sound, numbers, the result was 81.86%.

❖ **Chart: Challenges & Solutions**

Challenge	Solution
- Some parents who have children age 0 to 5 years old don't get involved with pre-school.	- Dissemination of pre-school program through meeting with mothers who participated in the Early Childhood Education program to spread the word to parents who have not yet participated. - Liaise with local authorities and target school administrators to help educating parents in the community about early childhood education programs.
- The knowledge and skills of some preschool assistants is still limited.	- Provide training and supports.
- Some parents didn't participate in pre-school meetings regularly.	- Home visit to provide more supports.

❖ **Goal and next step for 2022-2023**

Area	Goal 2022-2023
- Staff	- Train assistants in teaching methodology and how to control parents' behavior. - Weekly technical meetings, focusing on conducting an introductory class on teaching methods for each lesson. - Make all pre-schools to be an attractive place for learning. - Lead a team to produce test tools for 5-year-old children in line with the Ministry of Education, Youth and Sports. - Regularly observe and evaluate the implementation of the activities of the assistant team according to the check list - To make sure all assistants attend seminars twice a year with a group of trainers from SAS, TTS etc. to gain new knowledge and skills. - Talk to GE and health coordinators to provide training of girls matter and health to all assistants.
- Community	- Worked with the team to find the best strategy to improve assistant and manage mother's behaviors. - Technical meeting every week to focus on observing and demonstration. - Improve all pre-schools to be attractive. - Leading team to establish test for 5-year-old student. - Observe often by using check list as a tool.

	<ul style="list-style-type: none"> - Worked with all deputies and health coordinator to provide first aid training to all pre-school's mothers and assistants. - Allow all parents to borrow books for their reading at home. - Schedule for parents to visit pre-schools. - Set up another pre-school if possible in the community that needs them.
- Curriculum	<ul style="list-style-type: none"> - Prepare annual teaching curriculum in line with the Ministry of Education, Youth and Sports. - Establish lessons for Early Childhood Education at each pre-school twice a week to respond to student test results. - Prepare test for 5-year-old children in accordance with the Ministry of Education, Youth and Sports's curriculum. - Integrate life-skill program into the goal of pre-school.
- School	- All 12 pre-schools.
- others	-

4.1, Kindergarten

❖ Vision

Parents who have children aged between 0- 6 years old have sufficient knowledge to educate their children and ensure that the child is fully developed and ready for grade 1.

❖ Chart: Kindergarten Set Up

School Information			Amelio	Aranh	Bakong	Kong Much	Kravann	Total	
# of Teachers	2020-2021	F&M	4	4	6	3	5	22	
		F	4	4	6	3	5	22	
	2021-2022	All	4	4	6	3	6	23	
		F	4	4	6	3	6	23	
Kindergarten Classes	K1	2020-2021	1	1	1	1	0	4	
		2021-2022	1	1	1	1	0	4	
	K2	2020-2021	1	1	2	1	2	7	
		2021-2022	1	1	2	1	3	8	
	K3	2020-2021	2	2	3	1	3	11	
		2021-2022	2	2	3	1	3	11	
# of Students	K1	2020-2021	All	32	42	30	16	0	120
			F	23	20	17	13	0	73
		2021-2022	All	30	43	25	15	0	113
			F	12	26	15	7	0	60
	K2	2020-2021	All	33	46	55	31	81	246
			F	17	24	30	17	49	137
		2021-2022	All	30	47	50	25	80	232
			F	15	23	25	18	33	114
	K2	2020-2021	All	66	79	84	31	110	370
			F	36	34	39	19	59	187
		2021-2022	All	74	71	78	43	109	375
			F	44	37	42	24	60	207

❖ Chart: Age at Enrollment 2021-2022

School	3 Years (K1)				4 Years (K2)				5 Years (K3)				6 Years			
	2020-2021		2021-2022		2020-2021		2021-2022		2020-2021		2021-2022		2020-2021		2021-2022	
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Amelio	32	23	30	12	33	17	30	15	66	36	74	44				
Aranh	42	20	43	26	46	24	47	23	79	34	71	37				
Bakong	30	17	25	15	55	30	50	25	84	39	78	42				
Kong Much	16	13	15	7	31	17	25	18	31	19	43	24				
Kravann	0	0	0	0	81	49	80	33	110	59	109	60				
Total	120	70	113	60	246	137	232	114	370	187	375	207	0	0	0	0

❖ Chart: Staff Overview

School	# of Teachers with less than high school				# of Teachers with High School Diploma				# of Teachers with Bachelor's Degree				# of Teachers with Master's Degree				# of teachers with more than Master's Degree			
	2020-2021		2021-2022		2020-2021		2020-2021		2020-2021		2020-2021		2020-2021		2020-2021		2020-2021		2020-2021	
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Amelio	0	0	0	0	1	1	1	1	3	3	3	3								
Aranh	0	0	0	0	3	3	3	3	1	1	1	1								
Bakong	0	0	0	0	5	5	5	5	1	1	1	1								
Kong Much	2	2	2	2	1	1	1	1	0	0	0	0								
Kravaan	0	0	0	0	2	2	2	2	3	3	4	4								
total	2	2	2	2	12	12	12	12	8	8	9	9	0	0	0	0	0	0	0	0

❖ Description of Curriculum & Implementation

- Increased the skills and knowledge of teachers by conducting additional capacity training once/day, focusing on teaching methods of PBL.
- Provided teaching and learning materials such as toothpaste, toothbrushes, laminating sheet, colored paper, fountain pens, handkerchiefs, paper towels and other teaching and learning materials to teachers at all grade levels at target schools.
- Provided 345 storybooks to all target schools

- Increased the awareness and development of children by supporting teachers and showing them how to test children three times/year.
 - Met and discussed with teachers in target schools on children's test results to find out what needs to be done to help the students.
 - Standardized classroom arrangements by guiding teachers to produce classroom materials and conducting observation and evaluation of classroom arrangements.
 - Promoted parent awareness on child care and development by hosting two parent meetings:
 - 1st: using of the classroom library corner and the benefits of children borrowing storybooks to read at home, a total of 186 parents participated which 120 are females.
 - Professional child rearing, there are 294 parents participated, which 206 are females.
 - Set up parent groups through technology to facilitate communication and provide feedback between teachers and parents.
 - Promoted reading to preschool children by creating book borrowing system, 10,678 book borrowing times.
- ❖ **Challenge and solutions**

Challenge	Solutions
- Two Kindergarten Teachers at Spean Chreav Amilio Primary School did not let children borrow books (they are state teachers)	- Meet principal to strenghten teachers of book borrowing. - Meet with the teacher directly to solve the problem of not following up book borrowing.
- Not enough story books for all children to borrow.	- Discuss with other departments to get more books. - Discuss with teachers to get more book from library in order to follow up book borrowing.

❖ **Next step and goal for 2022-2023**

Area	Goal 2022-2023
Teachers	1. All kindergarten teachers have sufficient skills and knowledge to develop children and provide knowledge to parents. - Teachers understand the process of borrowing children's story books. - Teachers understand how to teach reading, hearing and sound of words.

Community	<p>2. All parents understand the value and importance of early child care and development and early childhood education.</p> <ul style="list-style-type: none"> - Parents understand how to teach their children at home and understand their children's abilities after graduating from kindergarten.
Curriculum	<p>3. Understand the new curriculum of the Ministry of Education, Youth and Sports</p> <ul style="list-style-type: none"> - Study, research and prepare lessons to meet the expectations of new curriculum of the Ministry of Education, Youth and Sports. - Develop lesson plans and produce subject materials for each lesson in line with the Ministry of Education, Youth and Sports curriculum.
School	<ul style="list-style-type: none"> - All CFC schools target
others	

4. Education Department

❖ Chart: Staff Overview

Teacher Name	M / F	Position	School	Level of Education	
1	Soung Sopheary	F	Education deputy	Manage, lead, take responsibility - Primary Education Program - General Secondary Education Program - Library Resource Education Program	Graduated Bachelor and doing Master

4.2- Primary School (Grades 1 to 6)

❖ Vision

Primary School Program believes that the country's development depends upon good education. To achieve a high standard of education requirement the participation by MoEYS, DoEYS, community, and partner organizations in need. Therefore, our Primary School Program has created several support programs, such as: teacher training supported by professional international school teachers (Singapore American School and Tangling Trust School) and local Mentor Teachers Team (demonstration and lunch time support meetings), Khmer literacy class for weaker students, observation and evaluation, and providing teaching and learning supplies.

❖ **Chart: Primary School Set Up**

N,	School	Principal & Deputy Principals/Secretary				# CFC Staff (Not paid by gov't)				# of Teachers				# of Classrooms		# Students			
		2020-2021		2021-2022		2020-2021		2021-2022		2020-2021		2021-2022		2020-2021	2021-2022	2020-2021		2021-2022	
		All	F	All	F	All	F	All	F	All	F	All	F			All	F	All	F
1	Amelio	3	2	3	2	1	1	1	1	18	12	16	10	12	12	476	240	476	239
2	Aranh	3	1	3	1	2	2	2	2	19	17	20	16	17	17	724	336	746	343
3	Bakong	3	1	3	1	1	0	1	0	20	11	21	12	17	17	662	320	668	302
4	Kong Much	3	1	3	1	1	0	1	0	11	7	8	5	9	9	334	139	319	151
5	Kravann	3	1	3	1	2	2	2	2	18	15	17	12	14	15	645	311	654	324
	Total	15	6	15	6	7	5	7	5	86	62	82	55	69	70	2,841	1,346	2,863	1,359

❖ **Chart: Primary Pupil/Teacher Ratio**

No,	School	# of Teachers		# of Students		Ratio Pupil/Teacher	
		2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022
1	Amelio	18	16	476	476	40 to 1	40 to 1
2	Aranh	19	20	724	746	43 to 1	44 to 1
3	Bakong	20	21	662	668	39 to 1	39 to 1
4	Kong Much	11	8	334	319	37 to 1	35 to 1
5	Kravaan	18	17	645	654	46 to 1	43 to 1
	Total	86	82	2,841	2,863	41 to 1	41 to 1

❖ Chart: Age at Promotion to Grade 7

School	12 years				13 years				14 years				15 years				16 years			
	2020-2021		2021-2022		2020-2021		2021-2022		2020-2021		2021-2022		2020-2021		2021-2022		2020-2021		2021-2022	
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Amelio PS	50	33	31	20	14	6	33	19	4	1	6	1	3	0	5	2	2	0	4	0
Aranh PS	74	59	73	40	19	4	15	8	4	2	14	6	1	0	2	1	0	0		
Bakong PS	56	29	6	5	26	17	50	28	11	7	26	14	8	3	12	5	4	1	8	1
Kong Much PS	25	14	22	15	6	5	5	0	3	1	2	0	2	0	1	0	1	1		
Kravann PS	63	32	4	1	19	8	48	29	3	1	19	4	11	4	7	6	1	0	6	3
Total	268	167	136	81	84	40	151	84	25	12	67	25	25	7	27	14	8	2	18	4

❖ Staff overview

School	# of Teachers with less than high school				# of Teachers with High School Diploma				# of Teachers with Bachelor's Degree				# of Teachers with Master's Degree				# of teachers with more than Master's Degree			
	2020-2021		2021-2022		2020-2021		2021-2022		2020-2021		2021-2022		2020-2021		2021-2022		2020-2021		2021-2022	
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Amelio PS	1	0	1	0	9	7	7	5	8	5	8	5	3	2	3	2				
Aranh PS	0	0	0	0	11	9	12	8	11	9	11	9	0	0	0	0				
Bakong PS	0	0	0	0	17	9	18	10	4	3	4	3	2	0	2	0				
Kong Much PS	3	1	3	1	5	5	2	3	6	2	6	2	0	0	0	0				
Kravann PS	2	1	2	1	13	11	12	8	4	3	4	3	2	1	2	1				
Total	6	2	6	2	55	41	51	34	33	22	33	22	7	3	7	3	0	0	0	0

❖ Chart: Promotion and Dropout Rate

School	# student		# failed				# dropout/withdrawn					
	2020-2021		2021-2022		2020-2021		2021-2022		2020-2021		2021-2022	
	All		All	F	All	F	All	F	All	F	All	F
Amelio PS	476		476		53	18	25	9	0	0	0	0
Aranh PS	724		746		93	24	54	24	12	2	20	4
Bakong PS	662		668		98	31	69	20	3	2	4	0
Kong Much PS	334		319		87	32	33	10	0	0	4	3
Kravann PS	645		654		42	19	23	6	0	0	0	0
Total	2,841		2,863		373	124	204	69	15	4	28	7

Note: The reason for students' dropout is because their parents go to work far away/relocate/family situation/older/support family/ migration etc.

- We will do more specific research by starting to collect data and monitor further in 2023.

❖ **Description of Curriculum & Implementation**

- Schools to ensure that all children are able to have access to an education: support weaker students (to ensure that all weaker students in each grade level get more specialized support in order to get a good quality learning from all partners). Encourage the quality of mathematic, writing, reading skill and morality of speech. Create an effective lunch time meeting session to all grade level teachers (all mentor teachers have to check what is the need of grade teachers and provide them training and how to do national post- test to grade 6. Train all new contract teachers about classroom management methods, lesson plans, classroom administration, teaching technique and teach all subjects.
- Schools promote safe and healthy behaviors (Work closely with health team to make students are safe and healthy).
- Schools become gender responsive: Promote gender equity to all grade level (boy and girl get motivation to participate all activities in and out of classroom activities).

❖ **Chart: Challenges & Solutions**

Challenges	Solutions
- Provide more support to students who didn't do well after tested.	<ul style="list-style-type: none"> - Meet with all grade level teachers to make the plan to support weaker students. - Prepare the schedule to follow up weaker students 2 weeks or one month after testing. - Keep communicating with all school principals to follow up with their teachers, observe and provide more support. - Provide direct feedback if we find students who didn't get support yet.
- Less support from school principals to promote the test result.	<ul style="list-style-type: none"> - Keep discussion with all school principal how we can support teachers and students learning. - Class demonstration and provide feedback. - Keep sharing the test result.
- Students have poor reading	<ul style="list-style-type: none"> - Strengthen the vowel, consonant's reading through study game, song, story, word card, letter card. - Practice reading and writing in the classroom, and provide homework regularly. - Review the vowel, consonance and spelling the word before starting lesson and after class. - Setting the schedule for every Thursday to practice reading, writing, spelling the vowel, consonance and sentences.

❖ **Goals – 2022-2023**

Area	Goal 2022-2023
Staff	<ul style="list-style-type: none"> - Develop leadership skills to all education staff. - Work with SAS and TTS to provide more skill of training leading, planning, concept and how to be a good trainer and facilitator to all trainees. - Develop the skill of data management to all staff

	<ul style="list-style-type: none"> - Strengthen team work in education department. - Keep good communication with all stakeholders and all teachers of CFC schools.
Teachers	<ul style="list-style-type: none"> - Keep providing more support and training to all contract teachers in all school's target and in Siem Reap province on the topic of How to be a good teacher, how to create the lesson plan, technique teaching, classroom managements (classroom decorating, students management, classroom administration etc). - Reduce observing and support to state teachers even if we get suggestion from schools. - Provide training to all teachers (state teachers and contract teacher out of CFC schools).
Curriculum	<ul style="list-style-type: none"> - Setting up a new curriculum for new education center by focusing on contract teachers in Siem Reap province. - Empower the principals of CFC schools to develop their state teachers and contract teachers' capacity and prepare suggestion plans if they need support from CFC. - Keep support 40% of study materials to all CFC schools.
School/Grounds	<ul style="list-style-type: none"> - Public and CFC schools and NGO,
Other	<ul style="list-style-type: none"> - All mentor teachers in education center need more support on how to set up the new curriculum and idea of creating the topic, how to lead the training.

5.1- Secondary School (Grade 7-12)

✧ Vision

Students graduate High school with a good quality education, with the right skills to respond to labor market demand and encourage students to become lifelong learners.

❖ Chart: Secondary School Set Up

School	Principal & Deputy Principals/Secretary				# CFC Staff (Not paid by gov't)				# of Teachers				# of *Classrooms		# Students			
	2020-2021		2021-2022		2020-2021		2021-2022		2020-2021		2021-2022		2020-2021	2021-2022	2020-2021		2021-2022	
	All	F	All	F	All	F	All	F	All	F	All	F			All	F	All	F
Aranh Cuthbert JH	3	3	3	3	2	1	2	1	13	8	14	9	7	8	309	151	327	171
Aranh Sakor CFC HS	3	3	3	3	3	2	3	2	12	6	11	6	6	7	213	125	235	128
Bakong Motwani JH	3	3	3	3	1	0	1	0	15	14	16	14	12	11	478	259	488	259

Bakong HS	8	8	8	8	2	0	2	0	98	54	98	54	40	40	1,890	1,044	2,112	1,169
Total	17	6	17	6	8	3	8	3	138	82	139	83	65	66	2,890	1,579	3,162	1,727

- Classrooms refer strictly to those rooms used for teaching (not rooms for libraries, offices, etc.)

❖ Chart: Secondary Student/Teacher Ratio

School	# of Teachers		# of Students		Ratio Pupil/Teacher	
	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022
Aranh Cuthbert JH	13	14	309	327	24 to 1	23 to 1
Aranh Sakor CFC HS	12	11	213	235	18 to 1	21 to 1
Bakong Motwani JH	15	16	478	488	32 to 1	31 to 1
Bakong HS	98	98	1,890	2,112	19 to 1	22 to 1
Total	138	139	2,890	3,162	21 to 1	23 to 1

❖ Chart: Secondary Staff Overview

Teacher Qualifications	Year	Gender	Aranh Cuthbert JH	Aranh Sakor CFC HS	Bakong Motwani JH	Bakong HS	Total
High School Only	2020-2021	All	3	0	3	21	27
		F	2	0	3	9	14
	2021-2022	All	3	0	3	21	27
		F	2	0	3	9	14
Bachelor's Degree	2020-2021	All	11	4	12	74	101
		F	7	2	11	45	65
	2021-2022	All	11	4	12	74	101

		F	7	2	11	45	65
Master's Degree	2020-2021	All	2	11	3	10	26
		F	0	5	1	2	8
	2021-2022	All	2	11	3	11	27
		F	0	5	1	3	9
More than Master's Degree	2020-2021	All				1	1
		F				1	1
	2021-2022	All				1	1
		F				1	1
Regional Teacher Training College (RTTC)	2020-2021	All	16	3	16	49	84
		F	9	1	15	26	51
	2021-2022	All	16	3	16	49	84
		F	9	1	15	26	51
National Institute of Education (NIE)	2020-2021	All	0	12	2	57	71
		F	0	6	0	31	37
	2021-2022	All	0	12	2	58	72
		F	0	6	0	32	38

❖ Chart: Secondary School Promotion and Dropout Rate

School	# Students				Repeat grade				# Dropout / Withdrawn			
	2020-2021		2021-2022		2020-2021		2021-2022		2020-2021		2021-2022	
	All	F	All	F	All	F	All	F	All	F	All	F
Aranh Cuthbert JH	309	151	327	171	37	16	23	12	18	15	18	11
Aranh Sakor CFC HS	213	125	235	128	18	9	18	8	8	6	11	8
Bakong Motwani JH	478	259	488	259	6	3	13	4	21	10	59	23
Bakong HS	1,890	1,044	2,112	1,169	77	21	75	18	41	16	302	153
Total	2,890	1,579	3,162	1,727	138	49	129	42	88	47	390	195

❖ **Notes:** Reason of dropout:

- Go to another school closer to their house;
- Family residence changed due to place of working and children live with relatives in another community;
- Quit CFC school to attend vocational school;
- Some female students get married early. 2023 goal will work out on number of female students getting married or pregnant;
- Due to the length of COVID-19, all students are required to work to support their families.

❖ **Description of Curriculum & Implementation**

- Improve teaching and learning by training teachers to gain professional skills through bi-month training sessions focusing on active teaching, classroom management and using information technology in 21st-Century teaching;
- Promote professional responsibility by training technical teachers and supervisors from SAS, TTS from Singapore twice/year;
- Collaborate with the Director, the Head of the Technical Team in monitoring, evaluating and assisting the teacher as a permanent inspector of the school;
 - To achieve education for all, have community meetings twice/year to learn about the school's programs and the needs of the community; and
 - Promote lifelong learning with rewarding teacher attention that endeavor to focus on their career, motivate students to be competent and enjoy lifelong learning and caring for the well-being of the global community.

❖ **National Exam Lower Secondary (Grade 9):**

- Conducted on 22 October 2022. Two exams and all tests are created by schools (grade 9 teachers) and it is a harder test than the monthly exam tests. (Exam subjects are organized by the school technical team and this exam is the responsibility of the school itself).

❖ **Chart: National Exam Results**

Schools	Academic Years	Total Students	Students Join Exam	Students Promoted	Score				Repetition from Previous year
					Good	Fairly Good	Fair	Fail	

		All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Aranh Cuthbert JH	2020-2021	80	46	80	40	80	40	5	4	11	6	64	30	0	0	8	6
	2021-2022	71	39	71	39	67	39	7	5	12	8	48	26	4	0	0	0
Bakong Motwani JH	2020-2021	130	77	128	76	128	76	26	19	79	50	23	7	0	0	8	4
	2021-2022	127	71	125	69	118	66	14	11	21	12	83	43	7	3	0	0
Bakong HS (Grade 9)	2020-2021	125	64	116	62	110	61	14	10	23	19	73	32	6	1	12	2
	2021-2022	152	71	151	71	138	70	18	15	19	17	101	38	13	1	6	1
Total	2020-2021	335	187	324	178	318	177	45	33	113	75	160	69	6	1	28	12
	2021-2022	350	181	347	179	323	175	39	31	52	37	232	107	24	4	6	1

❖ **National Exam Upper Secondary (Grade 12):**

- Cambodia had to be a leader of Asian Association meeting this year (2022-2023), so grade 12 national exam process had to be postponed until 05th December 2022
- The national exam is held the first week in December this year, and the exam is for two days and all tests are created by MoE. Anti-corruption unit, police Unit and MoE officials participate in observing the national exams. Students choose between the following two tracks:
 - (A) **Science Track** includes the following subjects and point allocation: *Math (120), Physics (75), Chemistry (75), Biology (75), *Khmer (75), *History (75), *English (bonus points)
 - (B) **Social Science Track** includes the following subjects and point allocation: *Khmer (120), Geography (75), *History (75), Morality (75), Earth Science (75), *Math (75), *English (50 is a bonus points).

❖ **Chart: Upper Secondary Exam Results**

Schools	Academic Years	Total Students		Students Join Exam		Students Promoted		Score												Repetition from Previous year	
		All	F	All	F	All	F	A		B		C		D		E		Fail		All	F
								All	F	All	F	All	F	All	F	All	F	All	F		
Aranh Sakor CFC HS	2020-2021	37	25	36	24	22	16	0	0	0	0	4	3	8	5	10	8	14	8	0	0
	2021-2022	74	48	74	48	68	42	1	0	4	4	11	6	28	15	24	17	6	6	14	8
Bakong HS	2020-2021	395	252	387	249	301	205	3	3	12	8	47	38	123	86	116	70	86	44	0	0
	2021-2022	435	252	432	249	339	198	1	1	13	12	63	43	149	82	113	60	93	51	86	44
Total	2020-2021	432	277	423	273	323	221	3	3	12	8	51	41	131	91	126	78	100	52	0	0
	2021-2022	509	300	506	297	407	240	2	1	17	16	74	49	177	97	137	77	99	57	100	52

❖ Chart: Age at Graduation (Promotion to Grade 12)

Age	Year	All / F	Aranh Sakor CFC HS	Bakong HS	Total
15 Years	2020-2021	All	0	0	0
		F	0	0	0
	2021-2022	All	0	0	0
		F	0	0	0
16 Years	2020-2021	All	0	0	0
		F	0	0	0
	2021-2022	All	0	0	0
		F	0	0	0

17 Years	2020-2021	All	0	0	0
		F	0	0	0
	2021-2022	All	0	0	0
		F	0	0	0
18 Years	2020-2021	All	13	164	177
		F	9	118	127
	2021-2022	All	54	72	126
		F	34	57	91
19 Years	2020-2021	All	4	76	80
		F	2	49	51
	2021-2022	All	12	141	153
		F	8	91	99
20 Years	2020-2021	All	2	61	63
		F	2	38	40
	2021-2022	All	0	65	65
		F	0	28	28
21 Years	2020-2021	All	3	0	3
		F	3	0	3
	2021-2022	All	2	32	34
		F	0	14	14
22 Years	2020-2021	All	0	0	0
		F	0	0	0
	2021-2022	All	0	29	29
		F	0	8	8

School Total	2020-2021	All	22	301	323
		F	16	205	221
	2021-2022	All	68	339	407
		F	42	198	240

❖ Chart: Post-Secondary Future Direction (limited data collected)

School	University		Training Program		Employment		Family Business/Farm		Other	
	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022
Aranh Sakor CFC HS	13	38	8	0	7	15	3	7	6	2
Bakong HS	68	87	27	0	74	122	44	57	88	73
Total	81	125	35	0	81	137	47	64	94	75

❖ Chart: Future Study Post-Secondary (limited data collected)

Area of Study	Aranh Sakor CFC HS				Bakong HS				Total			
	2020-2021		2021-2022		2020-2021		2021-2022		2020-2021		2021-2022	
	All	F	All	F	All	F	All	F	All	F	All	F
Accounting	2	1	3	2	15	14	4	4	17	15	7	6
Agriculture	2	1	2	1	3	1	2	1	5	2	4	2
Bank & Finance	2	0	2	0	9	8	5	3	11	8	7	3
Biology			2	2	3	3	5	4	3	3	7	6
Business Law / General Management	3	2	5	3	10	6	7	3	13	8	12	6
Chemistry			1	1	4	2	12	8	4	2	13	9
Community Development			3	2	6	3	5	1	6	3	8	3

Engineer Interior Design	3	1	2	1	10	4	1	0	13	5	3	1
English Literature	3	3	2	2	7	4	5	4	10	7	7	6
Information Technology	2	0	3	0	8	2	9	4	10	2	12	4
Khmer Literature	2	0	5	3	2	2	28	16	4	2	33	19
Law	2	0	4	1	9	4	8	2	11	4	12	3
Mathematics	3	2	5	2	2	2	6	4	5	4	11	6
Nurse					7	5	4	4	7	5	4	4
Plant Sciences			1	0	3	2	2	0	3	2	3	0
Physical					5	3	11	7	5	3	11	7
Social Sciences	1	1	1	1	4	1	5	1	5	2	6	2
Tourism	2	2	2	1	14	7	8	4	16	9	10	5
Vet Sciences					3	0	1	0	3	0	1	0
Geography					3	1	3	1	3	1	3	1
History	2	2	2	2	6	3	7	3	8	5	9	5
Philosophy					3	1	2	0	3	1	2	0
Great Total	27	13	43	22	115	78	128	70	142	91	171	92

❖ **Chart: Training Programs (Trades)** (limited data collected)

School	Hospitality		Mechanics		IT (STEM & Sabai Code)		Beauty/Cosmetics		Other Election	
	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022
Aranh Sakor CFC HS	12	74			36	37				
Bakong HS	4	39			222	68				
Total	16	113	0	0	258	105	0	0	0	0

- Teachers Assistant Training (Total: 104 F: 45) (Bakong HS: 35 / F25, Aranh Sakor CFC: 69 / F 20)

- Tourism & Hotel Training Total: 09 F: 05) (Bakong HS: 04 / F 02, Aranh Sakor CFC: 05 / F 03)
- STEM Training Total: 87 F: 45) (Bakong HS: 59 / F 31, Aranh Sakor CFC: 28 / F 14)
- Sabai Code Training Total: 18 F: 08) (Bakong HS: 09 / F 02, Aranh Sakor CFC: 09 / F 06)
- Electricity Training Total: 00 F: 00) (Bakong HS: 00 / F 00, Aranh Sakor CFC: 00 / F 0)

❖ **Chart: Secondary Challenges & Solutions**

Challenges	Solutions
<ul style="list-style-type: none"> - Sciences lab at Aranhsakor Hs, Bakong Motwani and Arnah Cutbert junior high school are not active. 	<ul style="list-style-type: none"> - Keep supporting science materials and motivate teachers to use them by discussing with school principals. - Find out challenges and inform to schools committee and work as a team to get problems solved. - Look for someone who has good experience of teaching experiment and science to share their experience to the science teachers at each school or those teachers who teach science.
<ul style="list-style-type: none"> - Students dropped out and missed the class. 	<ul style="list-style-type: none"> - Work closely with Gender team to find out the reason of student drop out and absenteeism. Meet with their parents and motivate them to strenghten their children to come back to school.

❖ **Goals – 2022/2023**

Area	Goal 2022-2023
Staff	<ul style="list-style-type: none"> - Develop leadership skills to all education staff. - Work with SAS and TTS to provide more skills of training leading, planning, concept and how to be a good trainer and facilitator to all trainees.

	<ul style="list-style-type: none"> - Develop the skill of data management to all staff. - Strengthen team work in education department. - Keep good communication with all stakeholders, schools and teachers.
Teachers	<ul style="list-style-type: none"> - Empower school principals to develop their teachers in teaching techniques. - Reduce study materials provided to the schools by 60% each month. - Keep providing training if the schools request it.
Community	<ul style="list-style-type: none"> - Work with schools and gender team to support students who missed and dropped out of school. - Join community meetings to get more information and understanding about the community's programs based on education.
Curriculum	<ul style="list-style-type: none"> - Develop teaching learning based on schools. - Keep providing 40% of study materials, teachers training and other supports. - Expand the training program and supports teachers to other schools, organization and public schools in Siem Reap province and other province by cooperating with M&E committee. - All secondary support assistants except Aranh CFC high schools will finish their mission with CFC starting 01 April 2023.
School/Grounds	<ul style="list-style-type: none"> - Keep working with all CFC schools and others.
Other	

5.2- Libraries

✧ Vision

The library is where we provide children's books and free education and fun that help children to have a habit of reading. Books are the key in supporting a library and providing reading activities, research, poetry to ensure students gain a reading habit for their future.

❖ Chart: Staff Overview

N°	Teacher Name	M /F	Position	School	Level of Education
1	Hal Heurt	M	Librarian	Amelio Primary	Bachelor degree

2	Sao Saren	F	Librarian	Amelio Primary	High school degree
3	Tan Sophary	M	Librarian	Aranh Primary	Bachelor degree
4	Proleng Somaly	F	Librarian	Aranh Primary	High school deree
5	Porn Sokheun	F	Librarian	Kong Much Primary	High school degree
6	Soum Leb	F	Librarian	Kravann Primary	High school degree
7	Khem long	M	Librarian	Kravann Primary	High school degree
8	Veng Long	F	Librarian	Bakong Primary	High school degree
9	Tan Chhengvy	M	Librarian	Bakong Primary	High school degree
10	Soeun Borom	F	Librarian	Bakong Mowani Junior High School	Bachelor degree
11	Sor Sorna	F	Librarian	Bakong High School	High school degree
12	Nhek Chanry	F	Librarian	Bakong High School	High school degree
13	Pon Sokunsomaly	F	Librarian	Aranh Sakor CFC High School	Bachelor degree
14	Ren Sreypov	F	Librarian	Aranh Cutbeth Junior High School	High school degree

❖ Chart: Library Books

School	# of Total Books		# of Non-Fiction		# of Fiction		# of English	
	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022
Preschool s (all)	3,639	4,719	0	0	3639	4,719	0	0
Amelio PS	1,994	2,186	370	399	1,482	1,649	142	142
Aranh PS	3,110	3,437	382	382	2,413	2,740	350	350
Bakong PS	2,495	2,718	387	395	1,988	2,203	120	120
Kong Much PS	3,659	3,659	1,023	1,023	2,510	2,510	126	126
Kravann PS	5,453	5,729	242	255	4,897	5,160	314	314
Aranh Cuthbert JH	3,555	3,803	2,637	2,782	549	694	369	369
Bakong Motwani JH	2,048	2,364	930	1,153	540	633	578	578
Aranh Sakor CFC HS	3,109	3,485	2,260	2,557	438	508	411	411
Bakong HS	4,792	5,338	1,636	2,113	1,438	1,465	1,718	1,718
Total	33,854	37,438	9,867	11,059	19,894	22,281	4,128	4,128

❖ Chart: Library Activities & Use

School	# Student Visits		# of Student Borrowing		# of Community Reading & Other Events	
	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022
Amelio PS	895	39,852	144	1,823	87	0
Aranh PS	5,885	24,951	0	2,952	107	13
Bakong PS	52,405	79,015	0	6,289	96	0
Kong Much PS	0	0	0	0	0	0
Kravann PS	3,446	17,027	726	6,955	230	0
Aranh Cuthbert JH	8,95	9,859	509	1,608	0	0
Bakong Motwani JH	1,184	6,214	464	1,019	0	0
Aranh Sakor CFC HS	1,146	5,185	289	1,503	0	45
Bakong HS	3,733	23,193	726	5,362	0	108
Total	68,694	205,296	2,858	27,511	520	166

➤ **Description of Curriculum & Implementation**

Primary school:

- **Schedule for reading:** All libraries have prepared the schedule so that each class gets 1hour/week to read in the library. Library activities are led by the librarians: independent reading for grade 3 to grade 6, reading a loud for grade 1 to grade 3, pair reading for grade 3 to grade 6, and share reading for grade 1 and grade 2. In addition, we have extra reading with non-fiction books, drawing about non-fiction and playing study game.
- **Community reading events:** We organized a community-based reading program, every one or two months. In this program, we share the message of the benefits of reading, pride of reading and show them the student needs so that the community can share and support alongside the school, especially with book resources.
- **Book borrowing Competition:** This program is the part of a series to increase reading efficiency by encouraging the student to borrow books to compete. We select the winner based on who has borrowed the most books and who can read to the other students using 3-5 of books. We provide them with the note book and complement their motivation.

Secondary school:

- **Research by subject or title and independent research:** we run this program through schedule and cooperate with the classroom teacher to set a subject and seeking the title for students to work on.
- **Recite poem:** we train the student from grade 7 to grade 9 to recite poems twice/month.
- **Researching and writing.**
- **Areas to think about:** Schools, Community / Villages, Professional Development, Government, School Improvements (buildings/grounds/equipment)

❖ **Chart: Challenges & Solutions**

Challenges	Solutions
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- Communities reading program, CFC reading day, borrowing and returning books weren't work because of the budget issue.	- Motivate students to come and read the books in the library during break time. - Promote books borrowing and returning by choosing students to make videos.
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Area	Goal 2022-2023
Staff	<ul style="list-style-type: none"> - All staff need to develop their library management skills: <ul style="list-style-type: none"> • All librarians need to improve technology use in order to digitalize the library. • Librarians need to improve their English language. • Librarians need to improve their general knowledge, especially on writing skill and researching activities.
Community	<ul style="list-style-type: none"> - The community need more understanding of the benefits of reading and to encourage their children to love reading books, especially if they are willing to share and support reading books to our libraries. - Keep providing books to all libraries at all target school.
Curriculum	<ul style="list-style-type: none"> - We will focus on reading and writing skills, especially for grades 1 and 2, and create a reading habit in front of the flag every week for primary school. - Focusing on writing for grade 3-6 and 8. - Focusing on writing at high school level and Poem at juniors' high schools. - Expand library program to other schools in Siem Reap province and other provinces in Cambodia.
School/Grounds	- All CFC school's target.
Other	

5.3- Career Preparation

✧ Vision

Students graduate from CFC target high schools with a good attitude, work competencies, effort and opportunity to continue tertiary education in order to have better career choices.

❖ Chart: Staff Overview

No	Staff Name	M /F	Position	School	Level of Education
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1	Mr. Bou Channtola	M	Career Preparation Program Assistant	Three target schools: Aranh Cuthberth JHS, Aranh Sakor CFC HS, Bakong HS	Bachelor Degree
3	Mr. Thy Chanthou	M	Alumni Assistant	Three target schools: Aranh Cuthberth JHS, Aranh Sakor CFC HS, Bakong HS	Bachelor Degree in progress

❖ **Program Structure**

- The Career Preparation integrates in the schedule at Bakong and Aranh high School. Classes are provided focusing on soft skills for all students from grade 10 to 12. A total of 2,230 students (1,250 female) attended. Through observations and real practice, the students better understand and have a conceptual understanding about soft skills and the importance of a good attitude, work competencies and having clear goals.

Career Preparation Classes

Grade	Topics
Grade 10	- Self-awareness coping with stress and emotion, empathy, positive thinking interpretational skill, effective communication skill, team work, problem solving skill and the power of goals.
Grade 11	- Long term and short-term goals, SMART goals, matching skill with career choices, and exploring career options (1, 2, 3).
Grade 12	- Review SMART goals and career choices, how to write a CV and a cover letter, how to apply for scholarship, how to apply for collage, how to find the job and how to prepare for an interview.

❖ **Description & Development**

Curriculum Areas	Details
Agriculture	- Organize an agricultural science garden and provide training to grade 10-11 students about how to grow crops, especially Hydroponics at Aranh CFC high school.
Grades 12 workshop	- The workshop conducted at Bakong and Aranh CFC high school lead by a volunteer from USA to encourage to grade 12 students who have to graduate and especially support idea for the plan to continue their study at university and looking for job opportunity. - 433 students (249 female) students joined at Bakong Hs and 74 students (48 female) joined at Aranh CFC high school.

University Tours	- 12 students and 3 team leaders (one teachers and two CFC staff) visited 3 universities in Phnom Penh and 1 financial institution for 5 days starting from 09-13 May 2022.
Virtual Career Fair	- After Covid pandemic, 14 July 2022 Career prep program have conducted Career Fair’s Day at Bakong Hs with 28 partners (organization, Hotel, hospital and vocational training school) and 1000 students (614 females) joined. 15 May 2022 at Aranh CFC high school with 32 partners (the same department as Bakong Hs) 235 students (158 females) joined. - The purpose of this program is to provide all students with the latest information, experience and knowledge to make the right decision to continue their studies at a university or vocational school, and want students to be prepared to find a career that suits the job market in their future lives.
Teacher Assistant	- We have provided training about teacher support assistants to 69 students (20 females) at Aranh CFC Hs and 35 students (25 females) at Bakong Hs. After training, students have trained directly in the classroom for 3-months to assess their knowledge and get a certificate.
Student Council Exchange	- This program has empowered all target schools because of the Career team does not have enough time to lead the program.
Vocational Training	- Due to a good cooperation with partner organizations, we were able to assist 9 students (5 Females) in receiving scholarships. 2 students (2 Females) received scholarship from Lotus Out Reach Cambodia, 3 students (1 Female) received scholarship from Bayon Pastry, and 4 students (2 Females) received scholarship from Sala Bai.
Guest speaker event	- Since we have conducted the Virtual Career Fair event, we temporarily paused the Guest Speaker Event.
Science Event	- 08 July 2022 science fair at Aranh CFC Hs, 25 departments and 395 students (214 females) joined. - This event aims to provide students opportunities to understand about the necessity of science, creativity and the potential for students to continue their science learning. - Motivate students to take an interest in this field and reduce the gap between choosing science and social science classes. - Promote and motivate all students to consider choosing science study as it has a lot of opportunities to get national and international scholarships and as well as job opportunities. - Students got a good opportunity to show their capacity, knowledge, creativities and experience in their daily life in the communities. - Students got good opportunity to meet and talk directly with science guest speakers and assessment people.

❖ **Chart: Career Preparation Activities at Each School**

School	Career Preparation Classes		Career Fair		Field Trips		University Visits		CFC Student Internships & TA	
	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022
Aranh Cuthbert JH	0		0	100	0	0	0	0	0	0

Aranh Sakor CFC HS	2,153	1,957	59	235	0	0	0	5	0	69
Bakong Motwani JH	0	0	0	0	0	0	0	0	0	0
Bakong HS	1,165	273	36	1,000	0	0	0	7	0	35
Total	3,318	2,230	95	1,335	0	0	0	12	0	104

❖ **Chart: Challenges / Solutions Chart: Challenges & Solutions**

Challenges	Solutions
- The Career Prep. program cannot teach all the classes especially at Bakong Hs.	<ul style="list-style-type: none"> - Work in cooperation with Gender program to provide workshops for grade 12. - Change program to concentrate more on providing classes for grade 10&11. - Looking for student free time to do workshop as a big group for grade 12 students.
- Alumni program found it hard to contact with students and get information from them.	<ul style="list-style-type: none"> - Try to communicate by group Telegram, chat and facebook page. - Work with career class and gender team to promote alumni program purpose and benefit to students (10 min before career or gender class) to make them aware of the Alumni program and feel comfortable to get support from the Alumni program. - Try to share success stories to make alumni students interested with the program.
- The youth council less active in fulfilling their responsibilities	<ul style="list-style-type: none"> - Create specific schedule to make enough time for student council and get good results.
- The Career class is paused after school closing	<ul style="list-style-type: none"> - Career Prep. program teach students online (Zoom).
- Most of students don't attend the online class	<ul style="list-style-type: none"> - Try to motivate and engage the students by explaining the advantages of the Career class, and have their friend to motivate the students to join the online class.

❖ **Chart: Goals 2022/2023**

Area	Goal 2022-2023
Staff	- Build more capacity related with career prep class and life skill, particularly to update Google site, career preparation Facebook page and produce videos to attract and assist the students in research and learning.
Community	- School committee, parents and local authorities know about CFC and career preparation program through attending activities and other events so they know the benefits of the career preparation program and encourage and motivate the students to develop more soft skills and like skills.
Curriculum	- Continue to update the curriculum and lessons as well as techniques for effective teaching and learning.
School/Ground	- School principal understand and support career preparation program through clear communication.
Partners/stakeholder	- Strengthen partnership with all connections through updating information, sharing and collaborating.

6. Outreach Department

❖ Chart: Staff Overview

Teacher Name	M /F	Position	School	Level of Education
Loeung Sophal	M	Outreach Department Deputy - Volunteer Programs - Food for Thought Programs	CFC Schools	Graduated Bachelor and doing Master

6.1- Volunteer Programs

❖ Vision

All CFC schools becomes child friendly for students and the community, with comfortable physical infrastructure in and outside of the classroom, have good relationships with volunteer groups, students with good attitude and culture. Build knowledge of multicultural exchange and opportunities to practice English with foreigners.

✧ **Mission**

Match schools' needs and the volunteers' resources to improve the schools so that they are the standard for schools in Cambodia. Provide cultural exchange where possible and value for the volunteers – to see the purpose of their projects. Provide projects that align with school needs and CFS program.

✧ **Collaboration and Communication**

Coordinators (SG & US) work with Cambodian Volunteer Trip team to organize itineraries for visitors/volunteer groups. Projects are to improve infrastructure of campus and facilities. Volunteers financially support the projects (within their budget). Deliveries, purchases and distribution of donations are arranged through this team

❖ **Chart: Staff Overview**

Teacher Name	M / F	Position	School	Level of Education
Than Vanthai	M	Visitor coordinator	CFC School	High School
Suy Sophea	M	Project manager	CFC School	High School
Note Kimsun	M	Project coordinator	CFC school	High School

❖ **Chart: Volunteer Visits and Service Projects**

School	Total # visitors		Health Screenings		ESL Classroom Groups		FFT (# of Individuals)		Tours/Observation Only (# of individuals)		Infrastructure/ Bldg / Construction Project Groups		Long Term Volunteers (2+ weeks)		Training (HR)	
	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022
Preschools (all)																
Amelio PS								29		29						
Aranh PS								32		42		13				
Bakong PS																
Kong Much PS																

Kravaan PS																
Aranh Cuthbert JHS																
Aranh Sakor CFC HS											6					
Bakong Motwani JH											2					
Bakong HS																
All/ Varied locations																
TOTAL	0	153	0	0	0	0	0	61	0	71	0	21	0	0	0	0

❖ Chart: Infrastructure Projects (not quite a full list for 2020/21)

Projects		Preschools (All)	Amelio PS	Aranh PS	Bakong PS	Kong Much PS	Kravaan PS	Aranh Cuthbert JHS	Bakong Motwani JHS	Aranh Sakor CFC HS	Bakong HS
Painting	2020-21										
	2021-22										
Paving Stones	2020-21										
	2021-22										
Bulletin Boards	2020-21										
	2021-22										
Dirt Replacement	2020-21										
	2021-22										
Roof/Ceiling Repair	2020-21		Repaired ceilings in principle office				Repaired toilet roof near English class because broken				
	2021-22										
Playground Repairs	2020-21										
	2021-22			Filling sand for the							

				playground							
Study Hut Repairs/Build	2020-21										
	2021-22										
Cafeteria & Stove Repairs	2020-21		Repaired cooking stove that broken	Repaired cooking stove that broken	Repaired cooking stove that broken	Repaired cooking stove that broken	Repaired cooking stove that broken				
	2021-22			Painting cafeteria							
WASH Repairs	2020-21			Set up water at cafeteria for chefs' clean environment						water filter fence	Build water filter step for cleaning on top
	2021-22										
Gardens	2020-21										
	2021-22			Painting gardens, build agriculture garden							
Sport Court & Repairs	2020-21										
	2021-22										
Classroom Repairs	2020-21		repaint health room		Repaired book shelf in library				Repair doors and windows in computer lab	Repaint in gender room, Repaired tables in CFC office, Set up Outreach office, Set up electricity in CFC office and repaired doors and windows all CFC class rooms	
	2021-22										
Tables/Stools	2020-21		repaired table in training center								
	2021-22			Painting tables					Painting 25 stools		
Other	2020-21		Build sign	Build sign	Build sign	Build sign	Build sign	Build sign	Build sign	Build sign banner	Build sign

			banner for sponsor, Repaired flag at Amelio to be big	banner for sponsor	banner for sponsor	banner for sponsor	banner for sponsor	banner for sponsor	banner for sponsor	for sponsor	banner for sponsor, repaired old bike get from community
	2021-22		Repaint garden, school banner, roof	Repair toilet door, toilet drainage, book shelf, build bulletin board, filling concrete, floor, roof	Repair book shelf, filter, painting, roof, cabinet, expand hand washing, tables, stools	Repair cafeteria roof, cafeteria roof, build path	Repair door, paint filter, toilet	Repair door, cabinet, door, window mirror, hand reeling, filter door	Repair window mirror, tables, stools, hand reeling	Put fans, repair Outreach office, lamp, fans, school banner, toilet wall, doors, put zinc	Build bulletin boards

❖ **Chart: Challenges / Solutions**

Challenges	Solutions
- Less participation of students and principals	- We will talk with them to participate with all the activities of volunteers
- The epidemic of Covid-19 so there were no visitors or volunteers	- There will be some visitors and volunteers to CFC schools
- Students are shy in practicing English with a group of foreign volunteers	- Explain and guide them to understand the use of the language.

❖ **Chart: Goals 2022/2023**

Area	Goal 2022-2023
Staff	- Increase assistant training related to field/department - Program manager to continue sharing and training staff on organization updates and new processes

Community	- Build partnership between community to better understand about the schools and how the activities of the NGO effect their communities through education
Curriculum	- Sharing work and knowledge to the team, train them in new knowledge and information through the project manager
School/Grounds	- All CFC schools have beautiful environment and solid infrastructure
Other	

6.2- Food for Thought

✧ Vision

We believe that all CFC students will receive healthy, safely prepared meals providing nutrition and protein allowing them to grow up healthy.

✧ Program Structure

- Each school has a cafeteria with a wood stove for cooking, a sink for cleaning, storage for supplies, tables and benches for children to eat at – all undercover.
- Meals are served by chefs 2 times/day (breakfast and lunch).
- Volunteers sometimes assist with mealtime (in collaboration with principals and teachers).
- Mannapack meals are provided by Feed My Starving Children (FMSC) in the US and are delivered each year as needed.

❖ Chart: Staff Overview

No	Chef Name	M /F	Position	School	Level of Education	Other
1	Om Khorn	Female	Chef	Spien Chreav Amelio school	Grade (8) Before war (BW)	
2	Lem Ren	Female	Chef	Aranh Sakor Primary school	Grade (4) After war (AW)	
3	Oearn Sinath	Female	Chef	Aranh Cuthbert Junior high	(None)	
4	Rob Sony	Female	Chef	Kong Much Primary school	(None)	
5	Toun Sreypov	Female	Chef	Bakong Primary school	Grade (9)	
6	Toun Sothy	Female	Chef	Bakong Motwani Junior high school	Grade (7)	

7	Kuong Soeurt	Female	Chef	Kravaan Primary school	Grade (11) (BW)	
8	Chhorn Nhory	Female	Chef	Kravaan Primary school	(None)	

❖ **Chart: Challenges / Solutions Chart: Challenges & Solution**

Challenges	Solutions
- Need fans for all cafeteria	- Need fan to keep students comfortable while eating the complementary meal in 2023 through project budgets and volunteer programs budget
- Need more table and stools	- Checking volunteers' budget whether the budget fit to support cafeteria
- FMSC	- Need more FMSC by September 2023

❖ **Chart: Goals 2022/2023**

Area	Goal 2022-2023
Staff	- Continue training our chefs about health and hygiene
Community	- Tell parents about our healthy food, so that, they can learn and make their food at home better
Curriculum	- Regular observing focus on hygiene, environment, comfort and participation of schools and communities
School/Grounds	- All target schools except Hun Sen High School, Prasat Bakong and Aranh Sakor High School
Other	- We will have CFC chefs' competition about our food. Topic on hygiene and health

7. Life Skill Department

7.1- Health Education/ WASH (Water and Sanitation Hygiene)

❖ Vision

All children, youth and adults living healthy and active lives. To work in collaboration with the government schools to promote healthy practices and change behavioral practices amongst school children and encouraging active participation from communities.

❖ Chart: Staff Overview

No	Teacher Name	M /F	Position	School	Level of Education
1	Heng Rachany	F	Health Program Coordinator	All CFC target school	Master Degree
1	Hoeur Chantoeut	M	School Health Educator	All CFC target school	Bachelor Degree
2	Doeun Samol	M	School Health Educator	All CFC target school	Bac-II (High school graduated)

❖ Chart: Health Curriculum & Special Program Reach

N	Topics	# of Students		# of Teachers		# of Parents		# Preschool Children		# of Preschool Mom	
		2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	First Aid Training	180	375		12						
2	Hand WASHING	337	518								
3	Oral Health	335	344								
4	Diarrhea Prevention	277	287		01						
5	Worms Prevention	238	291								
6	Nutrition	266	294		01						
7	Puberty	276	68								
8	HPV Immunization/ Cervical Cancer	148	260		01						
9	Drug Abuse & Smoking Prevention	117	344		01						
10	AIDS & HIV	173	216		01						
11	Hepatitis B and immunization	125	78								
12	Reproductive Health	126	557		03						
13	Family Planning	44	281								
14	Covid -19	1178		12							
15	Red eye infection										
16	Preparation food and storage										

17	Chikungunya fever	250								
18	Healthy staffs and work place illness									
19	Arthritis									
20	Influenza virus									
21	Zika									
22	Acute colitis									
23	Dengue Fever and prevention	299	140							
24	Menstrual hygiene and use girl pad									
25	Complication of Diabetes			12						
26	Understanding of Hypertension			12						
27	Prevention of lightning									
28	Rescue insect enter the ear									
29	Fever									
30	Poisoning									
31	Pregnancy									
32	Infection Control									
33	How to take care of newborn to 2 yrs.									
34	Healthy living			12						
35	Covid-19 Awareness (prevention in contest of covid-19)	120								
36	Hand Washing Event	238		96		65				
37	Animal bite, Insect bite, and Snack bite*		143							
38	Hand-Foot-Mouth Disease*				11					
39	Positive Parenting*				11		294			
40	4 techniques to be a Good Kid*				11					
41	5 Signs of Bad Parents*				11					
42	Kitchen Hygiene*				07					
43	Women Personal Hygiene*		100							
44	SOP in Covid-19*		57							
45	Plastic free*		146		05					
	Total	4,727	4,499	144	76	65	294		0	0

❖ Description & Development

I. Health classes

- Provided health class to students from grade 1 to grade 12 about topics such as: Hand Washing, Oral Health, Worms Prevention, Diarrhea Prevention Important of Nutrition, Puberty, HPV Immunization, Drug Abuse & Smoking Prevention, AIDS & HIV, Hepatitis B and Immunization, Reproductive Health, and Family Planning. As the result 3, 538 students were joined including 1,691 girls.
- Provided training to 11 pre-school assistants 4 times with topics such as: Positive Parenting, 4 techniques to be a Good Child, 5 Signs of Bad Parenting, and Hand-Foot-Mouth Disease.
- Provided training to kindergarten's parents in all target schools for one topic as "Positive Parenting", 294 participants were joined the training including 222 girls.
- Cooperated with food for thought team and provided training to chefs one time in the CFC target schools about "Kitchen Hygiene", 7 participants joined.
- Provided training to students from grade 7 to grade 12 about "Plastic Free" lesson on how to reduce the use of plastic, the effects of plastic, the life cycle of plastic and solutions for the use of plastic to Bakong High School students. As the result 146 students joined including 76 girls.
- Provided information about Standard Operation Procedure (SOP) in COVID-19 to 57 student councils.
- Cooperated and assisted the gender team to provide training on how to use Day for Girl Kits and provide the kits to 100 students from grade 5 to grade 8 for Krovan primary school, Aranh primary school, Bakong primary school, Aranh Cutbert junior high school, and Bakong Motwanni.
- Updated curriculum for health class and lesson plans for all target school for academic year 2022-2023.
- Prepared lesson plans and lessons for grade 10 at Aranh high school for 6 topics and included 2 topics for outreach team for academic year 2022-2023.
- Prepared lesson plans and lessons for pre-school and kindergarten training for 7 topics for all target school for academic year 2022-2023.

II. WASH project

- All our target school have 100% clean water by checking water quality every 2 months at CFC target schools on time.
- Replaced the carbon sand of mini filters at 9 places and change the mini water filter every 3 months to ensure the safety and quality of water for students and the community.
- Repaired water system and replace new water faucets at CFC target schools.
- Changed new 8 UV sets and replaced 4 new pump motors at Bakong high school, Aranh Cutbert Junior high school, Bakong Motwanni, and Amelio primary school.
- Provided 2400 soap and 217 soap socks to all CFC target schools.
- Installed new pipe system at 4 target schools at Amelio primary school, Aranh Cutbert Junior high school, Bakong Motwanni, and Bakong high school.
- Prepared and provided 70 banners on COVID-19 prevention to all target schools and communities.
- Collaborated with food for thought team to create the garden around the water filter at Aranh Sakor high school.
- Removed floor and renovated hand washing station at 3 target school such as Aranh primary school, Amelio primary school and Bakong primary school.
- Changed old UV to new UV at Aranh Sakor high school and Bakong primary school.
- Changed old faucet to new faucet at Amelio primary school, Krovan primary school, Aranh primary school, Aranh Cutbert Junior high school, and Aranh high school.
- Provided soaps and soap socks in washing stations for all CFC target schools.

- Decorated the hand washing station and create dthe hand washing event at Varin high school.

III. First Aid training

- Provided first aid training to student council at all target schools with 375 students, including 246 girls.
- Used mosquito spray tospray at CFC target schools every 3 months during raining season to reduce dengue fever and Chikungunya fever.
- Checked and refilled first aid box and pads every month for all target schools.

❖ Chart: Health Screenings

School	Vision Screening		Vision Referral& Follow		Glasses received		Dental Screening		Dental Procedure on campus		Dental Referral		Dental Visit (follow up)		Heights & Weights		First Aid Training		
	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	
Teachers & staffs																			
Preschools (all)																			
Amelio PS																			
Aranh PS																			
Bakong PS																			
Kong Much PS																			
Kravaan PS																			
Aranh Cuthbert JHS																			
Aranh Sakor CFC HS																			
Bakong Motwani JHS																			
Bakong HS																			
TOTAL	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

❖ Chart: Challenges / Solutions Chart: Challenges & Solutions

Challenges	Solutions
- Environment and water filter at some schools are not cleaned properly	- Meeting and training to wash team about cleaning water filter system
- Toilet and hand washing station at some schools are not cleaned properly	- Meeting and asking school principals to help manage students to clean the toilet and hand washing station frequently
- Schools vendor is selling some bad and unhealthy foods and using a lot of plastic	- Asking school principals to help to inform them and create food poster put at the vendor place

❖ **Chart: Goals 2022/2023**

Area	Goal 2022-2023
Staffs	<p>Team works with all school principals to provide Health classes and first aid classes to all students.</p> <p>Teams work with the Gender team to provide reproductive health lessons to grade 10 at Aranh high school.</p> <p>Team works with the preschool team to provide health training to preschool assistants and kindergarten parents.</p> <p>Team works with the Outreach team to provide training to CFC chefs.</p> <p>Team works with the ICT team to design and update the Google site for students to search the health lessons outside the classroom.</p> <p>Team maintains the WASH system to get clean water for all schools and for the community.</p>
Community	<p>Community meeting with Parents of students.</p> <p>Community first aid training and health training.</p>
Curriculum	Do lesson plans for health class, first aid training, preschool training, and outreach training
School/Grounds	<p>Health team working with</p> <p>4 primary schools: Amelio PS, Aranh PS, Krovann PS, Bakong PS</p> <p>2 secondary schools: Aranh cuttbert, Bakong Mottwani,</p> <p>2 high schools: Aranh CFC HS, Bakong HS</p> <p>and 12 pre-schools</p>
Other	Seek help and funds to promote health education programs more broadly.

7.2- Girls Matter! (Gender Equity)

❖ **Chart: Staff Overview**

Teacher Name	M /F	Position	School	Level of Education
Sann Kanha	F	Gender Equity Program manager	Aranh Sakor CFC High School	Bachelor's Degree in English Literature

❖ **Vision**

Men and women to be living with and by equal rights in culture change without discrimination.

❖ **Program Goals**

Gender Equity Program raises gender equity awareness among students, teachers, CFC staff, and parents in communities to eliminate negative gender mindsets by delivering gender equity services in order to improve the equality and quality of education and enabled students of both genders to achieve their full potential.

❖ **Chart: Staff Overview**

N ^o	Teacher Name	M /F	Position	School	Level of Education
1	Hem Kak	F	Gender Equity Educator	Hun Sen Prasat Bakong High School	Bachelor's Degree in Physics & Regional pedagogy trained
2	Chhen Srey Leak	F	Gender Equity educator	Bakong Motwani Junior High School	Studying at University BBA progress

❖ **Description & Development**

- The Gender Equity Program is a program currently being pushed forward by Cambodia's MoE into the school curriculum. CFC has initiated this gender equity program as one of the most important key projects by building upon the Ministry's existing methodology but through more effective methods. The program focuses on two main activities such as community dialogue and Gender Equity classes in CFC target school and also has counseling with students, and conducts home visits.
- It also hosts gender equity teacher training, and provides gender equity classes at public schools to grades seven, eight, and ten, focusing on gender and culture change, sexual identity, stereotypes and discrimination, equity and equality, gender-based Violence, fostering respectful relationships, value and family systems, gender and role model and gender self-image.
- We also conduct workshops in grades eleven and twelve on the topics of gender and advocacy and gender and seeking peer support:
 - At Aranh Sakor Cuthbert Junior High School there are six classes in grade seven and eight and a total of 231 students with 90.47% of 209 students attending the gender classes.
 - At Aranh Sakor High School there are seven classes in grades ten, eleven, and twelve and a total of 235 students, with 84.25% of 198 students attending the gender equity class.

- At Motwani Junior High School there are three classes in grade seven and four classes in grade eight and a total of 335 students, with 86.54% of 290 students attending the gender classes.
 - At Hun Sen Prasat Bakong High School there are four classes in grades seven and ten classes for grade ten and a total of 1,617 students, with 97.52% of 1,577 students attending the gender class.
- As a result, the students changed their attitudes, decision-making, talking with their friends, and families about the issues they face in school and life and have more confidence in problem-solving, attend counseling when they need help, have strong advocacy skills, respect one another and school rule, teamwork, apply the knowledge's to friends, families, and communities, decreasing shyness during talking about sexual or body growing, decreasing discrimination between boys and girls in education.
 - 310 home visits were conducted with the students and parents to explain the value of education and promote the parents to help encourage their child to study with students who face issues such as dropping out from school, domestic violence, poor study results, poor livelihood, health issues, distance from school, parents force them to drop out and others issue (behavior problems/indiscipline in school, need emotional support, lazy, etc.). As a result, 222 students came back to school.
 - Hosted an online workshop for International March 8 Day, featuring a group of students, gender equity educators, commune committee for women and children (CCWC) to send a message to young women as well as men, especially women in Cambodia and other countries as well. As the results showed that students had changed their mindsets and norms of gender culture, most of them raising awareness of gender equality and reducing discrimination between boys and girls in education. Be responsible with their learning, sharing ideas and other information to encourage and motivate each other to dare to make decisions in the field of study, choosing a university or subject, partner, etc. This is what we have seen how the community changed after we distribute through social media to the community.

❖ **Chart: Percentage of students participating in the Gender Equity program**

School	Student Number	Number of classes					
		Gr7	Gr8	Gr9	Gr10	Cr11	Gr12
2020-2021							
Aranh Cuthbert JH	There are 226 students and 147 students attended GE program = 65.04%	3	2				
Aranh Sakor CFC HS	There are 189 students and 106 students attended GE program = 56.08%				2	2	2
Bakong Motwani JH	there are 518 students and 364 students attended GE program = 70.27%	4	4				
Bakong HS	there are 1,410 students and 1105 students attended GE program=78.36%	4			10	10	9
2021-2022							
Aranh Sakor Cuthbert JH	There are 231 students and 209 students attended GE	3	3				

	program = 90.47%						
Aranh Sakor CFC HS	There are 235 students and 198 students attended GE program = 84.25%				2	2	3
Bakong Motwani JH	there are 335 students and 290 students attended GE program = 86.56%	3	4				
Bakong HS	there are 1,617 students and 1,577 students attended GE program=97.52%	4			10	10	9

❖ Chart: Activities provided at each school & Outcomes

Parents and Villagers meeting around all target schools								Teachers meeting on gender teaching responsive from all target group							
2020-2021				2021-2022				2020-2021				2021-2022			
# Villages	Total	Male	Female	# Villages	Total	Male	Female	# Schools	Total	Male	Female	# Schools	Total	Male	Female
0	0	0	0	10	213	17	196	0	0	0	0	12	12	0	12

❖ Chart: Activities provides at each school & Outcomes

Activities provide	Year	Gender	Aranh Sakor Cuthbert JH & Aranh Sakor CFC HS	Bakong Motwani JH	Bakong HS	Great Total
# of Interventions (Cases) Total Number of Students Joining All Sessions	2020-2021	All	1,580	3,684	3,451	8,715
		Male	757	2,146	2,017	4,920
		Female	823	1,538	1,434	3,795
	2021-2022	All	3,414	5,300	4,761	13,475
		Male	1,710	2,488	1,723	5,921
		Female	1,704	2,812	3,038	7,554
# of visits/contact	2020-2021	All	52	142	49	243
		Male	27	82	17	126
		Female	25	60	32	117
	2021-2022	All	56	134	103	293
		Male	33	101	29	163
		Female	23	33	74	130
Special Programs/Events	2020-2021	All	0	0	0	0
		Male	0	0	0	0
		Female	0	0	0	0
	2021-2022	All	391	180	832	1,403
		Male	90	19	305	414
		Female				

		Female	301	161	527	989
Number of Students back in class	2020-2021	All	33	110	42	185
		Male	17	68	15	100
		Female	16	42	27	85
	2021-2022	All	48	117	84	249
		Male	20	42	60	122
		Female	28	75	24	127

❖ Chart: Interventions / Cases the students who had issues and came back to school

Reasons for Intervention	2020-2021						2021-2022					
	Home Visited			Students returned to school			Home Visited			Students returned to school		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Domestic Violence	0	0	0	0	0	0	5	3	2	4	2	2
High Absent rate	66	27	39	53	20	33	109	68	41	80	45	35
Drop out	27	17	10	17	8	9	83	42	41	65	32	33
Poor Study Results	12	8	4	9	7	2	25	10	15	25	10	15
Poor Livelihood	35	19	16	28	19	9	11	3	8	10	3	7
Health Issue	24	18	6	24	18	6	60	22	38	48	15	33
Distance from School	7	3	4	7	3	4	0	0	0	0	0	0
Parents Force to Drop Out	5	3	2	5	3	2	0	0	0	0	0	0
Others (behavior problems/indiscipline in school, need emotional support, etc.)	67	31	36	42	22	20	17	15	2	17	15	2
Sub Total	243	126	117	185	100	85	310	163	147	249	122	127

Chart: Challenges / Solutions Chart: Challenges & Solutions

Challenges	Solutions
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- Unable to organize stakeholder meeting	- Accelerate the preparation of research report for grade 9 as possible as we can
- Unable to conduct grade 9 workshop	- Work with principals and teachers to highlight the challenges of young marriage

❖ **Chart: Planning Goal 2022/2023**

Area	Goal 2022-2023
Staff	<ul style="list-style-type: none"> - Teaching students in the target schools according to the schedule assigned by school's partners - Collaborate with teachers to learn more about gender equity topics by facilitating and talking in monthly meetings - Conduct gender equity classes with students in grades 7, 8, and 10 in CFC target schools - Conduct workshops with students in grades 11 and 12 in CFC target schools - Conduct women's rights day celebration - Project yearly reflection - Building communication with partners, NGOs, and authorities - Attend monthly meetings with partner NGOs and authorities who are working on gender equity projects - Conduct home visits - Conduct counseling sessions with students who have dropped out, are absent from school or have economic issues - Develop lesson plans and slide lessons - Attend capacity-building training - Send students to professional schools or finding jobs for them
Community	<ul style="list-style-type: none"> - Conduct the community dialogue with parents in the communes of CFC target areas - Create and research positive parenting and gender roles & stereotypes - Approach men/boys as partners to combat gender inequality - Cooperate with Education Early childhood project to conduct community dialogues - Conduct parent meetings in CFC target areas
Curriculum	<ul style="list-style-type: none"> - Create effective lesson plans for gender classes and focus on redefining a masculine man - All Gender Equity lessons will be divided by grade level - Will learn to practice counseling skills more from research or capacity-building training - Create tools and analyze data to measure outcomes of student understanding - Find out early marriage and pregnancy

	- Integrate projects with Early Childhood Education program
School/Grounds	- Use billboards, slogans, books, and posters with positive and equitable messages in school environment - Decorating the counseling room to make students feel comfortable, confident, relaxed, and safe
Other	- Work with primary schools to promote gender equity awareness among teachers at the primary level - Corporate with other CFC programs to build communication and learning from each project

8. Workforce & STEM Skills Department

Teacher Name	M / F	Position	School	Level of Education
Han Siekheng	M	Workforce & STEM Skills Department Deputy - Information Communication Technology (ICT) Programs	CFC Schools	Bachelor Degree

8.1- Information Communication Technology (ICT)

✧ Vision

The education of CFC students in target schools will improve through education linked to technology.

❖ Chart: Staff Overview

No	Teacher Name	M / F	Position	School	Level of Education
1	Som San	Male	ICT Support Assistant	CFC School	Complete bachelor
2	Thy Tevea amrit	Male	ICT teacher	Bakong HS	Complete bachelor
3	Morn Socheng	Male	ICT teacher	Bakong Motwani JHS	Complete bachelor
4	Mut Sivoun	Female	STEM teacher	Aranh Sakor CFC HS	Complete bachelor

5	Thy Bounthea	Male	ICT teacher	Aranh Sakor CFC HS	No bachelor degree
6	Lia Piseth	Male	STEM teacher	Bakong HS	Complete bachelor
7	Thoeun Thearom	Male	ICT Teacher	Bakong HS	Bachelor degree progression
8	Lach Pich	Male	ICT Teacher	Aranh Cuthbert JHS	Complete bachelor

❖ **Description & Development**

- Integrated subjects such as Ms. Office basic, Advanced Office and Living in an Online World has been updated in order to fit with the current level of study.
- ICT and STEM curriculum has included more practical aspects.
- Attended a meeting with the principal to present the annual master plan of each CFC project in early January 2022.
- Attended a meeting with the principal to revise some of the CFC's direction.
- Meeting STEM and ICT teachers in order to monitor students' learning, problem-solving, curriculum revision, as well as teacher training on new technology programs for them to understand, to supplement and assist students in online and offline learning.
- Created a new CFC website and a new ICT website to help make their online learning easier and more comprehensive.
- Taught curriculum, information, and communication technology to students in the classroom.
- STEM teachers lead students to present their work at the conference on June 20-21, 2022.
- STEM teachers lead the student to join the science event competition on July 08, 2022 at Aranh Sakor CFC high school.
- STEM and ICT teacher display the STEM project and materials related to the ICT curriculum at the Career Fair day event on 15-16 July 2022 at Bakong and Aranh High school.
- ICT teacher provided training about Microsoft Office to the teachers at Bakong Motwani JHS.
- ICT and STEM teacher helped to add the score to the school's system.
- We received 15 tablets for the ECE program and 10 tablets for the ESL program at the middle of October, 2022 for Amelio Primary school.
- ICT program manager provided training to CFC staff about Google Calendar on 31 October, 2022.
- Updated the ICT and STEM curriculum to make it easier for the students to understand and learn.
- We chose 10 students who are interested about technology to learn with Sabaicode.
- STEM teacher at Bakong assisted leading the students to join the competition on 25-27 November 2022.
- ICT program manager joined the wash event at Varin High school on 25 November 2022.

❖ **Curriculum and programming:**

▪ **Teacher:**

- ICT Program provided new technology training to all CFC target schools such as how to use Microsoft office, Gmail, Google form, Google dive, Google meet, Zoom, Telegram and others training related to online.

▪ **Students:**

- Grade 7: Computer Basic (Learning Computer Part, Typing and Ms. Word)

- Grade 8: Computer Basic (Learning Computer Part, Typing and Ms. Excel, Power Point.
- Grade 9: Advanced Office
- Grade 10: Living in an Online World
- Grade 11/12: Optional STEM/Robotics OR Game Development
- Students learning 2hours per week.

❖ **Chart # of students involved / types of classes**

School	# Total of students taking computer class		ICT curriculum Provided								# ICT teachers		# computer labs		# core teachers trained	
			Coding & Digital storytelling (Grade 7&8)		Living in an online world (Grade9&10)		STEM (Grade11)		Game Development (Grade11)							
	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022
Aranh Cuthbert JHS	304	389	213	244	91	85	0	0	0	0	1	1	1	1	0	0
Bakong Motwanni JHS	484	488	371	336	113	152	0	0	0	0	1	1	1	1	15	7
Aranh Sakor CFC HS	176	268	0	0	151	235	25	28	0	9	3	3	2	2	0	0
Bakong HS	1,202	1,198	344	368	643	771	215	59	0	9	3	3	3	3	15	0
TOTAL	2,166	2,343	928	948	998	1,243	240	87	0	18	8	8	7	7	30	7

❖ Note: there were some changes for ICT program in 2021-2022. Set up schedule for only students in grade 7,8,9,10. For grade 11 and grade 12 students are required to apply to go to STEM class.

❖ Chart # of Inventory/Maintenance

Inventory types		Purchased	# Donated	# Repaired	# Can' t repair / Disposal	Assigned/still in used												#Total
						Aranh Sakor CFC HS	Aranh Cuthbert JHS	Bakong High school	Bakong Motwanni JHS	Aranh PS	Amelio PS	KongMuch PS	Bakong PS	Kravann PS	Staffs	ESL	ICT/ Storage	
Computer	2020-21			20	7	30	28	59	34						39	10	4	204
	2021-22	0	0	55	16	25	28	55	34						41	10	3	196
Projector	2020-21			1		3	1	3	1		1				1		0	10
	2021-22	0	0	1	1	3	0	3	1		1				1		0	9
Printer	2020-21	1		3	2	5		1			2					1	0	9
	2021-22	0	0	2	0	5	0	1	0	1	2					1	0	10
Camera	2020-21														1		2	3
	2021-22	0	0	0	0										1		2	3
Video Camera	2020-21																3	3
	2021-22		0														3	3
Tablet	2020-21													26	2		1	29
	2021-22	0	25								15			26	1	10	0	52
Mobile labs – for checking out / teacher use																		
Computer	2020-21					3			1					6				10
	2021-22	0	0	0	1	2			1					6				9
Projector	2020-21					1	1		1									3
	2021-22					1	1		1									3
Printer	2020-21																	0
	2021-22																	0
Camera	2020-21																	0
	2021-22																	0

- **Note:** There were 206 computers in 2021-2022 included 3 computers used as mobile lab at Aranh high school, 6 at Kravann mobile lab, 1 computer use in mobile lab at Bakong Motwani.

❖ **Chart: Challenges / Solutions**

Challenges	Solutions
<ul style="list-style-type: none"> - Some students in CFC school targets still don't understand about STEM goals especially, the integration of Technology and Science subjects. - STEM student's attendance is hard to maintain because students only have a short to come to class. - STEM Curriculum are not fully updated and difficult to explain to students. 	<ul style="list-style-type: none"> - Enhance STEM Robotic and Game Development classes in order to create new things to highlight the benefits of science and technology classes. - Meeting with the school to resolve about student schedule and making time for students to attend the STEM class. - Continue to update the STEM Curriculum.
<ul style="list-style-type: none"> - ICT teachers still not 100% teaching by "teach less learn more". Some lessons, teachers still tell students directly rather than students find the solutions themselves. 	<ul style="list-style-type: none"> - Present about "teach less learn more" to ICT teachers.
<ul style="list-style-type: none"> - New STEM and ICT teachers still not 100% clear of the ICT and STEM Curriculum because they joined half way through the year. 	<ul style="list-style-type: none"> - Present about ICT and STEM Curriculum and make the teachers clear about ICT vision, curriculum goals and model to them about 21st Century teaching styles.

❖ **Chart: Goals 2022/2023**

Area	Goal 2022-2023
Staff	<ul style="list-style-type: none"> - Continue training school staff and CFC staff by following the topics. - Conduct weekly meetings with the ICT and STEM teachers to provide more understanding about the ICT and STEM Program. - New STEM teachers to receive more training about STEM curriculum and technology and google site updating. - ICT teachers will teach the courses that are available.
Community	<ul style="list-style-type: none"> - Create technology events to get the community and students to understand the importance of science and technology. - Try to connect with other Universities or organizations to get more information and share about CFC's ICT program.
Curriculum	<ul style="list-style-type: none"> - Continue to provide living in an online world, computer basic advanced office to students from grade 7 to grade 10. - Continue to provide STEM Robotics to specific students or science students in grade 11. - Continue to update all ICT courses. - Continue to develop ICT vision and implement the 3-year plan.

	<ul style="list-style-type: none"> - Continue updating STEM curriculum. - Give opportunity to STEM students who interest in technology to learn with Sabaicode.
School	<ul style="list-style-type: none"> - Work closely with principals to integrate ICT into core classes after training. - Prepare STEM lab at Aranh HS and Bakong HS. - Provide computers to STEM Lab for the students to use for learning and researching. - Collect all student information in order to adapt to the situation in a context where students are required to teach online instead of in-class.
Other	<ul style="list-style-type: none"> - Update maintenance and equipment request form and to be clear about inventory.

8.2- English as a Second Language (ESL)

Teacher Name	M / F	Position	School	Level of Education
Kol Sinat	M	- English as a Second Language (ESL) Programs	CFC Schools	Master Degree

✧ Vision

We want to start teaching English to Grade 2 to Grade 6 students, so they can continue to learn more in Secondary School, High School, and University to one day become fluent in English. This is important because learning and being able to speak English can help them succeed in the future through more education and better job opportunities.

❖ Chart: Staff Overview

No	Teacher Name	M / F	Position	School	Level of Education
1	Khy Kimchhoeun	F	ESL Program Assistant	All Primary School	Master of Education (M.E.D)
2	Chhoy Chanra	M	ESL teacher	Bakong	Master of Education (M.E.D)
3	Rin Chanthoeun	F	ESL teacher	Aranh	Bachelor of English
4	Mean Danith	M	ESL teacher	Kong Much	Bachelor of Social Science and Law
5	Hourt Chanty	F	ESL Teacher	Amelio	Bachelor of English

6	Lav Pov	F	ESL teacher	Krvann	Bachelor of Art (Tourism Management)
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❖ **Description & Development**

ESL program will begin teaching English in Grade 2 to Grade 6 in the five Primary Schools at CFC Schools. The curriculum and program structure to provide students with a learning environment conducive to Second Language acquisition. Teaching and learning based on five guiding principles:

1. Learning is student-centered;
2. Instruction is teacher-supported through inquiry and project-based lessons;
3. Play is a primary element for learning;
4. Relationships are central to learning; and
5. Time for reflection and differentiation supports both teaching and learning.

▪ **Teaching activity**

- Teachers improved in teaching techniques and classroom management using the student-centered approach to encourage teachers to pay attention to slow learners by placing slow learners with the best students in the group work so they can help each other.
- All English teachers respect the working time well (start working from 7:30 to 11:30 in the afternoon from 2:00 to 5:00).
- Good cooperation with state schools' principals and teachers.
- Students have good discipline, respect for study time, and good uniform.
- All ESL teachers use morality in teaching.
- Students enjoy learning and understanding well the basics of elementary English.
- All teachers incorporate external teaching methods and activities through their research.
- All teachers incorporate technology skills through computers, mobile phones, and tablets in their teaching to make students happy and understand the content of the lessons.
- All ESL had a meeting with Sinat every week to report weekly reports and weekly plans.

▪ **ESL Volunteers**

- In the academic year of 2021-2022 we had one group of volunteers provide online training to ESL teachers for six months about English pronunciation and games.
- Writing Through NGO provided three weeks of training about how to write the poem to all ESL teachers at Amelio School.

▪ **Staffs update**

- Mrs. Khy Kimchheorn has finished her Master of Education (M.E.D) from South East SEA (USEA).
- Miss. Chhoeut Chanty studied ACE Center Level 10.

▪ **High School Program:**

- All ESL students who finished from CFC Primary schools to secondary schools and continue into high schools learn English faster than non-CFC students because some students who finished with CFC English Primary School Program have a good English foundation, therefore, we received very good feedback from Secondary Schools and High Schools' ESL teachers about those students who are finished from CFC school.

❖ Chart: ESL Set Up

No	School	# ESL classes		# ESL students				Pilot 1 # of students				Pilot 2 # of students				Pilot 3 # of students			
		2020-2021	2021-2022	2020-2021			2021-2022	2020-2021			2021-2022	2020-2021			2021-2022	2020-2021			2021-2022
				Total	online	offline	Total	Total	online	offline	Total	Total	online	offline	Total	Total	online	offline	Total
1	Amelio PS	5	5	130	28	102	89	87	9	78	52	43	19	24	37	0	0	0	0
2	Aranh PS	6	6	128	48	80	60	89	35	54	46	36	13	23	14	3	0	3	0
3	Bakong PS	6	6	176	26	150	92	77	7	70	26	54	6	48	44	45	13	32	22
4	Kongmuch PS	5	6	129	63	66	123	59	18	41	73	44	25	19	38	26	20	6	12
5	Kravann PS	6	6	199	54	145	131	92	22	70	48	62	17	45	48	45	15	30	35
TOTAL		28	29	762	219	543	495	401	91	313	245	239	80	159	181	119	48	68	69

❖ Chart: Average scores

N°	School	Teacher's Name	Pilot 1		Pilot 2		Pilot 3	
			2020-2021	2021-2022	2020-2021	2021-2022	2020-2021	2021-2022
1	Amelio PS	Chhoeut Chanty	62.57%	56.75%	66.89%	65.90%	N/A	N/A
2	Aranh PS	Beng Sarom	70.14%	66.50%	84.62%	71.50%	50.21%	N/A
3	Bakong PS	Chhoy Chanra	71.27%	66.00%	62.81%	60.77%	81.17%	75.50%
4	Kongmuch PS	Mean Danith	87.00%	83.00%	87.32%	88.00%	78.86%	80.21%
5	Kravann PS	Lav Pov	75.50%	80.50%	82.45%	82.80%	66.92%	70.00%

❖ **Chart: Challenges / Solutions Chart: Challenges & Solutions**

Challenges	Solutions
- Not many students joined the ESL classes. We had 35-40 % from grade levels.	- Will talk with principals and parents to encourage their children to be more involved in online classes.
- Some state school teachers seem to ignore pushing their students to join the ESL classes for all levels.	- Meeting with School Principals often to report students' numbers in the ESL classes.
- Students are not brave to practice English with visitors who come to CFC target school.	- To practice more English in the teaching and encourage students to practice English with their friends and parents at home.
- Some school principals do not invite the ESL teachers to the state school teachers' monthly meeting.	- Meeting with the CFC ICT team to find good solutions for making the internet better for countryside students.

❖ **Chart: Goals- 2022/2023**

Area	Goal 2022-2023
Staff	<ul style="list-style-type: none"> - Need more training on technology for teachers. - Need to improve pronunciation to teach students. - Need more demonstrations of how to work with volunteers in ESL classrooms. - Need to improve on communication well with other departments to get more training about the technique of teaching and classroom management. - Provide more support about technique teaching and classroom management to new ESL teachers.
Community	- All ESL teachers will talk to parents when their children were absent.
Curriculum	- To improve teachers to work well with slow learners and encourage students with their pronunciation, and to speak with volunteers and others.
School/Grounds	- Clean classroom before class, to create a good environment to make students enjoy learning.
Other	-

