

# Teaching Management Plan

## Mongolia



### OVERVIEW

#### **Company Mission**

Our mission is to encourage young people to volunteer for worthwhile work in developing countries. We expect that doing this kind of voluntary work will in time become the norm. As more and more people join us, we aim to create a multi-national community with a passion to serve, to learn, to understand, to teach, to inspire, and to be inspired.

#### **Teaching Programme Mission**

Our Teaching programme mission is to provide sustainable educational support within disadvantaged schools and communities to reduce inequality in education. Through our volunteers, we aim to empower underprivileged students by improving their future prospects and equipping them with the skills needed to actively engage in a multi-national community.

#### **Background Information**

The Mongolian education system experienced major changes during Soviet times adopting Russian Cyrillic alphabet and following Soviet Education system. In the 1990s, Mongolia stopped following the Russian education system and suffered from some setbacks. Mongolia recently adopted 12 grades of study, rather than 10, before university as a requirement.

Whilst the country is moving in the right direction, there remain serious concerns regarding the quality of education provided, notably in language classes. Students begin to learn English when they complete their primary school at the age of 11; however, English teachers at local schools do not have good English conversational skills as they do not get to speak English often. Therefore, there are many students who attend expensive language courses in order to improve their English while some students cannot afford to attend language courses and get left behind. In an attempt to provide an English education relevant to local needs, Projects Abroad volunteers are greatly desired at local schools. The students whose parents earn low, lower-middle, and middle income can greatly benefit from having volunteer teachers who can help those students to compete equally with students who attend expensive private schools with native speaking teachers.

If volunteers request to teach English to younger children, we cooperate with kindergarten "Amila" where children aged from 4 to 6 years old learn English. These volunteers can teach basic English words, songs, and organise fun activities.

#### **Partners**

Projects Abroad Mongolia partners with "School Number 13" as our main teaching placement, a public school where most children from poor areas of the city attend. Most of the students from this school cannot afford to pay expensive English course fees, but are eager to learn English. Since 2012, more than 50 volunteers have been placed at this school, and the English skills of both teachers and students have improved thanks to our volunteers' effort.

Last year, we partnered with "Mongolian 4H Youth Organisation" where we hosted a group of teaching volunteers during the summer holidays. It is a non-profit organisation that recruits students from all over the city and sometimes from the countryside. We help provide free English education during school holidays through this partnership. We also cooperate with "Amila" kindergarten for volunteers who wish to teach English to younger students.

## GOALS

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

### **1. Improve English**

Improving English skills of middle and high school students at public schools will help these students pass second language tests required to enter university after graduation. Students in public schools are far behind compared to students in private schools, highlighting the gap between students' language skills depending on their parents' income level. Therefore, Projects Abroad Mongolia is helping to close this gap for as many students as possible through our volunteers. Volunteers, in particular native speakers, can offer invaluable help in improving the students' and also the teachers' phonetics, pronunciation and grammar.

### **2. Improve classroom support**

With large classes and very limited resources, it is difficult for teachers to maintain discipline, deliver creative teaching methods and offer personalised support to students struggling to keep up. To improve classroom support, volunteers will work with local teachers as well as students who are struggling. Volunteers can meet local teachers, have discussions with them, and give them ideas about new methods of teaching. PRO teaching volunteers can give workshops to teachers on different teaching styles, positive discipline, and improve lesson materials.

### **3. Improve teaching techniques**

An absence of comprehensive teacher in-service training, a national teacher accreditation system, set national standards and training programmes often means that the knowledge and competence of new teachers varies from school to school. Knowledge and techniques are often outdated, and teaching methods lack interaction and creativity. This can have a damaging lasting effect on students' future education and professional capacities.

Volunteers are able to bring in a variety in the teaching and learning techniques as well as offer personalised teaching support to students identified as slow learners. Volunteers can research and develop new exercises, mini-tests, and presentations for the local teachers. Group oriented study and lessons can help improve teamwork

### **4. Encourage learning through creativity**

The country's new system aims for the acquisition of skills needed for work and life; however, the curriculum and teaching practices are not in line with these goals. The curriculum continues to be by rote, too theoretical and traditional, and teaching remains teacher-centred rather than interactive. Memorisation is given priority over critical and creative thinking, and neglects teamwork<sup>1</sup>. Encouraging learning through creativity is very important because it could help increase the interest levels of students, notably when learning a language. As most local teachers can only rely on textbooks and teaching grammar, encouraging the students to play games, write stories, and give presentations in English will help students to use the language creatively and help with their spoken English.

## 5. Improve the safety and cleanliness standards of the learning environment

Many public schools lack suitable physical infrastructure and cleanliness due to the lack of government funding. These factors are detrimental to students' motivation to learn and many of them are unaware of the importance of having a suitable learning environment. We work with the school to help improve their safety and cleanliness standards. Improving cleanliness standards of the learning environment will help students to be aware of being clean not only at home but schools and their communities. It is important to increase awareness of recycling and hygiene to the students as schools do not have as many resources to promote these. Projects Abroad volunteers from developed countries can be good promoters of cleanliness standards and to talk about importance of recycling.

## RESOURCES

<b>Human Resources</b>	Average 15 volunteers per year Projects Abroad global staff teams Placement staff support
<b>Physical Resources</b>	Projects Abroad offices Placement materials
<b>Online Resources</b>	Volunteer Resources Database Myprojectsabroad webpages
<b>Financial Resources</b>	Monthly budgets for overall operations Donations to specific projects or placements
<b>Intangible Resources</b>	Reputation in destination communities Goodwill; genuine desire to help Expertise

Projects Abroad provides a range of resources for each of our programmes. These fall into four interdependent categories:

**Human:** Volunteers themselves are our most crucial asset in achieving our goals. Through their creativity and energy, all of our ambitions can be realised. Another central support team is our extensive network of Projects Abroad staff worldwide, dedicated to supporting volunteers and achieving our company mission. We also depend greatly on the staff in all of our placements; whose support guides volunteers through their daily activities.

**Physical:** Projects Abroad has offices in all of our destinations, where volunteers can come to speak to staff or attend workshops. There are also office materials and placement supplies available to volunteers.

**Online:** The Volunteers Resources Database and myprojectsabroad webpages all provide vital support before, during and after their placements.

**Financial:** Funds for all of Projects Abroad's work come solely from volunteer placement fees. These are distributed via monthly budgets, to ensure fair allocation of funds for each destination. Occasionally volunteers may also send donations directly for a specific placement or project.

**Intangible:** The good reputation of volunteers in local communities is what makes our work possible. This reputation has been earned over years of dedicated volunteer contribution. This is supported by the combined knowledge of our extensive staff network. With over 700 staff across every continent, we are proud to be a diverse and accomplished team.

## MONITORING & EVALUATION

- Placement visits
- Volunteer workshop sessions
- Staff meetings
- Volunteer Resources Database
- Feedback evaluation

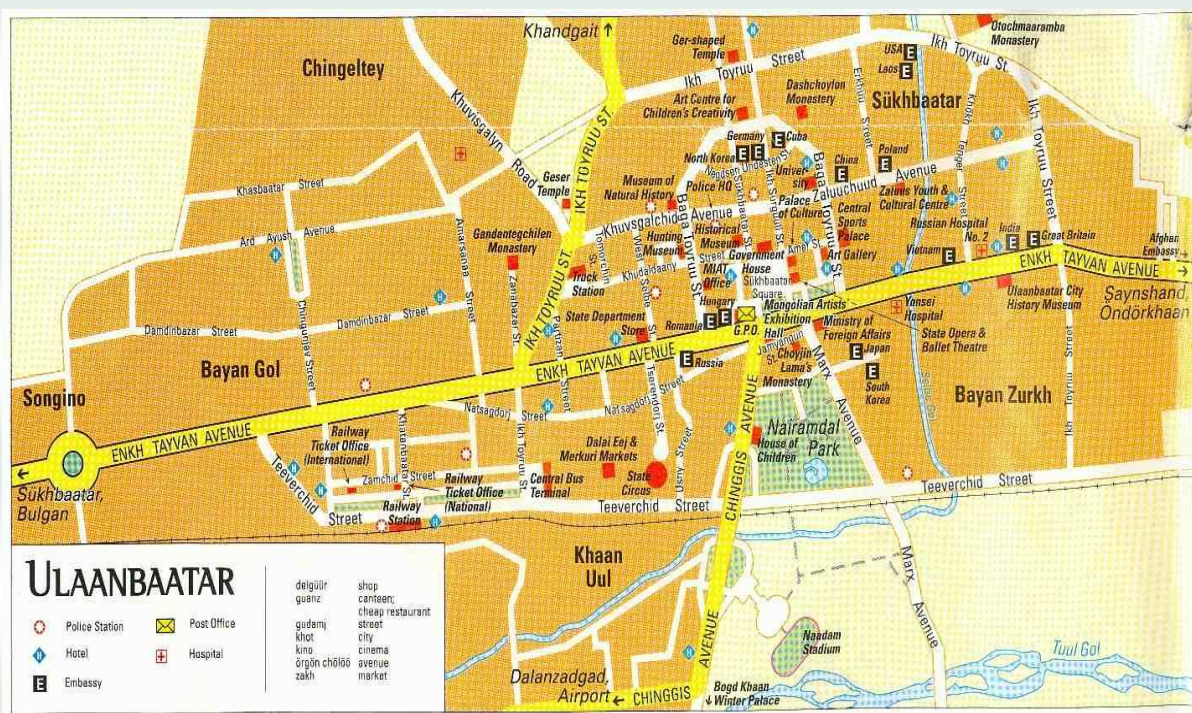
**Physical monitoring:** Through placement visits and volunteer workshops, volunteers are in frequent contact with staff members, who will observe and advise volunteers in action. Staff participate in regular meetings to discuss best practices within and between destinations.

**Online monitoring:** The Volunteer Resource Database is platform for staff and volunteers to share and develop ideas.

**Feedback evaluation:** Feedback from placement staff, Projects Abroad staff and volunteers is continuously gathered and used to inform future plans.

## LOCATION OF PLACEMENTS

Map of Ulaanbaatar: School #13 and Amila are located in Bayan Gol, 4H Youth Organisation is in Khan-Uul District.



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<sup>i</sup> <http://unesdoc.unesco.org/images/0021/002113/211308e.pdf>

**Projects Abroad  
Teaching programme (Mongolia)**

**INDICATORS      MONITORING (MEANS OF VERIFICATION)      ASSUMPTIONS**

**Company Mission: (the change we want to)**

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

**Teaching Programme Mission: (the change we want to see for the target group)**

Our Teaching programme mission is to provide sustainable educational support within disadvantaged schools and communities to reduce inequality in education. Through our volunteers, we aim to empower underprivileged students by improving their future prospects and equipping them with the skills needed to actively engage in a multi-national community.

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 with a good grasp of English does not drop considerably
3. Political and civil stability in the countries we work
4. No natural disasters that could affect our work

**Goal 1: (what we want to achieve)**

**Improve English**

Actions: (the tasks that need to take place to achieve the goal)

1 Create and manage a Projects Abroad Library of English language story books. Volunteers can sign books in and out for when they use them on placement.

1 Incorporate at least 1 special reading class per week, focusing on one-on-one or small group reading. (It can be organized in PA office)

1 Create a resource centre of flash-cards and other English learning materials

1 Establish a weekly after school English conversation club. 1 hour small group sessions on a chosen topic each week. (It can be organized in PA office)

2 Allow a regulated time-period per week to implement spelling tests/pronunciation exercises/reading practice in the classroom.

2 After school club for Teachers to improve their English. (available from Sept until end of May)

2 Introduce X SOLE (Self Organized Learning Environment) sessions each month to emphasise / strengthen topics in the curriculum (already experimented with in Romania and South Africa)

1,8 Use creative techniques to help improve the listening and speaking skills of student's e.g. role plays, acting and drama, games.

1,9 Introduce realistic daily role plays to focus on 'real life' conversational English.

**Goal 2:**

**Improve teaching techniques**

Actions:

2 Volunteers to create at least 4 teaching aids per month and present them to the teachers in workshops with other volunteers to be used in the classroom.

2 Arrange fortnightly "teachers meeting" for volunteers to get together and discuss tips, highs and lows.

2 Increase group-oriented study in order to improve individual autonomy and team work.

2 Create new exercises, mini-tests and presentations for the teachers.

**Goal 3:**

**Encourage learning through creativity**

Actions:

3	For a minimum of 1 hour per week research and document new teaching aids			
3	Volunteers to work with the placements to make learning environments visually appealing and educational to the students e.g. "word of the day wall" –whereby the volunteer displays a new word each day along with a definition and the students are tested on it the following morning			
3	Initiate story writing competitions/ poem writing which can then be presented to the class			
3	Engage children in regular games and activities to improve their attention span, stimulate their brains and encourage team work.			
4	Volunteers to do a presentation to their class on their home country, and divide class into groups to prepare a presentation on a topic of their choice.			