

**CARING FOR CAMBODIA**  
 Educating Children  
 Changing Lives  
[www.caringforcambodia.org](http://www.caringforcambodia.org)

# CARING FOR CAMBODIA



## FINAL YEARLY REPORT 2022-2023



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# Final Year's Reporting 2022-2023

## 1. Overview

### 📌 Our 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: 2021-2022 and 2022-2023

Academic Years	# Teachers		# CFC Staff		# Students		# Schools	# Buildings	# Classes	# CFC Programs	# Shared Programs (Gov't & CFC)
	M&F	F	M&F	F	M&F	F					
2017-2018	273	163	74	46	6,580	3,401	21	42	156	12	4
2018-2019	269	160	78	47	6,595	3,359	21	43	157	12	4
2019-2020	295	191	78	48	6,640	3,445	21	48	163	12	4
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
<b>2022-2023</b>	<b>393</b>	<b>252</b>	<b>68</b>	<b>44</b>	<b>10,195</b>	<b>5,218</b>	<b>35</b>	<b>67</b>	<b>275</b>	<b>12</b>	<b>4</b>

📌 **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 Kravan.

📌 **Child Friendly Schools Approach - UNICEF's Child Friendly Schools(CFS) 6 Dimensions, the way moves towards to quality, inclusive, equity, 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.

- **Key strategies for implementing modern teaching methods:**

1. Education for Sustainable Development
2. Scientific Methodologies;
3. Misconceptions;
4. Concept Cartoons;
5. Concept Tests;
6. Concept Maps;
7. Inquiry Based Lessons.

**See Appendix for:**

- Child Protection Policy & Code of Conduct
- Organization Chart of CFC Staff
- Collaboration with Cambodian Businesses and Organizations

## **2. International Teacher Training (across all levels of schools)**

- CFC, in partnership with the Singapore American School, Tanglin Trust School, Taipei American School, individual experts from outside of Cambodia, and Ministry of Education Youth and Sport, believes we can make a significant, sustainable impact on the *quality* of early childhood, primary & secondary education in Siem Reap Province, by committing to develop MoEYS teachers, administrators and teacher trainers to effectively implement the MoEYS revised curriculum in primary and secondary school classrooms.
- The CFC Capacity Building Program serves the dual purpose of improving the quality of both student learning and MoEYS teacher education in Cambodia. The project is specifically designed to be aligned to, and enhance, the delivery of the MoEYS newly revised primary and secondary school curriculum.
- The in-service teacher training focus supports outcomes integral to the new curriculum documentation. The goal is to support teacher development that has a foundation in research-based pedagogy, and to provide practical teaching outcomes that promote child-centered learning and key strategies for implementing modern teaching methodologies.
- Teachers and teacher trainers trained by the CFC project will have sufficient practical, and theoretical in-service training experiences and support to be able to independently implement the revised curriculum effectively, and cultivate classroom environments that foster independent thinking for their students.

**Basic Schedule:** Trainings have been conducted twice a year (November & February) for primary school, secondary and early childhood.

**Focusing on:** Science, Khmer literacy, math, early childhood development and writing

**Future Goals:** Continue to develop all teachers through training. Bring quality and new and innovative practices into the classroom and schools. We also focus on subject matter and pedagogical knowledge and providing a higher degree of knowledge for teachers needing support in this area. To build classrooms that develop life- long learning skills

- Addition Goals: Outreach to other schools – sharing knowledge through hosting/providing workshops, job shadowing and support visits to schools and programs outside of the CFC umbrella.
- New **Deputy Director of Education** position has been created and will be filled in Q1 2019. This role will build skills, and add responsibilities to oversee all of the mentor teachers.

### 3. 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 21<sup>st</sup> 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			2		19		23	
2017-2018		9		4	17		16	
2018-2019		1	5	4		4	5	
2019-2020						6		8
2020-2021								
2021-2022								
2022-2023	1	1	2	2	0	0	0	0
<b>Total</b>	<b>45</b>	<b>11</b>	<b>61</b>	<b>10</b>	<b>44</b>	<b>10</b>	<b>54</b>	<b>8</b>

Note: since covid 19 pandemic we have not provided any scholarship to anyone yet.

In the 2022-2023 school year, we have continued our scholarship programs, so 6 scholars are provided but we only offer staff who work for CFC, while teachers at our target schools have been suspended.

### 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 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 standards of child development.

#### ❖ Preschool Set Up

N <sup>o</sup>	School/Village	Preschool Teacher Name	# of Mothers/Guardians		# Groups		# Children				
			2021-2022	2022-2023	2021-2022	2022-2023	2021-2022		2022-2023		
							All	Fe	All	Fe	
1	Spian Chreav Amelio 1	Soeum Sokoem	25	30	5	6	27	14	24	11	
2	Spian Chreav Amelio 2	Lach Chea	19	19	3	4	16	11	14	11	
3	Spian Chreav Amelio 3	Van Somboor	13	27	2	5	8	3	20	10	
4	Spian Chreav Amelio 4	Chea Sokunthea	24	20	5	5	16	9	20	13	
5	Aranh 1	Pheap Sophea	20	16	4	4	23	12	10	5	
6	Aranh 2	Hong Kimsor	26	22	5	4	16	10	15	12	
7	Pobanteay	Koul Sotheara	13	14	3	3	10	5	15	9	
8	Pralay	They Sam	24	22	5	4	18	8	14	5	
9	Bakong 1	Kien Ya	40	38	8	7	40	22	32	17	
10	Bakong 2	Va Savin	20	36	4	7	16	10	30	18	
11	Kravann	Ngoeun Sovan	24	19	5	4	23	10	21	11	
12	Kong Much	Soeum Sokoeun	14	15	3	3	16	9	8	4	
13	Krasangrolbeurng	Koul Sotheara	N/A	20	N/A	5	N/A	N/A	20	13	
14	Treak	Hear Leakana	N/A	17	N/A	3	N/A	N/A	17	8	
<b>TOTAL</b>			<b>14 Pre-</b>	<b>262</b>	<b>278</b>	<b>52</b>	<b>56</b>	<b>229</b>	<b>123</b>	<b>260</b>	<b>147</b>

\*More students are starting kindergarten earlier (they can start at 3yrs) due to preparation in preschool. In this following 2022-2023 we have set up another 2 more pre-schools through collaboration between CFC and Siem Reap Commune ( local authority and most of expenses from local authority. CFC just provided curriculum, a few resources, lesson plan, and training new pre school assistants. This make our preschools up to 14.

This is really great that we are able to integrate pre-school program with local authority under Ministry of Interior.

#### 📁 **Preschool Staff Overview**

Nº	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	Hear Leakana	F	Preschool Assistant	Treak pre-school community	Less than high school (G9)
14	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 are trained once a year with instructors from Asai Foundation on teaching methods to parents: how to teaching children at home Khmer subject and math subject (Read aloud, know Khmer alphabet, know fist sound of the word, number and game)
- Health team provide training to pre-school assistants focus on:
  1. breast cancer
  2. Malnutrition
  3. Autism
  4. children mental health
- Gender Equality team provide training to pre-school assistants focus on: Gender base-violence and child right.
- There were 12 technical meetings to focus on conducting demonstrations, presenting writing module of teaching, discussing the challenges, and finding solutions.



- Implementing assessment often base on sub-activities of pre-school (Checklist)
- **Increase community engagement**
  - Work with local authorities on collaboration to support parents education and especially to bring children under 5 year old to participate in early childhood education programs.
  - On the 19<sup>th</sup> May 2023 integrated ECE with Siem Reap Commune .
  - Straighten parents who have children 0 to 5 year old to come to join pre-schools.
  - Pre-school assistant invited all mothers to join pre-school training.
  - Sponsored children's story books from Asia foundation and Global Education Allies 1,644 And provide parents in the community with borrowing and return back when they finished their reading.
  - 31 mothers are invited by pre-school assistants to join new training.
  - 1,289 books are provided to parents at other are beside our pre- schools lend than all books will return back after reading.

**Promote parental awareness**

- Provide lessons to parents in each center twice a month, focusing on child development / child right / healthcare education / strategy to educate their children / violent related to gender / Contraception and its benefits / Awareness and prevention of various diseases
- how to teaching children at home Khmer subject and math subject / health care, hygiene / children's disability / five Signs of Bad Parenting/ Four ways to lead a good child / Positive parenting/ Educate for the prevention of blisters on the hands, feet, and mouth / and other illnesses.
- Home-based teaching for parents who did not attend the center 364 times out of a total of 278 parents.
- 4,713 story books were provided to community and returned back safely.
- Observed mothers and children who have already learnt lesson from pre-school.
- 242 parents=88.40% tested of how they understand curriculum and implementing with their children.
- 38 of 5 year old children =83.34% tested to see how much knowledge they learnt at pre-school.
- Teach children about Khmer language lessons (literacy) and mathematics (number recognition) 4 times a month, equal to 48 times in 12 months, with a total of 223 children participating.
- Tested 242 parents on parental awareness in the gender equity program, the result was 75.94%.

Challenge	Solutions
- Some mothers are children from 0 to 5 year old didn't join pre-school yet.	<ul style="list-style-type: none"> <li>- Straighten pre-school mothers who joined pre-school to convince other mothers to join pre-school.</li> <li>- straighten school principal and local authority to help community understand how important of pre-school program.</li> </ul>
- Pre-school assistant's knowledge still need to be improved	- Support and provided training often.
- The involvement of some parents is not regular	- Went to teaching patents at home
	-

❖ **Goals – 2023/2024**

<b>Area</b>	<b>Goal 2023-2024</b>
<b>Staff</b>	<ul style="list-style-type: none"> <li>- Training to all assistant on teaching methods and behavior management of parents and children.</li> <li>- Technical meeting</li> <li>- Technical meeting every week to focus on demonstration technic teaching all lesson.</li> <li>- Leading team to make material test for 5 year old student.</li> <li>- Observed often by using check list as tools.</li> <li>- All pre-school assistants participate international training twice/year( TTS and SAS)</li> <li>- Worked with all deputies and health coordinator to provide first aid training to all pre-schools mothers and assistants.</li> <li>- Worked with all deputies and to discuss possibility to provide GE lesson to all mothers at pre-school.</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>- Meeting and gathering of parents in the community with children from 0 years old to children under 6 years old to participate in Pre-school programs for everyone to receive new knowledge to train their children at home.</li> <li>- Disseminate through parents who come to participate in Pre-school program so that they can help spread forward to parents who have not yet attended.</li> <li>- Inspect and evaluate the implementation of activities of parents and children according to the self-assessment of the Provincial Department of Education, Youth and Sports.</li> <li>- Support the implementation process at the newly established Early Childhood Education Center of Siem Reap commune.</li> <li>- Communicate with local authorities and target schools principal to help educate parents in the community about more Pre-school program.</li> <li>- Provide storybooks to parents in the Pre-school program and parents in the community who did not participate pre-school program about the story book borrowing program.</li> <li>- Develop a mobile library in the community.</li> </ul>
<b>Curriculum</b>	<ul style="list-style-type: none"> <li>- Yearly curriculum development aligning MoE curriculum.</li> <li>- Set up schedule to teach smaller children twice/week at pre schools.</li> <li>- Prepare test tools for smaller children at pre-school aligning MoE test tools.</li> <li>- Include life skill lesson in preschool program.</li> <li>- Include life skills lessons in the annual curriculum.</li> </ul>
<b>School/Grounds</b>	<ul style="list-style-type: none"> <li>- All 12 pre schools</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>-</li> </ul>

## 4.2- Kindergarten

### 🏠 Vision

Parents who have children aged between 0- 6 years of age 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	Srah Srang	Kvao	Preash Theat	Sarnaky strong	Oh	Po Reng	Chong Spean	Keo Pech	Total	
# of Teachers	2021-2022	M&F	4	4	6	3	6									23	
		F	4	4	6	3	6									23	
	2022-2023	M&F	4	4	6	3	6	1	2	2	1	2	1	1	1	34	
		F	4	4	6	3	6	1	2	2	1	2	1	1	1	34	
Kindergarten Classes	K1	2021-2022	1	1	1	1	0									4	
		2022-2023	1	1	1	1	0	0	0	0	0	0	0	0	0	4	
	K2	2021-2022	1	1	2	1	3									8	
		2022-2023	1	1	1	1	3	0	0	0	0	0	0	0	0	8	
	K3	2021-2022	2	2	3	1	3									11	
		2022-2023	2	2	3	1	3	1	2	2	1	2	1	1	1	22	
# of Students	K1	2021-2022	All	30	43	25	15	0								113	
			F	12	26	15	7	0								60	
		2022-2023	All	36	25	25	18	0	0	0	0	0	0	0	0	0	104
			F	15	12	14	11	0	0	0	0	0	0	0	0	0	52
	K2	2021-2022	All	30	47	50	25	80								232	
			F	15	23	25	18	33								114	
		2022-2023	All	37	51	50	32	94	0	0	0	0	0	0	0	0	264
			F	17	26	24	19	39	0	0	0	0	0	0	0	0	125
	K3	2021-2022	All	74	71	78	43	109								375	
			F	44	37	42	24	60								207	
		2022-2023	All	64	92	75	40	109	40	61	52	58	58	40	27	28	744
			F	29	46	38	22	44	27	28	28	33	31	25	14	15	380

Note: In the 2022-23 school year, we have expanded to 8 more schools, "1 in Nokor Thom commune and 7 in Khvao school cluster, ChiKreng district, Siem Reap".



9	Sarmaky Srong							1	1												
10	Oh							2	2												
11	Po Reng							1	1												
12	Chong Spean							1	1												
13	Phum Chong Spean							1	1												
<b>Total</b>		<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>12</b>	<b>12</b>	<b>26</b>	<b>26</b>	<b>9</b>	<b>9</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

#### ❖ Description of Curriculum & Implementation

- Renovation of new training center: The team has completed the decoration of the training center and office room ( CFC Ed Center )
- Increase the skills and knowledge of teachers by conducting additional capacity training 3 times, equal to 9 days, focusing on the use of curriculum, teaching methods and teaching on Khmer literacy , mathematics, social studies and science.
- Capacity building for teachers in Khvao cluster school in Khvav commune, Chi Kreng district by observing and supporting the technical meeting every Thursday at Chong Spean Primary School, Oh Primary School, Khvao Primary School and Preash Theat Primary School Focuses on student management , lesson plan, teaching and learning methods in Khmer literacy.
- Provides teaching and learning materials such as toothpaste, toothbrushes, laminating sheet, white paper, colored paper, and many other teaching and learning materials for all grade level at our CFC schools.
- We Provided 1,200 story book to all CFC school.
- Encourage standardized classroom organization by guiding teachers to create classroom materials and observe and evaluate classroom arrangements.
- Encourage reading to kindergarten by creating a borrowing program for children to borrow story books 1,808 times.
- Promote reading to children by using tablets at two target schools: Spean Chreav Amilio Primary School and Aranh sakor Primary School once a week, equal to 24 times in 6 months with students

#### ❖ Chart: Challenges & Solutions

Challenges	Solutions
Not enough time to support contract teachers at Kvae cluster school because it takes a lot of time to travel from Siem Reap to Kvae cluster.	<ul style="list-style-type: none"> <li>- Plan for monthly visits in Kvae cluster school.</li> <li>- Set clear goals to observe and support teachers in the Kvae cluster school</li> <li>- identify difficulty teachers than providing support.</li> </ul>
80% of the kindergarten teachers in the Kvae cluster School are contract teachers.	<ul style="list-style-type: none"> <li>- Create survey questions to know the challenges of teachers.</li> <li>- Provide capacity building for teachers on classroom management methodology, classroom preparation, how to write lesson plans, teaching methods and learning Khmer literacy, science, social studies and mathematics.</li> <li>- Provide additional support after training in school cluster technical meetings.</li> <li>- Train the technical team leader in cluster school to help others teachers.</li> <li>- Evaluate performance after 3 months of training.</li> <li>- Prepare training topics to match what the teacher is actually experiencing.</li> </ul>

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❖ **Goals – 2023/2024**

Area	Goal 2023-2024
Teacher	1. All Kindergarten teachers have sufficient skills and knowledge in child development and parent education <ul style="list-style-type: none"> <li>- Provide teacher training on active teaching and learning methodology, mathematics, science and mobility, how to write lesson plan, how to test students and understand children's development "Kvao cluster school and Wat Kandal School cluster in ChiKreng District"</li> <li>- Further development of the technical team leader on leadership, how to lead and coordinate teams, observations and how to provide feedback to teachers effectively.</li> <li>- Provide support to set up a child-friendly classroom.</li> <li>- Provide additional support after training 4 times a month, focusing on teaching methodology, lesson plan, planning, class preparation and others.</li> </ul>
Community	2. All parents understand the value and importance of early child care and development <ul style="list-style-type: none"> <li>- All parents of students participate in their children's learning process.</li> </ul>
Curriculum	3. Understand the new curriculum from the MoE <ul style="list-style-type: none"> <li>- research and prepare lessons to meet the expectations in the new curriculum of the Ministry of Education, Youth and Sports.</li> <li>- All teachers understand curriculum instruction.</li> </ul>
School/ Grounds	<ul style="list-style-type: none"> <li>- All CFC school</li> </ul>
Other	



## 5. Education Department

### ❖ Chart: Staff Overview

Teacher Name	M / F	Position	School	Level of Education
Soung Sopheary	F	Education Department Deputy - Primary Schools (G 1 to 6) Programs - Secondary Schools (G7 to 12) Programs - Library Programs - Career Preparation Program	CFC Schools	Graduated Bachelor and doing Master

### 5.1- Primary School (Grades 1 to 6)

#### 🏠 Vision

Primary Schools 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 Schools 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 <sup>o</sup>	School	Principal & Deputy Principals/Secretary				# CFC Staff (not paid by gov't)				# of Teachers				# of Classrooms		# Students			
		2021-2022		2022-2023		2021-2022		2022-2023		2021-2022		2022-2023		2021-2022	2022-2023	2021-2022		2022-2023	
		All	All	All	F	All	F	All	F	All	F	All	F	2021-2022	2022-2023	All	F	All	F
1	Amelio	3	2	3	2	1	1	1	1	16	10	15	9	12	12	476	239	493	257
2	Aranh	3	1	3	1	2	2	2	2	20	16	19	17	17	17	746	343	791	378
3	Bakong	3	1	3	0	1	0	1	0	21	12	19	11	17	16	668	302	618	299
4	Kong Much	3	1	3	2	1	0	1	0	8	5	11	8	9	10	319	151	308	144
5	Kravann	3	1	3	1	2	2	1	1	17	12	19	13	15	16	654	324	702	352
6	Kvao	N/A	N/A	3	2	N/A	N/A	0	0	N/A	N/A	15	12	N/A	15	N/A	N/A	698	353
7	Somrong thmor Thom(Apendix)			0	0			0	0			6	3		6			150	73
8	Laang Perng Presh(Apendix)			0	0			0	0			2	0		2			64	31

9	Preash Theat			2	0			0	0			9	4		9			365	189
10	Sarmaky Srong			1	1			0	0			7	4		7			266	134
11	Oh			2	1			0	0			12	8		12			434	186
12	Po reng			1	1			0	0			8	5		8			196	133
13	Roveang (Apendix)			0	0			0	0			3	1		4			106	46
14	Chong Spean			1	0			0	0			6	4		6			142	76
15	Phum ching spean			0	0			0	0			6	5		6			172	81
16	Cheum kravanh			0	0			0	0			3	2		5			101	46
17	Keo Pich			1	0			0	0			6	4		6			141	72
18	Presh Tropeang			0	0			0	0			5	1		5			103	54
<b>Total</b>		<b>15</b>	<b>6</b>	<b>26</b>	<b>11</b>	<b>7</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>82</b>	<b>55</b>	<b>171</b>	<b>111</b>	<b>70</b>	<b>162</b>	<b>2,863</b>	<b>1,359</b>	<b>5,850</b>	<b>2,904</b>

❖ Chart: Primary Pupil/Teacher Ratio

N <sup>o</sup>	School	# of Teachers		# of Students		Ratio Pupil/Teacher	
		2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023
1	Amelio	16	15	476	493	40 to 1	41 to 1
2	Aranh	20	19	746	791	44 to 1	47 to 1
3	Bakong	21	19	668	618	39 to 1	39 to 1
4	Kong Much	8	11	319	308	35 to 1	31 to 1
5	Kravann	17	19	654	702	44 to 1	44 to 1
6	Kvao		15		698		47 to 1
7	Som Rong thmorthom		6		150		25 to 1
8	Laang Perng Presh		2		64		32 to 1
9	Preash Theat		9		365		41 to 1
10	Sarmaky srong		7		266		38 to 1
11	Oh	N/A	12	N/A	434	N/A	36 to 1
12	Po Reng		8		196		25 to 1
13	Ro Veang		4		106		27 to 1
14	Chung Spean		6		142		24 to 1
15	Phum Chong Spean		6		172		29 to 1
16	Cheam Krovanh		3		101		20 to 1

17	Keo Pich		6		141		24 to 1
18	Preash TroPeang		3		103		21 to 1
Total		82	170	2,863	5,850	41 to 1	36 to 1

❖ Chart: Age at Promotion to Grade 7

N <sup>o</sup>	School	12 Years				13 Years				14 Years				15 Years				16 Years			
		2021-2022		2022-2023		2021-2022		2022-2023		2021-2022		2022-2023		2021-2022		2022-2023		2021-2022		2022-2023	
		All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
1	Amelio	50	33	1	1	33	19	39	26	6	1	16	6	5	2	8	2	4	0	4	0
2	Aranh	74	59	59	38	15	8	28	12	14	6	9	2	2	1	3	0	0	0	6	1
3	Bakong	56	29	30	24	50	28	33	28	26	14	21	11	12	5	5	0	8	1	1	0
4	Kong Much	25	14	4	4	5	0	17	8	2	0	9	3	1	0	4	2	0	0	0	0
5	Kravann	63	32	20	11	48	29	52	30	19	4	14	7	7	6	8	2	6	3	2	0
6	Kvao	N/A	N/A	7	4	N/A	N/A	29	19	N/A	N/A	19	11	N/A	N/A	10	2	N/A	N/A	6	4
7	Som Rong Thmor Thom			2	2			2	0			4	3			6	2			6	3
8	Laang Perng Presh			0	0			0	0			0	0			0	0			0	0
9	Phreas Theat			29	17			15	6			5	1			1	0			0	0
10	Sarmaky Srong			19	8			8	2			2	2			0	0			0	0
11	Oh			23	10			19	12			6	4			6	2			0	0
12	Po reng			11	5			11	6			19	7			15	5			3	2
13	Ro veang			0	0			0	0			0	0			0	0			0	0
14	Chong Spean			9	4			7	4			2	0			1	0			1	0
15	Phum Chong Spean			13	5			7	5			4	3			6	4			0	0
16	Cheam Kravanh			0	0			0	0			0	0			0	0			0	0
17	Keo Pich			13	5			5	3			3	2			2	1			0	0

18	Presh Tropeang			0	0			0	0			0	0			0	0			0	0
	<b>Total</b>	<b>268</b>	<b>167</b>	<b>240</b>	<b>138</b>	<b>151</b>	<b>84</b>	<b>272</b>	<b>161</b>	<b>67</b>	<b>25</b>	<b>133</b>	<b>62</b>	<b>27</b>	<b>14</b>	<b>75</b>	<b>22</b>	<b>18</b>	<b>4</b>	<b>29</b>	<b>10</b>

❖ Chart: Primary 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			
		2021-2022		2022-2023		2021-2022		2022-2023		2021-2022		2022-2023		2021-2022		2022-2023		2021-2022		2022-2023	
		All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
1	Amelio PS	1	0	1	0	7	5	7	5	8	5	8	5	3	2	2	1			0	0
2	Aranh PS	0	0	0	0	12	8	15	12	11	9	7	6	0	0	0	0			0	0
3	Bakong PS	0	0	1	0	18	10	15	9	4	3	5	3	2	0	1	0			0	0
4	Kong Much PS	3	1	0	0	2	3	10	7	6	2	4	2	0	0	0	0			0	0
5	Kravann PS	2	1	4	2	12	8	12	8	4	3	4	3	2	1	2	1			0	0
6	Kvao	N/A	N/A	0	0	N/A	N/A	17	13	N/A	N/A	1	1	N/A	N/A	0	0	N/A	N/A	0	0
7	Som Rong Thmor Thom			0	0			6	3			0	0			0	0				
8	Laang Perng Presh			0	0			2	0			0	0			0	0				
9	Phreash Theat			0	0			11	4			0	0			0	0				
10	Sarmaky Srong			0	0			7	4			1	1			0	0				
11	Oh			0	0			14	9			0	0			0	0				
12	Po Reng			0	0			8	6			1	0			N/A	N/A				
13	Ro Veang			0	0			1	0			2	1			0	0				
14	Chong Spean			0	0			6	3			1	1			0	0				
15	Phum Chong Spean			0	0			6	5			0	0			0	0				
16	Cheam Krovanh			0	0			3	2			0	0			0	0				
17	Keo Pich			0	0			7	4			0	0			0	0				
18	Presh Tropeang			0	0			5	1			0	0			0	0				
	<b>Total</b>	<b>6</b>	<b>2</b>	<b>6</b>	<b>2</b>	<b>51</b>	<b>34</b>	<b>152</b>	<b>95</b>	<b>33</b>	<b>22</b>	<b>34</b>	<b>23</b>	<b>7</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

❖ Chart: Promotion and Dropout Rate

N <sup>o</sup>	School	# Students		# Failed				# Dropout / Withdrawn			
		2021-2022	2022-2023	2021-2022		2022-2023		2021-2022		2022-2023	
		All	All	All	F	All	F	All	F	All	F
1	Amelio PS	476	493	25	9	20	7	0	0	0	0
2	Aranh PS	746	791	54	24	71	19	20	4	15	3
3	Bakong PS	668	618	69	20	150	32	4	0	9	4
4	Kong Much PS	319	308	33	10	39	12	4	3	4	1
5	Kravann PS	654	702	23	6	47	23	0	0	0	0
6	Kvao	N/A	698	N/A	N/A	48	16	N/A	N/A	45	15
7	Som Rong Thmor Thom		150			8	3			0	0
8	Laang Perng Presh		64			11	6			2	2
9	Phreash Theat		365			32	13			39	15
10	Sarmaky srong		266			12	6			18	8
11	Oh		434			12	3			4	2
12	Po Reng		196			26	5			13	5
13	Ro Veang		106			5	3			0	0
14	Chong Spean		142			8	3			0	0
15	Phum Chong Spean		172			6	1			0	0
16	Cheam Kravanh		101			0	0			0	0
17	Keo Pich		141			6	4			10	8
18	Presh Tropeang	103	5	1	5	3					
	<b>Total</b>	<b>2,863</b>	<b>5,850</b>	<b>204</b>	<b>69</b>	<b>506</b>	<b>157</b>	<b>28</b>	<b>7</b>	<b>164</b>	<b>66</b>

**Note:**

**Description of Curriculum & Implementation**

- Schools to ensure that all children are able to have access to an education: support to 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 to 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 heath 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).
- **Training Center has been decorated and ready to process all training.**

- **Provide training to all teachers at Kvaio cluster school** : Completed the training plan for all schools and provided 2 trainings conducted by CFC trainers focused on classroom management methodology (creating and using classroom goal). How to write lesson plan for Khmer literature (reading), math (geometry) at Preah Theat Primary School with 99 teachers, which 58 are females , 11 of them are management team, which 5 are females.
- Provide additional support for teaching and learning methodology for all schools in the Kvaio cluster: Provide support for additional teachers in 3 schools (Chong Spean Primary School, Kvaio Primary School, Oh Primary school) every Thursday on the method of Writing lesson plan, teaching methods, Khmer literature (reading), mathematics (numbers, geometry).
- Academic support program: The Academic support program at Aranh Primary School. teach students in Khmer literature subject in two levels (for weaker students) and teaching Digital storytelling to 172 students, which are 72 females, 90 students are returned to their classrooms, which are 40 females, the remaining 82 students, which are 32 females. This project will be completed at the end of the school year 2022-2023.
- **Supporting on teaching and learning**:
  - **Provided all teaching learning supplies such as colors paper, laminating sheet ...etc.**

❖ **Chart: Challenges & Solutions**

Challenges	Solutions
- We have not enough time to support teachers at Khvav cluster because of the long distance.	<ul style="list-style-type: none"> <li>- Planning for monthly support.</li> <li>- Set a clear goal and strategy.</li> <li>- Focusing on teachers who need support.</li> <li>- Reflect to the supporting result and set the next steps.</li> </ul>
- There are 70 contract teachers in amount of 88 teachers total, never been through any training of teacher's role responsibilities and technical teaching.	<ul style="list-style-type: none"> <li>- Create the training need assessment (TNA) test to find out what is the main challenge of teacher's capacity in their teaching.</li> <li>- Create training plan and material.</li> <li>- Provide 3 days training.</li> <li>- Provide monthly support after training by school and grade level teachers.</li> <li>- Create 3-month survey to make sure the understanding of teachers to what we have supported and set the next step.</li> </ul>
- School principal is not participated in the training (they just come but not go in the classroom).	<ul style="list-style-type: none"> <li>- Suggest to M&amp;E team leader to work with all school principals to make them join in the training.</li> </ul>



## ❖ Goals – 2023-2024

Area	Goal 2023-2024
Staff	<ul style="list-style-type: none"> <li>- Develop leadership skill to all education staffs.</li> <li>- 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.</li> <li>- Strengthen the skill of data management and usage and on job description of all staffs to make the program develop.</li> <li>- Strengthen team work in education department.</li> <li>- Update assessment test according to the national test tool, data analyzing, giving feedback and hoe to use data to develop the learning qualities.</li> <li>- Keep good communication with all stakeholders and all schools and teachers target.</li> </ul>
Teachers	<ul style="list-style-type: none"> <li>- Develop teachers' capacity on teaching technique of Khmer and math, writing lesson plan, and classroom management.</li> <li>- Develop school and cluster's technical team leaders on how to support and develop their team.</li> <li>- Create classroom to be class friendly.</li> </ul>
Curriculum	<p>Schools to ensure that all children are able to have access to an education:</p> <ol style="list-style-type: none"> <li><b>1. New school target (Khvav cluster and Wat Kandarl cluster)</b> <ul style="list-style-type: none"> <li>- Setting up a new curriculum for new education center by focusing on contract teachers in hold of Siem Reap province.</li> <li>- Provide yearly training (1 from TTs and another one from CFC mentor) and support after training 4 quarters a year.</li> <li>- Develop technical team leaders on how to support their team (How to observe and giving positive feedback.</li> <li>- Provide three times assessment test a year after three months support.</li> <li>- Create and doing assessment test on Khmer (reading and writing) and Math</li> </ul> </li> <li>Reflect the result of yearly program implementations and update the strategy.</li> <li><b>2. NGO and Private training program:</b> <ul style="list-style-type: none"> <li>- Create and update Ngo training plan.</li> <li>- Select topic and create lesion plan and materials.</li> <li>- Provide training according to what they need.</li> </ul> </li> <li><b>3. Teachers' assistant training.</b> <ul style="list-style-type: none"> <li>- Work with Career Prep program to update the lesion.</li> <li>- Set dateline and Provide training.</li> </ul> </li> </ol>
School/Grounds	<ul style="list-style-type: none"> <li>- Stat schools in Siem Reap and out of the province according to the connections, public schools and other Org.</li> </ul>
Other	<ul style="list-style-type: none"> <li>- All mentor teachers in education center need more support on how to setting the new curriculum and idea of creating the topic, how to lead the training.</li> </ul>

## 5.2- 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			
	2021-2022		2022-2023		2021-2022		2022-2023		2021-2022		2022-2023		2021-2022	2022-2023	2021-2022		2022-2023	
	All	F	All	F	All	F	All	F	All	F	All	F			All	F	All	F
Aranh Cuthbert JH	3	1	4	1	2	1	2	1	14	9	13	9	8	7	327	171	347	174
Aranh Sakor CFC HS	3	1	3	1	3	2	3	2	11	6	11	6	7	6	235	128	189	95
Bakong Motwani JH	3	1	5	2	1	0	1	0	16	14	15	13	11	9	488	259	431	228
Bakong HS	8	3	13	7	2	0	2	0	98	54	90	49	40	43	2,112	1,169	2,006	1,113
<b>Total</b>	<b>17</b>	<b>6</b>	<b>25</b>	<b>11</b>	<b>8</b>	<b>3</b>	<b>8</b>	<b>3</b>	<b>139</b>	<b>83</b>	<b>129</b>	<b>77</b>	<b>66</b>	<b>65</b>	<b>3,162</b>	<b>1,727</b>	<b>2,973</b>	<b>1,610</b>

- 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	
	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023
Aranh Cuthbert JH	14	13	327	347	41 to 1	50 to 1
Aranh Sakor CFC HS	11	11	235	189	34 to 1	32 to 1
Bakong Motwani JH	16	15	488	431	44 to 11	48 to 1
Bakong HS	98	90	2,112	2,006	53 to 1	47 to 1
<b>Total</b>	<b>139</b>	<b>129</b>	<b>3,162</b>	<b>2,973</b>	<b>48 to 1</b>	<b>46 to 1</b>

## ❖ Chart: Secondary Staff Overview

Teacher Qualifications	Year	Gender	Aranh Cuthbert JH	Aranh Sakor CFC HS	Bakong Motwani JH	Bakong HS	Total
High School Only	2021-2022	All	3	0	3	21	27
		F	2	0	3	9	14
	2022-2023	All	5	1	3	21	30
		F	2	0	3	9	14
Bachelor's Degree	2021-2022	All	11	4	12	74	101
		F	7	2	11	45	65
	2022-2023	All	10	4	13	69	96
		F	8	2	11	43	64
Master's Degree	2021-2022	All	2	11	3	11	27
		F	0	5	1	3	9
	2022-2023	All	2	9	4	11	26
		F	0	5	1	3	9
More than Master's Degree	2021-2022	All				1	1
		F				1	1
	2022-2023	All				2	2
		F				1	1
Regional Teacher Training College (RTTC)	2021-2022	All	16	3	16	49	84
		F	9	1	15	26	51
	2022-2023	All	17	3	18	48	86
		F	10	1	15	26	52
National Institute of Education (NIE)	2021-2022	All	0	12	2	58	72
		F	0	6	0	32	38
	2022-2023	All	0	11	2	55	68
		F	0	6	0	30	36

❖ **Chart: Secondary School Promotion and Dropout Rate**

School	# Students				Repeat grade				# Dropout / Withdrawn			
	2021-2022		2022-2023		2021-2022		2022-2023		2021-2022		2022-2023	
	All	F	All	F	All	F	All	F	All	F	All	F
<b>Aranh Cuthbert JH</b>	327	171	347	174	23	12	24	10	18	11	11	4
<b>Aranh Sakor CFC HS</b>	235	128	189	95	18	8	24	5	11	8	5	2
<b>Bakong Motwani JH</b>	488	259	431	228	13	4	14	2	59	23	29	9
<b>Bakong HS</b>	2,112	1,169	2,006	1,113	75	18	148	43	302	153	145	73
<b>Total</b>	<b>3,162</b>	<b>1,727</b>	<b>2,973</b>	<b>1,610</b>	<b>129</b>	<b>42</b>	<b>210</b>	<b>60</b>	<b>390</b>	<b>195</b>	<b>190</b>	<b>88</b>

❖ **Notes:** Reason of dropout:

- Changed to another school closer to their house;
- Family residence changed due to place of work or parents leaving country for work and children reside with relatives in another community;
- Quit CFC school to attend vocational school as it made them find the job quicker; and
- Some female students drop out to get married. 2023 goal will work out on number of female students getting married or pregnant.
- The COVID-19 taking too long, 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 a twice/month training session focusing on active teaching, classroom management and using information technology in 21st-Century teaching;
- Promote their professional responsibility by training technical teachers and supervisors of leadership 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 attentions 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 02<sup>nd</sup>, October 2023. Two exams and all tests are created by schools (grade 9 teachers) and is 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	
		All	F	All	F	All	F	Good		Fairly Good		Fair		Fail		All	F
								All	F	All	F	All	F	All	F		
Aranh Cuthbert JH	2021-2022	71	39	71	39	67	39	7	5	12	8	48	26	4	0	0	0
	2022-2023	100	45	99	45	91	41	8	6	7	3	76	32	8	4	4	0
Bakong Motwani JH	2021-2022	127	71	125	69	118	66	14	11	21	12	83	43	7	3	0	0
	2022-2023	130	71	130	71	130	71	29	26	47	28	54	17	0	0	7	3
Bakong HS (Grade 9)	2021-2022	152	71	151	71	138	70	18	15	19	17	101	38	13	1	6	1
	2022-2023	132	64	130	63	120	61	16	11	21	12	83	38	10	2	13	1
Total	2021-2022	350	181	347	179	323	175	39	31	52	37	232	107	24	4	6	1
	2022-2023	362	180	359	179	341	173	53	43	75	43	213	87	18	6	24	4

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

- The national exam is held the first week in November this year (06<sup>th</sup>, November 2023) and the exam is for two days and all tests are created by MoE. Anti-corruption unit and 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 (125), Physics (75), Chemistry (75), Biology (75), \*Khmer (75), \*History (50), \*English (50 is a bonus points)
  - (B) **Social Science Track** includes the following subjects and point allocation: \*Khmer (125), Geography (75), \*History (75), Morality (75), Earth Science (50), \*Math (75), \*English (50 is a bonus points).

## ❖ Chart: Upper Secondary Exam Results

School	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	2021-2022	74	48	74	48	68	42	1	0	4	4	11	6	28	15	24	17	6	6	14	8
	2022-2023	57	29	57	29	53	27	0	0	6	2	14	9	22	11	11	5	4	2	6	6
Bakong HS	2021-2022	435	252	432	249	339	198	1	1	13	12	63	43	149	82	113	60	93	51	86	44
	2022-2023	393	228	393	228	320	196	5	3	19	12	60	39	122	81	114	61	73	32	93	51
Total	2021-2022	509	300	506	297	407	240	2	1	17	16	74	49	177	97	137	77	99	57	100	52
	2022-2023	450	257	450	257	373	223	5	3	25	14	74	48	144	92	125	66	77	34	99	57



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

Age	Year	All / F	Aranh Sakor CFC HS	Bakong HS	Total
15 Years	2021-2022	All	0	0	0
		F	0	0	0
	2022-2023	All	0	0	0
		F	0	0	0
16 Years	2021-2022	All	0	0	0
		F	0	0	0
	2022-2023	All	0	0	0
		F	0	0	0
17 Years	2021-2022	All	0	0	0
		F	0	0	0
	2022-2023	All	0	0	0
		F	0	0	0
18 Years	2021-2022	All	54	72	126
		F	34	57	91
	2022-2023	All	40	50	90
		F	22	42	64
19 Years	2021-2022	All	12	141	153
		F	8	91	99
	2022-2023	All	8	131	139

		F	3	92	95
20 Years	2021-2022	All	0	65	65
		F	0	28	28
	2022-2023	All	4	96	100
		F	1	49	50
21 Years	2021-2022	All	2	32	34
		F	0	14	14
	2022-2023	All	1	21	22
		F	1	9	10
22 Years	2021-2022	All	0	29	29
		F	0	8	8
	2022-2023	All	0	22	22
		F	0	4	4
School Total	2021-2022	All	68	339	407
		F	42	198	240
	2022-2023	All	53	320	373
		F	27	196	223

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

School	University		Training Program		Employment		Family Business/Farm		Other	
	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023
Aranh Sakor CFC HS	38	43	0	5	15	2	7	1	2	2
Bakong HS	87	159	0	27	122	87	57	25	73	22
<b>Total</b>	<b>125</b>	<b>202</b>	<b>0</b>	<b>32</b>	<b>137</b>	<b>89</b>	<b>64</b>	<b>26</b>	<b>75</b>	<b>24</b>

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

Area of Study	Aranh Sakor CFC HS				Bakong HS				Total			
	2021-2022		2022-2023		2021-2022		2022-2023		2021-2022		2022-2023	
	All	F	All	F	All	F	All	F	All	F	All	F
Accounting	3	2	1	1	4	4	4	3	7	6	5	4
Agriculture	2	1	2	1	2	1	3	1	4	2	5	2
Bank & Finance	2	0	5	0	5	3	4	2	7	3	9	2
Biology	2	2	2	1	5	4	6	5	7	6	8	6
Business Law / General Management	5	3	2	1	7	3	5	2	12	6	7	3
Chemistry	1	1	5	5	12	8	13	11	13	9	18	16
Community Development	3	2	2	1	5	1	7	2	8	3	9	3
Engineer Interior Design	2	1	1	0	1	0	2	1	3	1	3	1
English Literature	2	2	1	1	5	4	6	5	7	6	7	6
Information Technology	3	0	5	1	9	4	7	3	12	4	12	4
Khmer Literature	5	3	4	4	28	16	45	28	33	19	50	32
Law	4	1	1	0	8	2	10	4	12	3	11	4
Mathematics	5	2	1	1	6	4	9	5	11	6	10	6
Nurse	0	0	2	2	4	4	4	4	4	4	6	6
Plant Sciences	1	0	4	1	2	0	2	0	3	0	6	1
Physical	0	0	3	2	11	7	24	19	11	7	27	21
Social Sciences	1	1	0	0	5	1	6	2	6	2	6	2
Tourism	2	1	1	1	8	4	9	4	10	5	10	5
Vet Sciences	0	0	1	0	1	0	1	0	1	0	1	0
Geography	0	0	4	2	3	1	2	1	3	1	6	3
History	2	2	3	1	7	3	10	4	9	5	13	5
Philosophy	0	0	3	1	2	0	2	0	2	0	5	1

<b>Great Total</b>	<b>45</b>	<b>24</b>	<b>53</b>	<b>27</b>	<b>140</b>	<b>74</b>	<b>181</b>	<b>106</b>	<b>185</b>	<b>98</b>	<b>234</b>	<b>133</b>
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❖ **Chart: Training Programs (Trades)** (limited data collected)

School	Hospitality		Mechanics		IT (STEM & Sabai Code)		Beauty/Cosmetics		Other Election	
	2021- 2022	2022- 2023	2021- 2022	2022- 2023	2021- 2022	2022-2023	2021- 2022	2022- 2023	2021- 2022	2022- 2023
Aranh Sakor CFC HS	69	37	0	0	37	28	5	0	0	0
Bakong HS	35	70	0	0	68	25	4	0	0	0
<b>Total</b>	104	107	0	0	105	53	9	0	0	0

- Teachers Assistant Training (Total: 107 F: 88) (Bakong HS: 70 / F 60, Aranh Sakor CFC: 37 / F 28)
- Electricity Training Total: 00 F: 00) (Bakong HS: 00 / F 00, Aranh Sakor CFC: 00 / F 00)
- STEM Training Total: 43 F: 26) (Bakong HS: 22 / F 17, Aranh Sakor CFC: 21 / F 09)
- Sabai Code Training Total: 10 F: 03) (Bakong HS: 03 / F 00, Aranh Sakor CFC: 07 / F 03)
- Tourism & Hotel Training Total: 00 F: 00) (Bakong HS: 00 / F 00, Aranh Sakor CFC: 00 / F 00)
- Other Election Training Total: 00 F: 00) (Bakong HS: 00 / F 00, Aranh Sakor CFC: 00 / F 00)

❖ **Chart: Secondary Challenges & Solutions**

Challenges	Solutions
<ul style="list-style-type: none"> <li>- Sciences lab at Aranhsakor Hs, Bakong Motwani and Arnah Cutbert junior high school are not active.</li> </ul>	<ul style="list-style-type: none"> <li>- Keep support on science materials and motivate teachers to use it by discus with school principals.</li> <li>- Seeking for the real challenge that make it not work and inform to schools committee and work as team to solve it.</li> <li>- Seeking for someone who have good experience of teaching experiment and science to share their experience to science teachers of each school or those teachers who teach science.</li> </ul>

- Students dropped out and missed in the class.	- Work closely with Gender team to find that why students dropped out and missed from the classroom, meet with their parents and motivate them to continue motivate their children to comeback to school.
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#### ❖ Goals – 2023/2024

Area	Goal 2023-2024
Staff	<ul style="list-style-type: none"> <li>- Develop leadership skill to all education staffs.</li> <li>- 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.</li> <li>- Strengthen the skill of data management and usage and on job description of all staffs to make the program develop.</li> <li>- Strengthen team work in education department.</li> <li>- Keep good communication with all stakeholders and all schools and teachers target.</li> </ul>
Teachers	<ul style="list-style-type: none"> <li>- We are empowering to all school principal to develop their teachers on teaching technique.</li> <li>- Reduce providing the study materials 60% Of each month and if we get request from schools.</li> <li>- Keep providing training if we get request from schools.</li> </ul>
Community	<ul style="list-style-type: none"> <li>- Work with schools and Gender team to support students who missed and drooped out school.</li> <li>- Involve with community meeting to get more information, understand about the community's program base on education.</li> </ul>
Curriculum	<ul style="list-style-type: none"> <li>- All teaching and learning quality development have to provide responsibility to school principals.</li> <li>- Keep providing 40% of study materials, teachers training and other support even if schools request.</li> <li>- Expand the training program and teachers support to other schools, organization and public schools in Siem Reap province and other province by cooperate with M&amp;E.</li> <li>- All secondary support assistants except Aranh CFC high schools will be unemployed from CFC starting at 01 April 2023 and we continue to work with school principals instead of them.</li> </ul>
School/Grounds	<ul style="list-style-type: none"> <li>- According to CFC policy, will keep working with all schools, but schools have to prepare the plan and request to program.</li> </ul>
Other	

### 5.3- Libraries

#### 🏠 Vision

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

❖ **Chart: Staff Overview**

N <sup>o</sup>	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	Nol Sokha	M	Librarian	Aranh Primary	High school deree
4	Khy Ngan	M	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	Sor Seam	F	Librarian	Khvav Primary	High school degree
11	Pheach Sados	F	Librarian	Khvav Primary	High school degree
12	Nob Marly	F	Librarian	Phras Teat Primary	High school degree
13	Phean Savon	F	Librarian	Phras Teat Primary	High school degree
14	Thorn Sreysor	F	Librarian	Porring primary	High school degree
15	Kha Pheak	F	Librarian	Chung Spean Primary	High school degree
16	Ngin Rean	F	Librarian	Our Primary	High school degree
17	Ren Sarath	F	Librarian	Our Primary	High school degree
18	Soeun Borom	F	Librarian	Bakong Mowani Junior High School	Bachelor degree
19	Sor Sorna	F	Librarian	Bakong High School	High school degree
20	Nhek Chanry	F	Librarian	Bakong High School	High school degree
21	Pon Sokunsomaly	F	Librarian	Aranh Sakor CFC High School	Bachelor degree
22	Ren Sreyrov	F	Librarian	Aranh Cutbeth Junior High School	High school degree

Note: in the 2022-2023 we have expanded our programs to another 7 schools in kvao cluster.

❖ **Chart: Library Books**



School	# of Total Books		# of Non-Fiction		# of Fiction		# of English	
	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2021-2022	2022-2023	2021-2022
Preschool s (all)	4,719	6,363	0	0	4,719	6,363	0	0
Amelio PS	2,186	2,355	399	419	1,649	1,794	142	142
Aranh PS	3,437	3,658	382	395	2,740	2,913	350	350
Bakong PS	2,718	2,907	395	415	2,203	2,372	120	120
Kong Much PS	3,659	3,659	1,023	1,023	2,510	2,510	126	126
Kravann PS	5,729	5,949	255	305	5,160	5,330	314	314
Kvao PS	N/A	261	N/A	0	N/A	261	N/A	0
Phreas Theat PS	N/A	1,277	N/A	45	N/A	1,232	N/A	0
Sarmaky Srong PS	N/A	0	N/A	0	N/A	0	N/A	0
Oh PS	N/A	1,781	N/A	58	N/A	1,723	N/A	0
Po Reng PS	N/A	335	N/A	6	N/A	329	N/A	0
Chong Spean PS	N/A	458	N/A	13	N/A	445	N/A	0
Keo Pich PS	N/A	0	N/A	0	N/A	0	N/A	0
Aranh Cuthbert JH	3,803	4,114	2,782	2,862	694	883	369	369
Bakong Motwani JH	2,364	2,627	1,153	1,227	633	822	578	578
Aranh Sakor CFC HS	3,485	3,537	2,557	2,605	508	521	411	411
Bakong HS	5,338	5,765	2,113	2,420	1,465	1,627	1,718	1,718
<b>Total</b>	<b>37,438</b>	<b>45,046</b>	<b>11,059</b>	<b>11,793</b>	<b>22,281</b>	<b>29,125</b>	<b>4,128</b>	<b>4,128</b>

❖ Chart: Library Activities & Use

School	# Student Visits		# of Student Borrowing		# of Community Reading & Other Events	
	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023
Amelio PS	39,852	9,930	1,823	288	N/A	0
Aranh PS	24,951	27,915	2,952	1,181	13	0
Bakong PS	79,015	33,277	6,289	6,235	N/A	0
Kong Much PS	N/A	N/A	N/A	N/A	N/A	0
Kravann PS	17,027	12,897	6,955	N/A	N/A	0
Khvav PS	N/A	315	N/A	231	N/A	0
Phreash Theat PS	N/A	20,908	N/A	2,697	N/A	0
Sarmaky Srong PS	0	0	0	0	0	0

Oh PS	N/A	20,087	N/A	2,458	N/A	0
Po Reng PS	N/A	1,059	N/A	350	N/A	0
Chong Spean PS	N/A	473	N/A	215	N/A	0
Keo Pich PS	0	0	0	0	0	0
Aranh Cuthbert JH	9,859	13,167	1,608	1,327	0	0
Bakong Motwani JH	6,214	2,203	1,019	777	0	0
Aranh Sakor CFC HS	5,185	6,232	1,503	1,123	45	0
Bakong HS	23,193	35,144	5,362	3,756	108	0
<b>Total</b>	<b>205,296</b>	<b>183,607</b>	<b>27,511</b>	<b>20,638</b>	<b>166</b>	<b>0</b>

- There are no library for Keo Pich and Sarmaky Srong primary school.

#### ➤ Description of Curriculum & Implementation

##### Primary school:

- **Reading program by schedule:** All target school libraries have prepared the schedule so that each class gets 1 hour/week in the library. Library activities are led by the librarians: independent reading for grades 3 to grade 6, reading aloud for grades 1 to grade 3, pair reading for grades 3 to grade 6, and share reading for grade 1 and grade 2.
- **Outside reading:** Arrange for a place to read in the open field under the shade of the tree or in the extracurricular stand at the outing.
- **Public reading:** In all target primary schools organize public reading at the flagpole, twice a week, Monday in the morning and Saturday in the evening.
- **Research:** Continue to conduct research according to the library schedule focusing on two types: subject-based from the teachers and free research.
- **Poetry Recitation:** we arrange the poetry recitation hours in the library schedule with the librarian as a leader.
- **Poetry Writing:** This program is done at the high school level during library hours with a librarian and Khmer teacher as a coordinator.
- **New library Center:** New library room at the resource center for reading and research, with a total of 284 books on display.
- **Librarians Capacity building:** provided 2 training to librarians at Kvaio cluster, Chikreing district on library management and reading activities. There are 7 librarians and 2 principals participated.
- **Observe and support:** The supported librarian in 3 schools of the Kvaio cluster, there are Chong Spean Primary, Kvaio Primary, and Oh Primary School. Every Thursday and 10 times organize the library and reading activities (reading aloud and sharing reading).

#### ❖ Chart: Challenges & Solutions

Challenges	Solutions
<ul style="list-style-type: none"> <li>- Due to the project to expand to the new target, focusing on training and support, there is not enough time to collect library data in the old target school.</li> </ul>	<ul style="list-style-type: none"> <li>- Created a telegram group for librarians sending the monthly data regularly.</li> </ul>

<ul style="list-style-type: none"> <li>- Insufficient time to visit the librarian in the Kvaao cluster due to the long distance, which makes the result not meet expectations.</li> </ul>	<ul style="list-style-type: none"> <li>- Make a plan to strengthen the capacity of the technical team leader as a priority to continue to support the librarian.</li> <li>- Prepare the checklist to make it easier to check and observe, and strengthen the capacity librarian effectively.</li> <li>- Reflect on the result of supporting and set the direction for continuing.</li> </ul>
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Area	Goal 2023-2024
Staff	<ul style="list-style-type: none"> <li>- All staff need to develop their library management skills:               <ul style="list-style-type: none"> <li>• Improve the capacity in Secondary and High schools for the organization of annual programs and methods to lead research activities more effectively.</li> <li>• Lead the librarian to test and evaluate the program.</li> <li>• Train the librarian on the use of computers and information technology to organize the management of library data, especially the management of the books in a modern system in the future.</li> </ul> </li> </ul>
Curriculum	<ul style="list-style-type: none"> <li>- Continue to promote the reading comprehension program at the primary level.</li> <li>- Focusing more on motivating others to write, analyze characters, and analyze the story in extracurricular activities during library hours.</li> <li>- Continue to promote the research writing program for high school students and recite poems for secondary school students</li> <li>- Continue to support and strengthen the capacity of librarians and observe the library process in the Khvav cluster more effectively.</li> <li>- Continue to provide training courses for librarians on the effectiveness of directing reading and library management activities.</li> <li>- Provide training courses for Librarians at Wat Kondal cluster on library management and reading activities.</li> </ul>
School/Grounds	<ul style="list-style-type: none"> <li>- All CFC schools' target.</li> </ul>
Other	

#### 5.4- Career Preparation

##### ❖ Chart: Staff Overview

N <sup>o</sup>	Staff Name	M /F	Position	School	Level of Education
1	Mr. Hav Hok	M	Career Preparation Program Facilitator	Manage-Lead- Accountability Career Preparation Program	Master Degree

##### 🔗 Vision

All CFC students will graduate with the skills to get a job and attend further education.

##### ❖ Chart: Staff Overview

N <sup>o</sup>	Staff Name	M /F	Position	School	Level of Education
1	Mr. Bou Channtola	M	Career Preparation Program Assistant	Three target schools: Aranh Cuthberth JHS, Aranh Sakor CFC HS, Bakong HS	Bachelor Degree
2	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. In total of 5,493 students (3,085 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 by attended in CP program.

##### Career Preparation Classes

Grade	Topics
Grade 10	- Self-awareness, stress and emotional management, empathy, positive thinking, interpretational skill, effective communication skill, team work, problem solving skill and setting goals.
Grade 11	Long-term and short-term goals, SMART goals, matching skill with career choices, and career choice by options 1, 2, 3.
Grade 12	Review SMART goals and career choices, how to write professional CV and 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 &amp; Development

Curriculum Areas	Details
Grades 12 workshop	<ul style="list-style-type: none"> <li>- The workshop which conducted at Bakong and Aranh CFC high school to students in grade 11 and grade 12. This program focuses on graduate and especially support idea for the plan to continue their study to university and looking for job opportunity.</li> <li>- This workshop got involved 101 students (53 female) at Bakong Hs and 49 students (32 female) from Aranh CFC high school.</li> </ul>
University Tours	<ul style="list-style-type: none"> <li>- 12 students and 3 team leaders (one teacher and two CFC staffs) got visited to 3 universities and 1 financial institution in Phnom Penh for 3 days starting from June 25-27, 2023.</li> </ul>
Virtual Career Fair	<ul style="list-style-type: none"> <li>- After Covid pandemic, 03 August 2023 Career prep program have conducted Career Fair's Day at Bakong Hs which we got involved 18 partners (organization, Hotel, hospital and vocational training school) and 1216 students (759 females). In August 04, 2023 at Aranh CFC high school which we got involved from 16 partners. Number of students involved in the event 440 (221 females) all these students are from Aranhsakor CFC Hs 189 students, Aranhsakor Cutbert junior high school 228 students and Phnomkrom Suvon Hs 23 students.</li> <li>- 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 well prepared for career that suits to the job market in their future lives.</li> </ul>
Teacher Assistant	<ul style="list-style-type: none"> <li>- We have provided training to teachers support assistants 35 students (29 females) at Aranh CFC High School and 65 students (59 females) at Bakong High School. After practical training, students have volunteered direct in the classroom by using 10 weeks to access their knowledge and get certificates.</li> </ul>
Guest speaker event	<ul style="list-style-type: none"> <li>- Since we have conducted the Virtual Career Fair event, we temporarily paused the Guest Speaker Event.</li> </ul>

❖ Chart: Career Preparation Activities at Each School

School	Career Preparation Classes		Career Fair		Field Trips		University Visits		CFC Student Internships & TA	
	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023
Aranh Cuthbert JH		0	100	228	0	0	0	0	0	0
Aranh Sakor CFC HS	1,957	1,235	235	189	0	0	5	4	69	37
Bakong Motwani JH	0	0	0	0	0	0	0	0	0	0
Bakong HS	273	4,258	1,000	1,216	0	0	7	8	35	70
<b>Total</b>	<b>2,230</b>	<b>5,493</b>	<b>1,335</b>	<b>1,633</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>12</b>	<b>104</b>	<b>107</b>

❖ 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"> <li>- Provided workshops for grade 11 and 12. By the way, grade 10 we follow a temporary schedule.</li> <li>- Provided them lesson in class while free schedule from public class.</li> <li>- Combined the students in different classes who had same free schedule and provide the workshop.</li> <li>- After monthly exam, the students had free time therefore we could access the program.</li> <li>- All activities and using meeting room was collaborated with school principal.</li> </ul>
- Alumni program hard to contact with students and get information from them.	<ul style="list-style-type: none"> <li>- During the high school time, the students joined to Facebook group, Telegram group, and related websites as members.</li> <li>- Worked with Career Class teacher and Gender team to promote Alumni program purpose and benefit to students to make them understand well about Alumni program and feel warm to get support from Alumni program.</li> <li>- Kept in touch with new graduates to provide them about job information, scholarship information, application form, applying and interview as well. About alumni who attending at university and have job, we help the on international scholarship and new job as they want.</li> </ul>
- By we had a short time, so just focus on Alumni program and skipped Guest speaker program for a while.	<ul style="list-style-type: none"> <li>- Created a specific schedule and chose the main important lessons for students that we had enough time and giant much better result.</li> </ul>

## ❖ Chart: Goals 2023/2024

Area	Goal 2023-2024
Staff	<ul style="list-style-type: none"> <li>- Build up additional capacity to make team members clearly understand the action plan, the purpose of the lesson and the parties involved.</li> <li>- Design and reform lessons for alumni as: soft skills, life skills, scholarship application, scholarship preparation, scholarship interviews, job search, Job application form, job placement, interviews and self-development at workplace.</li> <li>- Update Facebook page, create lesson, video, flyers to be attractive and easy for students to search for information.</li> </ul>
Community	<ul style="list-style-type: none"> <li>- Expand school outreach for better understanding the importance of Career Program through participation in activities, events, encouraging students to learn more about soft skills, hard skills and life skills indeed.</li> </ul>
Curriculum	<p>We have the main programs that we regular do and priorities of all those programs are:</p> <ul style="list-style-type: none"> <li>- Alumni Program (support to recently graduates / university students and employed students by advises them on local and international scholarship, decision making, job search and self-development for new job level).</li> <li>- Workshop Program (provide to students who are studying in high school, grade 11 and 12 under the topics of decision making, job application form, applying job, job interviewing, goal setting, scholarship search, application preparation and understanding conditions of the scholarship).</li> <li>- Career Fair Program (Make for students in target schools such as Hun Sen Prasat Bakong High School and Aranh CFC High School, as well as other partner schools can participate. This, to provide the opportunities for students and institutional owners to meet and discuss about studying, scholarships opportunities, job opportunities, services, locations, information that the institution has and what students want to know.</li> <li>- Speakers Orientation (Speakers are our students who are graduated, currently studying at university or employed, they share what they have been through since high school life, choosing a university, choose a profession, finding job, be a good employee in workplace, etc. This sharing will access direct or online (at the target school and at CFC Center).</li> <li>- Teacher Assistant Program (To provide the opportunities for students who wish to become teachers, gain experience and want to know how to work as a teacher, so they have the opportunity to train. By selecting students in grades 10 and 11 from Bang Kong High School and Aranya High School to train and volunteer in primary schools such as Bang Kong Primary School and Aranh Sakor Primary School.</li> </ul>
Program	<ul style="list-style-type: none"> <li>- Research and develop new lessons for students in order to their level to stimulate thinking, skills, creativity, decision making, social adaptation for high school and university students.</li> </ul>
School/Ground	<ul style="list-style-type: none"> <li>- Through good communication with school management, teachers, understand and support our programs to be even stronger.</li> </ul>

Partners/stakeholder	- Strengthen good cooperation among team, share experiences and information regularly within the institution and outside the organization, with high school, organizations and primary schools as partners.
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## 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 out of the classroom, good relationships with volunteer groups, students with good attitude and culture. 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 disbursement 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	Maintenance Coordinator	CFC school	High School
Hin Hour	M	Driver/ maintenance	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)	
	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023
Preschools (all)																
Amelio PS							29	2	29			27				
Aranh PS							32	28	42	14	13	26				
Bakong PS																
Kong Much PS												1				
Kravaan PS																
Aranh Cuthbert JHS										7		4				
Aranh Sakor CFC HS										18	6					
Bakong Motwani JH											2	4				
Bakong HS																
All/ Varied locations																
<b>TOTAL</b>	<b>153</b>	<b>131</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>61</b>	<b>30</b>	<b>71</b>	<b>39</b>	<b>21</b>	<b>62</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

❖ Chart: Infrastructure Projects (not quite a full list for 2022-2023)

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	2021-22										
	2022-23		Painting building	Painting ESL room		Painting ESL room					
Paving Stones	2021-22										
	2022-23										
Bulletin Boards	2021-22										
	2022-23										Build new bulletin board sets for room lab
Dirt Replacement	2021-22										
	2022-23			Filling sand in playground							
Roof/Ceiling Repair	2021-22										
	2022-23			Repair wooden wall		Repair cafeteria roof, wall and ESL room				Repair window at the library and roof at Gender room, repair stem room and tables,	
Playground Repairs	2021-22			Filling sand for the playground							
	2022-23										
Study Hut Repairs/Build	2021-22										
	2022-23		Building fences	Repair hand washing station							
	2021-22			Painting cafeteria							

<b>Cafeteria &amp; Stove Repairs</b>	<b>2022-23</b>					Painted cafeteria and tables,					
<b>WASH Repairs</b>	<b>2021-22</b>										
	<b>2022-23</b>		Changed the faucets, changed the natural bio stone, changed mini filters, changed the water pendulum, test the water,		Changed the set of UV, changed the natural bio stone, changed mini filters, changed the post support the filter, test the water, fixed the water pump, changed the water pendulum	Changed the natural bio stone, changed mini filters changed the water pendulum	Changed the set of UV, changed the natural bio stone changed mini filters, changed the post support the filter, test the water, fixed the water pump, changed the water pendulum	Repair hand washing station, changed the set of UV, changed the natural bio stone changed mini filter, changed the post support the filter, test the water Fixed the water pump	Changed the set of UV, changed the natural bio stone, changed mini filter, changed the post support the filter, test the water, changed water pump	Changed the filters, changed UV, changed faucets, test the water, change the new pump changed the glass protect UV	Changed UV, test the water, changed mini filters, changed the post support the filter
<b>Gardens</b>	<b>2021-22</b>			Painting gardens, build agriculture garden							
	<b>2022-23</b>		Gardens painting	Gardens painting				Gardens painting			
<b>Sport Court &amp; Repairs</b>	<b>2021-22</b>										
	<b>2022-23</b>										
<b>Classroom Repairs</b>	<b>2021-22</b>										
	<b>2022-23</b>	Repair pre-school at Kravann	Repair book shelf for ESL								
<b>Tables/Stools</b>	<b>2021-22</b>			Painting tables					Painting 25 stools		

	2022-23		Painting tables and stools	Painting tables and stools	Build new tables for cafeteria			Build and painting tables and stools	Repair tables and stools		
Other	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
	2022-23			Building concrete road, build concrete railing way for disability students	Repair and filling concrete in cafeteria					Build concrete Infront Outreach room, build roof near Outreach room for schools' supplies	Repair electric and outlet and tables

❖ Chart: Challenges / Solutions

Challenges	Solutions
- Less participation of students and principal	- We will talk with them to participate with all the activities of volunteers
- The epidemic of Covid 19 so there were no any visitors and 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 2023/2024

Area	Goal 2023-2024
Staff	<ul style="list-style-type: none"> <li>- Increase assistant training related to field/department</li> <li>- Program manager to continue sharing and training staff on organization updates and new processes</li> <li>- Assistant to join other training related to field.</li> </ul>
Community	<ul style="list-style-type: none"> <li>- Build partnership between community to better understand about the schools and how the activities of the NGO affect their communities through education</li> <li>- People in community better understand about education and join with the activities of Schools and NGOs.</li> </ul>
Curriculum	<ul style="list-style-type: none"> <li>- Share work and knowledge to the team, train them on new knowledge and information through the project manager.</li> <li>- Share work with team and train staff with news knowledge which I have been provided.</li> </ul>
School/Grounds	<ul style="list-style-type: none"> <li>- All CFC schools have beautiful environment and solid infrastructure</li> <li>- All CFC schools have beautiful environment and nice infrastructure</li> </ul>
Other	

## 6.2- Food for Thought

### 🏠 Vision

That all CFC students will receive healthy, properly 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, sink for cleaning, storage for supplies, tables and benches for children to eat at – all under cover.
- 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	Oeurn Sinath	Female	Chef	Aranh Cuthbert Junior high	(None)	
4	Rob Sony	Female	Chef	Kong Much primary school	(None)	
5	Toun Sreyrov	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 & Solutions

Challenges	Solutions
- No cafeteria at Krovann Primary school because school principle remove and not yet build	- Need build new cafeteria at Krovann primary school complementary meal in 2024 through school budget and volunteers budget...
- Need more table and stools	- Checking volunteers budget whether the budget fit to support cafeteria

### ❖ Chart: Goals 2023/2024

Area	Goal 2023-2024
Staff	- Continue training for our chefs about health and hygiene and cooking safe
Community	- Tell our parents more about our safe food and how to reuse plastic
Curriculum	- Regular inspections focus on hygiene, environment, comfort, safe food, 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 a CFC chefs' checklist to observe chefs about hygiene, comfort, and safe food

## 7. Life Skill Department

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

#### ❖ Chart: Staff Overview

Teacher Name	M / F	Position	School	Level of Education
Heng Rachany	F	Health Program Coordinator	All CFC target school	Master Degree

#### 🔗 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	Hoer 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

Nº	Topics	# of Students		# of Teachers		# of Parents		# Preschool Children		# of Preschool Mom	
		2020-21	2022-23	2020-21	2022-23	2020-21	2022-23	2020-21	2022-23	2020-21	2022-23
1	- First Aid Training	375	527	12							
2	- Hand WASHING	518	517								
3	- Oral Health	344	466								
4	- Diarrhea Prevention	287	387	1							
5	- Worms Prevention	291	377								
6	- Nutrition	294	270	1							
7	- Puberty	68	333								
8	- HPV Immunization/ Cervical Cancer	260	262	1							
9	- Drug Abuse & Smoking Prevention	344	245	1							
10	- AIDS & HIV	216	286	1							
11	- Hepatitis B and immunization	78	348								
12	- Reproductive Health	557	301	3							
13	- Family Planning	281	327								
14	- Covid -19										
15	- Chikungunya fever										
16	- Dengue Fever and prevention	140									
17	- Menstrual hygiene and use girl pad										
18	- Complication of Diabetes										
19	- Understanding of Hypertension										
20	- Prevention of lightning										
21	- Rescue insect enter the ear										
22	- Fever										
23	- Healthy living										
24	- Covid-19 Awareness (prevention in contest of covid-19)										
25	- Hand Washing Event	480	450	70	57	150	130			58	63
26	- Animal bite, Insect bite, and Snack bite	143									
27	- Hand-Foot-Mouth Disease			11							
28	- Positive Parenting			11		294					
29	- 4 techniques to be a Good Kid			11							



30	- 5 Signs of Bad Parents			11							
31	- Kitchen Hygiene			7							
32	- Women Personal Hygiene	100									
33	- SOP in Covid-19	57									
34	- Plastic free	146		5							
35	- Reproductive tract infection diseases		55								
36	- Providing friendly services for young people		58								
37	- Prevention of HIV transmission from parents to children		52								
38	- Health Beliefs and Attitudes		59								
39	- The relationship between health and the economy		53								
40	- Impact due to lack of toilets		54								
41	- Breast cancer							10			
42	- Malnutrition							10			
43	- Autism							10			
44	- Mental health of children							10			
45	- Nutrition							8			
	<b>Total</b>	<b>4,979</b>	<b>5,427</b>	<b>146</b>	<b>57</b>	<b>444</b>	<b>130</b>	<b>0</b>	<b>48</b>	<b>58</b>	<b>63</b>

## ❖ 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, 4,119 students were joined including 2,251 girl students.
- Provided reproductive health class to grade 10 students at Aranh Sakor high school about the topic such as: Reproductive tract infection diseases, Providing friendly services for young people, Prevention of HIV transmission from parents to children, Health Beliefs and Attitudes, The relationship between health and the economy, and Impact due to lack of toilets. As the result, 331 students were joined including 184 girl students.
- Provided training to 10 pre-school assistants 4 times with topics as: Breast cancer, Malnutrition, Autism, and Mental health of children.
- Cooperated with food for thought team provided training to chefs one time in the CFC target schools on topic "Nutrition", the 8 participants were joined.
- Created and organized a health website by Google site and uploaded all the lessons into the website for students to find additional health lessons outside the classroom.
- Create the video related to the topic: "Brushing teeth" and uploaded it on the health website for students to visit and learn more about the health education videos.



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																			
<b>TOTAL</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

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

<b>Challenges</b>	<b>Solutions</b>
- Toilet and hand washing station at some schools are not clean well.	- Work closely with the principal of each school to assign the person responsible for cleaning, and inspecting regularly.
- There are still a lot of mosquitoes in the toilets and surround the schools.	- Work closely with the principal of each school to assign the students to clean and eliminate mosquito nets and spray mosquito repellent regularly.
- Bringing garbage to school, especially the type of plastics still exists.	- Meet with the principal and the outreach team to discuss about reducing and eliminating plastic. - Disseminate the effects of the use of plastic waste.

❖ **Chart: Goals 2023/2024**

<b>Area</b>	<b>Goal 2023-2024</b>
<b>Staffs</b>	<ul style="list-style-type: none"> <li>- Our team working with WASH system to get clean water for all schools and for community.</li> <li>- Our health team works closely with all principals to provide health class training, and first aid training to all students.</li> </ul>

	<ul style="list-style-type: none"> <li>- Our health team works closely with the gender team to provide reproductive health training to grade 10 students at Aranh sakor High School.</li> <li>- Our health team works closely with the gender team to provide DFG sanitary pads for students at all CFC target schools.</li> <li>- Our health team works with the pre-school team to provide health education training to pre-school assistants and parents.</li> <li>- Our health team collaborates with the Outreach team to provide health and hygiene training to CFC chefs.</li> <li>- Our team collaborates with the Outreach team to produce the health education videos.</li> <li>- Our team works with the ICT team to design a Google Site and upload health education videos and all health lessons for students to find additional health lessons outside the classroom.</li> <li>- Our team works with the WASH system to provide clean water for all schools and communities.</li> </ul>
<b>Community</b>	- Community meetings, health centers and communes to disseminate information on health, as well as short training sessions in the community through early childhood education programs, seminars.... Etc.
<b>Curriculum</b>	- Do lesson plan for health class, first aid training, and pre-school training
<b>School/Grounds</b>	- All target schools
<b>Other</b>	- Seek help and fund 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 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 <sup>o</sup>	Teacher Name	M / F	Position	School	Level of Education
1	Yu Srey Thom	F	Gender Equity Educator	Aranh Sakor CFC High School	Studying at PUC University BBA progress
2	Hem Kak	F	Gender Equity Educator	Hun Sen Prasat Bakong High School	Bachelor's Degree in Physics & Regional pedagogy trained
3	Chhen Srey Leak	F	Gender Equity educator	Bakong Motwani Junior High School	Bachelor's Degree in Private Law and Public Law

❖ **Description & Development**

- The Gender Equity Program is a program currently being pushed forward by Cambodia's Moey 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 target school's CFC 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 culture and change, gender stereotypes and discrimination, equity and equality, gender-based Violence, fostering respectful relationships, value and family systems, gender and role model, human rights, sexual rights, gender and society, sexual decision making, sexual behavior, the different between sex and society, feeling control, and gender self-confident.
- We also conduct workshops in grades nine, eleven and twelve on the topics of the impact of early marriage, gender and advocacy skills, and gender and seeking peer support:
  - At Aranh Sakor Cuthbert Junior High School there are six classes to grade seven and eight for a total of 225 students with 99.11% of 223 students attending the gender classes.
  - At Aranh Sakor High School consists of seven classes to grades ten, eleven, and twelve with a total of 189 students, with 98.41% of 186 students attending the gender equity class.
  - At Motwani Junior High School consists of three classes to grade seven and four classes to grade eight with a total of 431 students, with 99.53% of 429 students attending the gender classes.
  - At Hun Sen Prasat Bakong High School consists of four classes to grade seven and ten classes for grade ten, with a total of 1617 students, with 99.01% of 1601 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.

- 456 home visits conducted with the students and parents to explain the value of education and promote the parents to help in encouraging 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, 411 students came back to school.
- Made disseminated and International March 8 Day event, featuring a group of student's 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 the community change 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	Gr11	Gr12
<b>2021-2022</b>							
Aranh Cuthbert JH	There are 231 students which are 209 students attended GE program = 90.47%	3	3				
Aranh Sakor CFC HS	There are 235 students which are 198 students attended GE program = 84.25%				2	2	3
Bakong Motwni JH	there are 335 students which are 290 students attended GE program = 86.56%	3	4				
Bakong HS	there are 1,617 students which are 1,577 students attended GE program=97.52%	4			10	10	9
<b>2022-2023</b>							
Aranh Sakor Cuthbert JH	There are 225 students which are 223 students attended GE program = 99.11%	3	2	2			
Aranh Sakor CFC HS	There are 189 students which are 186 students attended GE program = 98.41%				2	2	2
Bakong Motwni JH	there are 431 students which are 429 students attended GE program = 99.53%	3	3	3			
Bakong HS	there are 1,617 students which are 1,601 students attended GE program=99.01%	4			11	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	
2021-2022	2022-2023	2021-2022	2022-2023

# Villages	Total	Male	Female	# Villages	Total	Male	Female	# Schools	Total	Male	Female	# Schools	Total	Male	Female
10	213	17	196	8	281	56	225	12	12	0	12	9	9	0	9

❖ 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
<b># of Interventions (Cases) Total Number of Students Joining All Sessions</b>	<b>2021-2022</b>	All	3414	5300	4761	<b>1,3475</b>
		Male	1710	2488	1723	<b>5,921</b>
		Female	1704	2812	3038	<b>7,554</b>
	<b>2022-2023</b>	All	3,262	4,420	6,230	<b>13,912</b>
		Male	1505	2361	2351	<b>6,217</b>
		Female	1757	2059	3879	<b>7,695</b>
<b># of visits/contact</b>	<b>2021-2022</b>	All	56	134	103	<b>293</b>
		Male	33	101	29	<b>163</b>
		Female	23	33	74	<b>130</b>
	<b>2022-2023</b>	All	227	150	79	<b>456</b>
		Male	55	116	45	<b>216</b>
		Female	172	34	34	<b>240</b>
<b>Special Programs/Events</b>	<b>2021-2022</b>	All	391	180	832	<b>1403</b>
		Male	90	19	305	<b>414</b>
		Female	301	161	527	<b>989</b>
	<b>2022-2023</b>	All	90	158	127	<b>375</b>
		Male	34	72	34	<b>140</b>
		Female	56	86	93	<b>235</b>
<b>Number of Students back in class</b>	<b>2021-2022</b>	All	48	117	84	<b>249</b>
		Male	20	42	60	<b>122</b>
		Female	28	75	24	<b>127</b>
	<b>2022-2023</b>	All	227	131	53	<b>411</b>
		Male	55	99	37	<b>191</b>
		Female	172	32	16	<b>220</b>

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

Reasons for Intervention	2021-2022						2022-2023					
	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	5	3	2	4	2	2	0	0	0	0	0	0
High Absent rate	109	68	41	80	45	35	116	88	28	106	80	26
Drop out	83	42	41	65	32	33	58	36	22	53	29	24
Poor Study Results	25	10	15	25	10	15	17	8	9	14	7	7
Poor Livelihood	11	3	8	10	3	7	5	2	3	5	2	3
Health Issue	60	22	38	48	15	33	105	29	76	105	29	76
Distance from School	0	0	0	0	0	0	0	0	0	0	0	0
Parents Force to Drop Out	0	0	0	0	0	0	1	0	1	1	0	1
Others (behavior problems/indiscipline in school, need emotional support, etc.)	17	15	2	17	15	2	154	53	101	127	44	83
	<b>310</b>	<b>163</b>	<b>147</b>	<b>249</b>	<b>122</b>	<b>127</b>	<b>456</b>	<b>216</b>	<b>240</b>	<b>411</b>	<b>191</b>	<b>220</b>

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

Challenges	Solutions
- Don't have counselling room at Motwani Junior High School	- Find comfortable place for student counselling.
- Don't have slide for teaching at Motwani Junior High School and Bakong High School	- Sharing the video of the lesson via group telegram.

❖ **Chart: Planning Goal 2023/2024**



Area	Goal 2023-2024
Staff	<ul style="list-style-type: none"> <li>- Teaching the students in the target area of CFC school according to the schedule assigned by school's partners.</li> <li>- Collaborate with teachers to learn more about gender equity topics by facilitating and talking in monthly meetings.</li> <li>- Conduct gender equity classes with students in grades 7, 8, and 10 in CFC target area</li> <li>- Conduct workshops with students in grades 9, 11 and 12 in CFC target area</li> <li>- Conduct women's rights day celebration</li> <li>- Project yearly reflection</li> <li>- Building on communication with partners, NGOs, and authorities.</li> <li>- Attend monthly meetings with partner NGOs and authorities who are working on gender equity projects.</li> <li>- Conduct home visits.</li> <li>- Conduct counseling sessions with students who have dropped out, are absent from school or have economic issues.</li> <li>- Develop lesson plans and slide lessons.</li> <li>- Attend capacity-building training.</li> <li>- Sending students to professional schools or finding jobs for them</li> </ul>
Community	<ul style="list-style-type: none"> <li>- Conduct the community dialogue with parents in the commune of CFC target area</li> <li>- Create and research positive parenting and gender roles &amp; stereotypes.</li> <li>- Approach men/boys as partners to combat gender inequality.</li> <li>- Cooperate with Education Early childhood project to conduct community dialogues.</li> <li>- Conduct parents meeting with parents in CFC target area</li> </ul>
Curriculum	<ul style="list-style-type: none"> <li>- Create effective lesson plans for gender classes and focus on redefining a masculine man.</li> <li>- All Gender Equity lessons will be divided by grade level to learn.</li> <li>- Will learn to practice counseling skills more from Google website or capacity-building training.</li> <li>- Create tools and analyze data to measure outcomes of student understanding.</li> <li>- on early marriage/teen pregnancy</li> <li>- Integrate projects with Early Childhood Education program.</li> </ul>
School/Grounds	<ul style="list-style-type: none"> <li>- Use billboards, slogans, books, and posters with positive and equitable messages in school environment.</li> <li>- Decorating the counseling room to make students feel comfortable, confident, relaxed, and safe.</li> </ul>
Other	<ul style="list-style-type: none"> <li>- Will work with primary schools to promote gender equity awareness among teachers at primary level.</li> <li>- Will cooperate with other CFC programs to build communication and learning from each project.</li> </ul>

## 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

N <sup>o</sup>	Teacher Name	M /F	Position	School	Level of Education
1	Thy Tevea amrit	Male	ICT teacher	Bakong HS	Complete bachelor
2	Morn Socheng	Male	ICT teacher	Bakong SS	Complete bachelor
3	Mut Sivoun	Female	STEM teacher	Aranh Sakor CFC HS	Complete bachelor
4	Thy Bounthea	Male	ICT teacher	Aranh Sakor CFC HS	No bachelor degree
5	Lia Piseth	Male	STEM teacher	Bakong HS	Complete bachelor
6	Thoeun Thearom	Male	ICT Teacher	Bakong HS	Complete bachelor
7	Lach Pich	Male	ICT Teacher	Aranh JHS	Complete bachelor

#### ❖ Description & Development

- Integrate subjects such as Ms. Office basic, Advanced Office and Living in an Online World had been updated in order to fit with the current level 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.
- Curriculum, information, and communication technology is teaching students in the classroom.
- STEM teachers lead 20 students to present their work at the results conference 2022-2023.
- Has registered internet contraction for 7 schools of CFC target school.
- STEM teachers lead the student to join the science event competition on July 07, 2023 at Aranh Sakor CFC high school.
- Google sites training to health program.
- A STEM teacher at Bakong high school has joined industry 4.0 workshop.
- STEM and ICT teacher display the STEM project , material related to ICT curriculum in Career Fair day event on 03-04 July 2023 at Bakong and Aranh High school.
- ICT and STEM teacher helped to add the score to the schools system.
- Got 5 computers donation from Dongdikor organization to STEM at Bakong high school.
- Bought 5 computer to STEM lab at Aranh HS donation from Yue Family.
- We got the computer security box to STEM lab at Aranh HS donation Yue Family.
- We got 2 3D printer from using in STEM lab donation from Yue Family.
- We bought a computer for ICT program manager.
- STEM teacher at Aranh lead 9 student to join Moey competition on 29-01,December 2023 about “ Food related to STEM ”.
- Two STEM teachers have visited STEM robotic Cambodia competition in Phnom Penh on 16, December 2023.
- Update more about ICT and STEM curriculum to make the student easy to understand and easy to learn.

#### ❖ Curriculum and programming:

- **Teacher:**
  - ICT Program provide 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 on line world (Grade9&10)		STEM (Grade11)		Game Development (Grade11)							
	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023
Aranh Cuthbert JHS	389	344	244	227	85	115	0	0	0	0	1	1	1	1	0	0
Bakong Motwanni JHS	488	431	336	293	152	138	0	0	0	0	1	1	1	1	7	0
Aranh Sakor CFC HS	268	188	0	0	235	188	28	21	9	0	3	2	2	2	0	0
Bakong HS	1,198	1,065	368	304	771	761	59	22	9	0	3	3	3	3	0	0
<b>TOTAL</b>	<b>2,343</b>	<b>2,028</b>	<b>948</b>	<b>824</b>	<b>1,243</b>	<b>1,202</b>	<b>87</b>	<b>43</b>	<b>18</b>	<b>0</b>	<b>8</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>0</b>

- Note: there were some changes for ICT program in 2022-2023. 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. Academic year 2024 will be a bit challenging because Covid 19 so schedule for students learning will be changed sometimes as well.

❖ Chart # of Inventory/Maintenance

Inventory types		Purchased	# Donated	# Repaired	# Can' t repair /Disposal	Assigned/still in used														
						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	ECE	ICT/ Storage	CFC center	#Total
Computer	2021-22	0	0	55	16	25	28	55	34	0	0	0	0	0	41	10	0	3	0	196
	2022-23	0	0	75	7	37	27	47	32	0	0	0	0	0	44	0	0	2	0	189

Projector	2021-22	0	0	1	1	3	0	3	1	0	1	0	0	0	1	0	0	0	0	9
	2022-23	0	0	0	0	2	1	3	1	0	0	0	0	0	2	0	0	0	1	9
Printer	2021-22	0	0	2	0	5	0	1	0	1	2	0	0	0	0	1	0	0	0	10
	2022-23	0	0	6	2	3	0	0	0	1	0	0	0	0	0	1	0	0	3	8
Camera	2021-22	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	0	3
	2022-23	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	0	3
Video Camera	2021-22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3
	2022-23	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Tablet	2021-22	0	25	0	0	0	0	0	0	0	15	0	0	26	1	10	0	0	0	52
	2022-23	0	65	0	0	0	0	0	0	12	13	13	12	0	0	26	15	0	0	91
<b>Mobile labs – for checking out / teacher use</b>																				
Computer	2021-22	0	0	0	1	2			1					6						9
	2022-23	0	0	0	1	2			1					6						9
Projector	2021-22					1	1		1											3
	2022-23					1	1		1											3
Printer	2021-22																			0
	2022-23																			0
Camera	2021-22																			0
	2022-23																			0

- **Note:** There were 198 computers in 2022-2023 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"> <li>- Some students in CFC school targets still don't understand clearly about STEM goals especially, the integration of Technology and Science subjects.</li> <li>- Sabaicode and ICT student too much absent in class</li> <li>- STEM Curriculum are not fully update, difficult to explain to students.</li> </ul>	<ul style="list-style-type: none"> <li>- Enhance STEM Robotic and Game Development classes in order to create new things to highlight the beneficial of science and technology classes.</li> <li>- Meeting with principal to resolved students absent and make strong contraction for Sabaicode students.</li> <li>- Continue to update STEM Curriculum.</li> </ul>

- 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.	- Present about “teach less learn more” to ICT teachers.
- New STEM and ICT teachers still not 100% clear of the ICT and STEM Curriculum because they joined half way through the year.	- Present about ICT and STEM Curriculum and make the teachers clear about ICT Vision and ICT Curriculum goals and model to them about 21st Century teaching styles.

❖ **Chart: Goals 2023/2024**

<b>Area</b>	<b>Goal 2023-2024</b>
<b>Staff</b>	<ul style="list-style-type: none"> <li>- Continue training to school staff and CFC staff by following the topics.</li> <li>- Conduct weekly meetings with the ICT and STEM teachers to provide more understanding about the ICT and STEM Program</li> <li>- New STEM teachers to receive more training about STEM curriculum and technology and google site updating.</li> <li>- Find the trainer to train more about new technology to STEM and ICT teacher to develop ICT program</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>- Create technology events to get the community and students to understand the importance of science and technology.</li> <li>- Try to connect with other Universities or organizations to get more information and share about CFC’s ICT program.</li> </ul>
<b>Curriculum</b>	<ul style="list-style-type: none"> <li>- Living in an online world, computer basic advanced office will continue to provide to students from grade 7 to grade 10.</li> <li>- STEM Robotics will continue to be provided to specific students or science students in grade 11.</li> <li>- Continue to update all ICT courses.</li> <li>- Continue to develop ICT vision and implement 3 years plan.</li> <li>- Continue updating STEM curriculum.</li> <li>- Give opportunity to STEM student who interest on technology to learn with Sabaicode.</li> </ul>
<b>School</b>	<ul style="list-style-type: none"> <li>- Work closely with principals to integrate ICT into core classes after training.</li> <li>- Prepare own STEM lab at Aranh HS and Bakong HS</li> <li>- Provide computers to STEM Lab for the students to use for learning and researching.</li> <li>- Collect all student information such as : student have divide or not have, Contact Number and other. In order to adapt to the situation in a context where students are required to teach online instead of in-class.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>- Update maintenance and equipment request form and to be clear about inventory.</li> </ul>

## 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

N <sup>o</sup>	Teacher Name	M /F	Position	School	Level of Education
1	Khy Kimchhoeun	F	ESL Program Assistant	All Primary Schools	Master of Education (M.E.D)
2	Chhoy Chanra	M	ESL teacher	Bakong	Master of Education (M.E.D)
3	Beng Sarom	F	ESL teacher	Aranh	Bachelor of English
4	Mean Danith	M	ESL teacher	Kong Much	Bachelor of Social Science and Law
5	Chhoeut Chanty	F	ESL Teacher	Amelio	Bachelor of English
6	Lav Pov	F	ESL teacher	Kravann	Bachelor of Arts (Tourism Management)

### ❖ Description & Development

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

1. Students' learning - centered.
2. Instruction is teacher-supported through inquiry and project-based lessons.
3. Play games of learning.
4. Relationships of students learning.
5. Time for reflection to supports both teaching and learning.





		Total	Total	Total	Total	Total	Total	Total	Total	Total	Total
1	Amelio PS	5	5	89	82	52	45	37	40	0	0
2	Aranh PS	6	5	60	74	46	52	14	22	0	0
3	Bakong PS	6	6	92	118	26	40	44	30	22	48
4	Kongmuch PS	6	6	123	107	73	55	38	32	12	20
5	Kravann PS	6	6	131	134	48	60	48	50	35	24
<b>TOTAL</b>		<b>29</b>	<b>28</b>	<b>495</b>	<b>515</b>	<b>245</b>	<b>252</b>	<b>181</b>	<b>174</b>	<b>69</b>	<b>92</b>

❖ Chart: Average scores

Nº	School	Teacher's Name	Pilot 1		Pilot 2		Pilot 3	
			2021-2022	2022-2023	2021-2022	2022-2023	2021-2022	2022-2023
1	Amelio PS	Chhoeut Chanty	56.75%	57.50%	65.90%	66.00%	N/A	N/A
2	Aranh PS	Beng Sarom	66.50%	60.00%	71.50%	72.00%	N/A	N/A
3	Bakong PS	Chhoy Chanra	66.00%	67.70%	60.77%	63.50%	75.50%	76.00%
4	Kongmuch PS	Mean Danith	83.00%	83.00%	88.00%	85.50%	80.21%	80.00%
5	Kravann PS	Lav Pov	80.50%	81.00%	82.80%	82.50%	70.00%	70.00%

❖ Chart: Challenges / Solutions Chart: Challenges & Solutions

Challenges	Solutions
- Not many students joined the ESL classes we had around 35 %-40 % from grade levels	- Will have a talk with principals and parents to encourage their children more involved in online classes.
- Some state school teachers seem to ignore to pushing their students to join the ESL classes for all levels.	- Meeting with School Principals very often to report students' numbers in the ESL classes.
- Students do 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 teacher to the state school teachers' monthly meeting.	- Meeting with the CFC ICT team to find out good solutions for making the internet better for countryside students.
- Techniques of teaching and classroom management had limited for all ESL teachers	- Seeking some places to provide a training on techniques of teaching and classroom management to all ESL teachers to improve their teaching.

❖ Chart: Goals- 2023/2024

Area	Goal 2023-2024
Staff	<ul style="list-style-type: none"> <li>- Need more training on technology for teachers,</li> <li>- Need to improve pronunciations drill in English to teach students</li> </ul>

	<ul style="list-style-type: none"> <li>- Need to get more demonstration demonstrations of how to work with volunteers in ESL classrooms.</li> <li>- Need to improve more on communication well with another department to get more training about the technique of teaching and classroom management in some places in Siem Reap Province.</li> <li>- Provide a lot of support with techniques of teaching and classroom management very often, especially to new ESL teachers.</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>- All ESL teachers will take parents/student parents/student sport when their children were absent/ did classes well</li> </ul>
<b>Curriculum</b>	<ul style="list-style-type: none"> <li>- To improve teachers to work well with slow learners and encourage students with their pronunciation, encourage students to speak the English they have learned with volunteers and others</li> </ul>
<b>School/Grounds</b>	<ul style="list-style-type: none"> <li>- Classroom will clean all time before class, and good environment to make students attractive learning</li> </ul>
<b>Other</b>	