

# Care Management Plan

## Tanzania



### OVERVIEW

#### Company Mission

Our company mission is to make it the norm for young men and women from developed countries to live and work as volunteers in a developing country; they should work on projects which have a clearly favourable impact on host-communities. In this way, we will continue to create a multi-national community with a passion to serve and to inspire.

#### Care Programme Mission

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

#### Background Information

In Tanzania, approximately 60% of children between the ages of 0-2 years old are stunted, which means they cannot reach their full potential and will be at a disadvantage when enrolling in primary school. Only 42% of children are enrolled in preschools. For those able to attend preschool, the classes have inadequate learning materials and are short of play supplies. In 2011, it was found that only 15% of government preschool teachers have a preschool certificate.<sup>1</sup>

UNICEF found that over one-quarter of females and one in five males aged 13 to 24 years old have lost one or both parents before they reached 18. 36% of orphaned females reported experiences of childhood sexual violence and 31% of females aged 13 to 24 years old who lost one or both parents before the age of 18 reported experiencing emotional violence.<sup>2</sup>

#### Partners

Projects Abroad Tanzania registered as a non-governmental organisation (NGO) in 2011 and is based in Dar es Slaam and Arusha. We work with a variety of different Care placements and have built strong relationships with each one. In recent years, we have formed a strong partnership with a remote Maasai community on the outskirts of Arusha.

We work closely with special needs schools (Patandi and Sinza), orphanages (Tumaini and Chakuwama), kindergartens, day care centres (Grace Day Care Centre and Samaria) and centres for street children (CHISWEA). We have Memorandums of Understandings with most of our placements and regularly consult the director of social services.

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<sup>1</sup> [http://www.unicef.org/tanzania/6911\\_10629.html](http://www.unicef.org/tanzania/6911_10629.html)

<sup>2</sup> [http://www.unicef.org/media/files/VIOLENCE\\_AGAINST\\_CHILDREN\\_IN\\_TANZANIA\\_REPORT.pdf](http://www.unicef.org/media/files/VIOLENCE_AGAINST_CHILDREN_IN_TANZANIA_REPORT.pdf)

## GOALS

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

### 1.) Increase numeracy

Studies show that only three out of 10 students in Standard 3 can add, subtract and multiply at the appropriate level. This means that seven out of 10 pupils (70%) complete Standard 2 without meeting the appropriate numeracy standards. As over 80% of our Care placements work with children who are preparing for, or who are at school, it is our aim to ensure these students are at the appropriate academic level for their age.

### 2.) Improve English

Studies show that only one in 10 Standard 3 pupils can read a basic English story; even most Standard 7 students cannot read a basic English story. It is often not until Standard 5 that children can read a basic English story from Standard 2. Projects Abroad aims to ensure that children are brought up to the appropriate level so that they can complete their requisite standard.

### 3.) Promote early childhood development

Early childhood is the period from birth to eight years of age. It is critical to a child's cognitive, social, emotional and physical development.<sup>3</sup> Early education and preschool programmes enhance children's language and maths test scores, behavioural skills and long-term educational attainments.<sup>4</sup>

Due to competitiveness in the education system and the high standards expected of students, children must begin learning at an early age. Studies indicate Tanzanian children are underperforming, thus starting education early is essential. By working with day care centres and orphanages, Projects Abroad is in a good position to foster an effective learning environment for the children we work with.

### 4.) Improve hygiene levels of the children

Many of the orphanages and centres we work with care for children who have not previously received the necessary attention the average child receives in two-parent home. Volunteers provide education to these children by showing them the importance of keeping good levels of hygiene and keeping themselves and the areas around them clean.

### 5.) Increase emotional support and care to the children

Many of the children grow up without one or both of their parents due to the impact of poverty. They are often left at home or in institutions with little stimulation or company. Children without parental care are at a higher risk for discrimination, inadequate care and abuse.<sup>5</sup>

We are increasingly working with children who have been abandoned or living on the streets. Many of the children have been severely traumatised or come from very difficult homes. They have lacked

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<sup>3</sup> [http://www.unicef.org/lac/Inequities\\_in\\_Early\\_Childhood\\_Development\\_LoRes\\_PDF\\_EN\\_02082012\(1\).pdf](http://www.unicef.org/lac/Inequities_in_Early_Childhood_Development_LoRes_PDF_EN_02082012(1).pdf)

<sup>4</sup> [http://siteresources.worldbank.org/EDUCATION/Resources/278200-1099079877269/547664-1099079922573/ECD\\_LAC.pdf](http://siteresources.worldbank.org/EDUCATION/Resources/278200-1099079877269/547664-1099079922573/ECD_LAC.pdf)

<sup>5</sup> [http://www.unicef.org/publications/files/Children\\_and\\_the\\_MDGs.pdf](http://www.unicef.org/publications/files/Children_and_the_MDGs.pdf)

stability and emotional support for most of their early years. Projects Abroad aims to ensure the children grow up in a caring, loving environment in the hope that they may begin to live more comfortably.

### **6.) Improve the level of stimulation to each children**

Many of the staff at the placements do not have formal training in leading group activities and education. They also lack the ability to stimulate the children and keep them engaged in a positive learning environment. Volunteers help increase stimulation, participation, overall performance and development of the children.

### **7.) Improve the quality of life for those living with disabilities**

To be born with a disability in a developing country is more difficult than in most other places. It is our aim to increase the quality of life of these children by improving the treatment they receive and by preparing them to become more independent and self-sufficient. Volunteers help enhance their motor skills and monitor their learning ability, preferences and dislikes.

### **8.) Improve the quality of life for street children and abandoned children.**

Many children who are abandoned or on the street do not know who to turn to for help and thus become involved in street crime and use drugs. Centres are available, however they are often only designed to meet the basic needs by providing shelter and food. Volunteers encourage these children, especially older ones, to learn and get involved in vocational training.

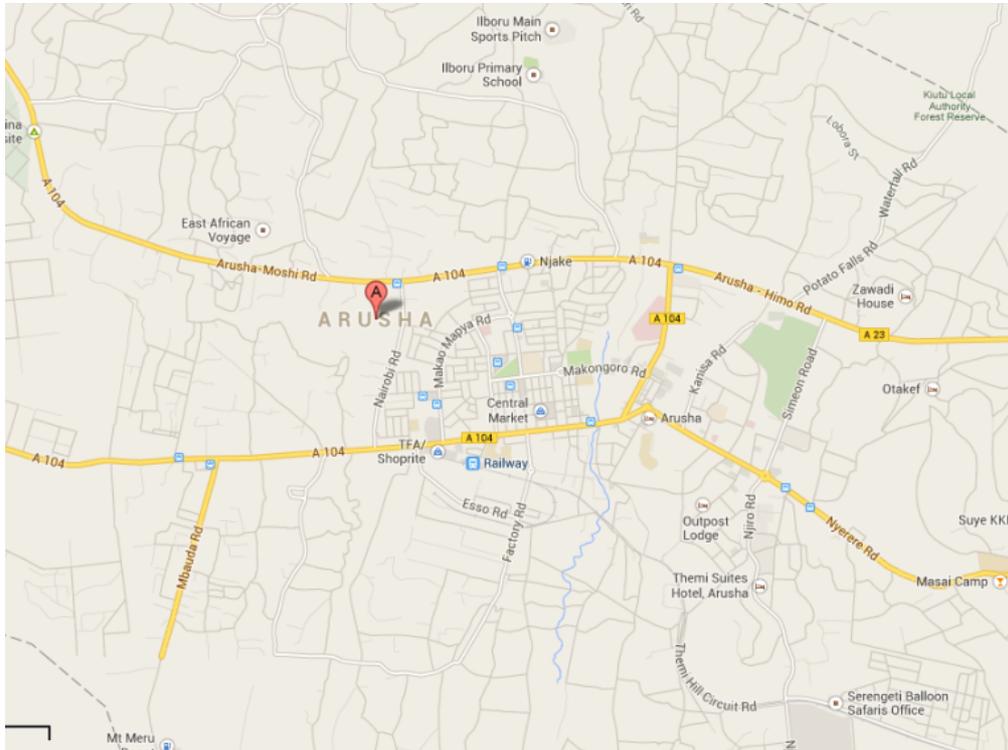
There is also a great need for children to take part in activities where they can relieve their frustrations through martial arts, art, music, etc. Accessing these centres is vital and volunteers create awareness so the children understand and know where help is if they need it.

## **RESOURCES**

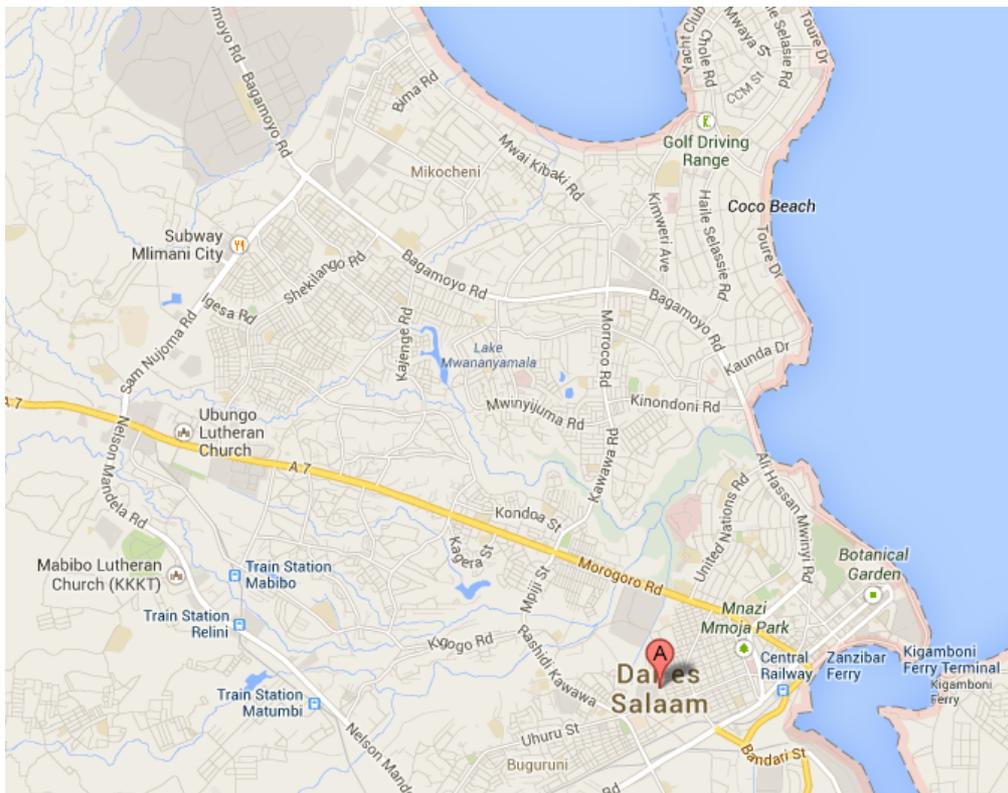
- a.) 220 (average) Care volunteers per year
- b.) One x Projects Abroad Care Supervisor
- c.) Projects Abroad resources
- d.) Monthly workshops/ discussion sessions conducted by the staff
- e.) Books, stationery, games, PC and Internet access at the Projects Abroad office
- f.) Financial capacity for community work, volunteer support, etc.

# LOCATION OF PLACEMENT

## Arusha



## Dar es Salaam



## MONITORING & EVALUATION

- a.) Regular feedback from our partner placements
- b.) Onsite visits by staff
- c.) Feedback from Projects Abroad staff
- d.) Volunteer workshops and discussion session – attendance, feedback and significant outcomes to be tracked by staff
- e.) Volunteer Debriefing forms and End of Placement Feedback forms
- f.) Early Childhood Care and Development (ECCD): Overall development status of children recorded after six months. Analysed by placement, area (motor, social and cognitive) and age. Results are compared with international standards. Based on this data, more resources are focused on problem areas
- g.) Children's feedback: through monthly informal discussions with the children and observation of behaviour
- h.) Biannual Placement Evaluation Feedback
- i.) Test results
- j.) Health check up results
- k.) Carry out regular assessments using the UWEZO6 criteria

Projects Abroad			
Care Programme - Tanzania			
	INDICATORS	MONITORING (MEANS OF VERIFICATION)	ASSUMPTIONS
<b>Company Mission:</b> (the change we want to see in greater society)			
Our company mission is to make it the norm for young men and women from developed countries to live and work as volunteers in a developing country; they should work on projects which have a clearly favourable impact on host-communities. In this way, we will continue to create a multi-national community with a passion to serve and to inspire			
<b>Care Programme Mission:</b> (the change we want to see for the target group)			
Our Care programme mission is to provide sustainable educational support, care and protection to disadvantaged children and vulnerable groups to enhance their physical, social, emotional and cognitive development			
2014 is the implementation and mind-set changing year. Head Office-led status reviews will take place every 3 months. We expect to have the foundations of the new Care programme in place by the end of 2014			
1. Onsite visits 2. Placement staff feedback 3. Projects Abroad staff feedback 4. Volunteer feedback (DQs & EOPF) 5. Children feedback 6. Test results			
1. Number of volunteers does not drop considerably 2. Number of volunteers with a good grasp of English does not drop considerably 3. Political and civil stability in the countries we work 4. No natural disasters that could affect our work			
<b>Goal 1:</b>			
<b>INCREASE NUMERACY</b>			
	<b>Actions:</b>		
1.1	For a minimum of 1 hour per week research and document new learning and teaching aids		
1.2	Volunteers to take 2 remedial classes each week for slowest learning children		
1.3	One-on-one lessons		
1.4	Conduct quarterly assessment using Uwezo documents to assess progress of each child		
1.5	Work with teachers to improve classroom rules and methods of discipline		
<b>Goal 2:</b>			
<b>IMPROVE ENGLISH</b>			
	<b>Actions:</b>		
2.1	Each volunteer to hold 2 Reading Club sessions (after school reading) classes per week at their placement		
2.2	For a minimum of 1 hour per week research and document new learning and teaching aids		
2.3	Produce new learning aids each month		

2.4	Ensure each child improves their ability to read and write (to the expected level in their curriculum) by the end of 2014			
2.5	Record on a weekly basis activities and resources that are successful with the child			
2.6	One-on-one lessons			
2.7	Conduct quarterly assessment using Uwezo documents to assess progress of each child			
2.8	Work with teachers to improve classroom rules and methods of discipline			

**Goal 3:**

**PROMOTE EARLY CHILDHOOD DEVELOPMENT**

	Actions:			
3.1	Carry out 4 remedial classes per month for those identified as slow learners			
3.2	For a minimum of 1 hour per week research and document new learning and teaching aids to focus on the 4 key areas of ECD			
3.3	Create weekly activity timetables to focus on 4 key areas of ECD			
	i. Physical - morning exercise, sport and dancing			
	ii. Social - introduce team games and group activities			
	iii. Emotional - meditation and counselling			
	iv. Learning - classroom activities			
3.4	Volunteers to have weekly meetings with the caregiver to assess what the placement needs for the following week			
3.5	Ensure no child is left by themselves for a substantial length of time			
3.6	Create team games where all the children are included			
3.7	Engage children in regular games and activities to improve their attention span			
3.8	Create a behavioural chart and update daily for all children in order to identify and monitor the times when the children are most challenging			

**Goal 4:**

**IMPROVE HYGIENE LEVELS OF THE CHILDREN**

	Actions:			
4.1	Give 2 lessons per month to children about brushing their teeth and basic hygiene			
4.2	Each day allocate a time to check placement is clean and safe (no harmful object or hazards)			
4.3	Create games to make cleanliness fun			
4.4	Do basic hygiene checks 3 times per day (before meal time and bed)			

**Goal 5:**

**INCREASE EMOTIONAL SUPPORT AND CARE TO CHILDREN**

	Actions:			
5.1	Run 12 workshops per year on sexual abuse and child safe practices			
5.2	Increase awareness of signs of child abuse			

5.3	Ensure all volunteers receive a copy of our Child Protection Policy			
5.4	Ensure activities are aimed at involving everyone (improving team participation)			
5.5	Ensure no child is left by themselves for a substantial length of time by doing headcounts when each new activity starts and ensuring children have activities to engage in during break times			
5.6	Provide workshops on child safe practices			
<b>Goal 6:</b>				
<b>IMPROVE THE LEVEL OF STIMULATION TO EACH CHILD</b>				
	Actions:			
6.1	Engage children in regular games and activities to improve their attention span			
6.2	Create a behavioural chart and update daily for all children in order to identify and monitor the times when the children are most challenging			
6.3	Create a rota for one-on-one remedial classes			
<b>Goal 7:</b>				
<b>IMPROVE THE QUALITY OF LIFE FOR THOSE LIVING WITH DISABILITIES</b>				
	Actions:			
7.1	Create a behavioural chart for all children in order to identify and monitor the times when they are most challenging			
7.2	Introduce creative activities to help develop motor skills			
7.3	Introduce a record keeping system for each placement and maintain it for each child on a monthly basis, including profile of child, learning ability, preferences, dislikes, etc.			
<b>Goal 8:</b>				
<b>IMPROVE THE QUALITY OF LIFE FOR STREET CHILDREN AND ABANDONED CHILDREN</b>				
8.1	Carry out vocational training to help ensure independence and self sufficiency in the future: simple information on how to start a small business, learning a trade (jewellery making, knitting etc.)			
8.2	Increase accessibility of centres where children can go via street work associations			
8.3	Offer different outlets for any frustration they may have e.g. martial arts, art, music, etc.			