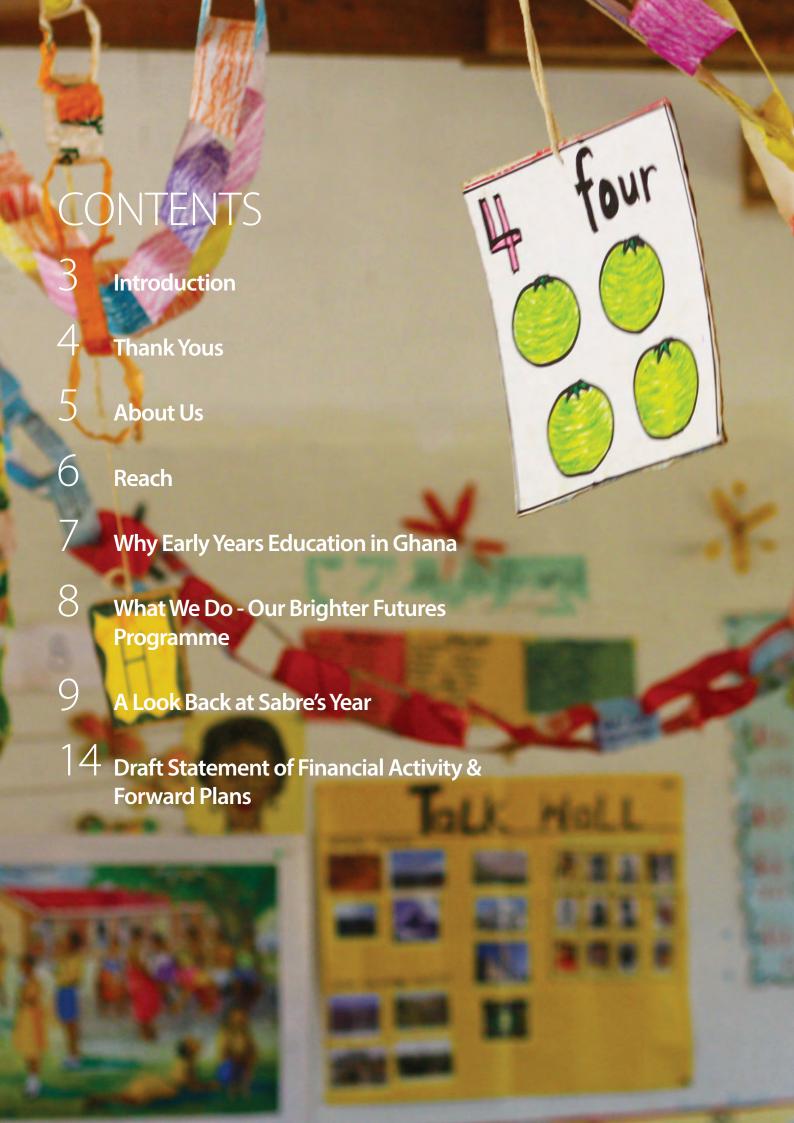


## ANNUAL REPORT 2017-18







## INTRODUCTION

Each year when I sit to write my introduction, I am wary of overloading it with superlatives as every year seems to have been our best year yet, but I think I can safely say this has been a really pivotal year in Sabre's journey. We opened and closed the year with awards, fittingly one for each aspect of our Brighter Futures programme: in May our 10-year school construction partnership with Arup was recognised at the UK Better Society Awards, and in March we were confirmed as a winner of the prestigious UNESCO-Hamdan Prize for our achievements in preservice teacher training.

We have also reached some significant milestones on each programme activity area. In Building Better Schools we handed over our eleventh and twelfth schools to the Ghana Education Service. We also presented our safe sustainable school design to the Minister of Education, and embarked on our first two fully contracted out projects with local contractors. On Transformational Teacher Training we successfully completed two years of work in the Central and Western Regions, gaining an 'A' grade from UK Aid Direct for our project. In addition, we published our full set of teacher training manuals – the first such comprehensive resource to be created in Ghana. We also presented the findings from an independent impact evaluation at the UKFIET global conference on Learning and Teaching for Sustainable Development.

In addition to our ongoing replication partnership with Afrikids in Ghana's Upper West Region, we have embarked on an exciting partnership with Opportunity EduFinance to take our teacher training methodology throughout their network of low-fee private schools in Ghana and East Africa and beyond.

The last twelve months have consolidated Sabre's position as a trusted implementing partner to the Ghanaian Ministry of Education on kindergarten education. We were privileged to contribute to two concurrent national reforms – the upgrading of initial teacher education to a four-year degree, and revision of the national early years curriculum.

To cap it all, we completed a comprehensive and highly participatory strategic review. As part of the review we have updated Sabre's name and brand, adopting 'Sabre Education' as our new name, and refreshing our logo.

Sabre's continued success is only possible thanks to the considerable dedication and commitment of our wonderful team in Ghana and the UK, and the unwavering support from our board, our donors and our partners. I would like to reserve a special mention to lan Bauckham who stepped down as our chair after six years' fantastic service, and welcome David Main to his new role as Chair.

Thank you all for making this our best year yet, medaase pa pa pa!

Dominic Bond, Chief Executive Officer, Sabre Education



## **THANK YOUS**

Addax & Oryx Foundation • AECOM • AECOM Ghana Exchange volunteer group • Allan & Nesta Ferguson Charitable Trust • Arup • Batavia High School Interact Club • Betsy Coles • Ben Coles • The Big Give • Blackmor Studios • Book Aid International • Brotherton Real Estate • British & Foreign School Society • Carmen Harris • Charlotte Allport • Comic Relief • Conker House Publishing • David Lawrie • Dubai Cares • The ELMA Foundation • Exertis • Ian Coles • Jackie McAngus • David & Jacqui Main • Jean Watkinson • The Marr-Munning Trust • Mayer Brown • Northern Realisations Ltd • Pat Flaherty • Pelican Post • Rachel Stevenson • Reach Cambridge • Rotary Club of Lostwithiel • Sevenhills Wholefoods • St James's Place Charitable Foundation • TEN Project Partners • Tullow Oil • UK aid from the UK government • UK National Commission for UNESCO • UNESCO • Lostwithiel Area University of the Third Age • Vitol Foundation • Vitol Upstream Ghana Ltd • The Waterloo Foundation • WMP Creative

## VISION

Helping all children succeed, by giving them the best possible early education.

## MISSION

To contribute to transforming the life chances of children in developing countries through our Brighter Futures programme.

## **ABOUT US**

Sabre Education is a partnership between two independent but linked education charities. In the UK, Sabre has been registered as a charity since August 2004 (No. 1105489). We have four employees who are responsible for general management, fundraising, financial and strategic reporting and global advocacy. We are also fortunate to have a long term volunteer Education Advisor.

In Ghana, Sabre Education is registered with the Department of Social Welfare (Reg. DSW/4852) as a Non-Government Organisation. We have 28 employees who are responsible for the delivery of project activities, national advocacy and local fundraising.

**Sabre Education** works in Ghana to improve the lives of poor and marginalised children. Our Brighter Futures Programme, delivered in partnership with the Ghana Education Service, provides an innovative and carefully considered response to the challenges of poor learning environments and weak teacher capacity in the kindergarten sector. Our work focuses on **Transformational Teacher Training** and **Building Better Schools**.

## OUR NEW LOGO



We have updated our logo as part of our brand evolution. Our new logo maintains the concept of a pathway through the desert, which links back to our founding story, and equally reflects the pathway to a brighter future for children impacted by our work. The square block motif is a building block both for the schools we construct and the education foundations we are creating. The three elements of the motif also fit together like the jigsaw puzzles that support young children's learning in kindergarten classrooms.

## REACH

#### Since 2008 the Brighter Futures programme has reached almost 30,000 people in Ghana

28,500 four & five year olds received a better start to their education



**972** teachers, head teachers & student teachers received transformational training



**12** sustainable kindergarten schools have been built, including 2 on-campus Centres of **Excellence and 8 District Model Schools** 



**141** community labourers received training in sustainable construction technologies



**60** Ghana **Education Service** officers received training and support to monitor and maintain the standards of teaching in the classrooms



**21** College of Education tutors make up the team of trainers now able to deliver transformational teacher training



**105** Newly qualified teachers received support in their first year in post



**133** head teachers and **Ghana Education Service** officers have been sensitised to the play based pedagogy to support the newly qualified teachers



# WHY EARLY YEARS EDUCATION IN GHANA

#### Kindergarten in Ghana

Since introducing two years of compulsory kindergarten education, for all children, ages four and five, Ghana has consistently been at the forefront of pre-primary education in Africa. Enrolment levels in kindergarten are among the highest on the entire continent, but persistent issues of access and quality remain.

- 38% of teachers have never received any formal training.
- Learning is typically delivered through a rote-based 'chalk & talk' methodology.
- Learning materials are in short supply, with one workbook for every three children.
- Kindergarten classrooms are often overcrowded with an average of 55 pupils per class.
- 5,660 existing kindergarten classrooms are in need of major repair, and best estimates suggest that at the very least a further 8,500 kindergarten classrooms are needed to meet the government's target of 40 pupils per class.

(Source: Ministry of Education EMIS 2014/15)



# WHAT WE DO - OUR BRIGHTER FUTURES PROGRAMME

The Brighter Futures programme supports improved early years teaching and learning in Ghana and the approach places the child at the heart of the programme.

The Brighter Futures programme is focussed on two critical components, **Transformational Teacher Training** and **Building Better Schools** which are made up of the following projects:

#### **Transformational Teacher Training**

#### Fast-track Transformational Teacher Training

Development of networks of 'Model Practice Classrooms' in the vicinity of teacher training colleges to deliver a high quality pedagogy and support enhanced practical placements for student teachers. The approach combines pre-service and in-service training and involves head teachers and Ghana Education Service officers.

#### In-Service Teacher Training

District-wide intensive training courses to enable teachers to adopt a child-centred, active and playbased pedagogy, and early grade literacy and numeracy skills, in a positive learning environment. Head teachers and Ghana Education Service officers are also fully involved.

#### Newly Qualified Teacher Support Year

A year of support to newly qualified teachers who have been through our Fast-track Transformational Teacher Training, and includes refresher training, head teacher training and sensitisation for Ghana Education Service officers.

#### **Building Better Schools**

#### On Campus Centres of Excellence

Demonstration schools built to our highest urban specification, at teacher training colleges and universities which showcase optimal learning environments and support classroom observations for student teachers.

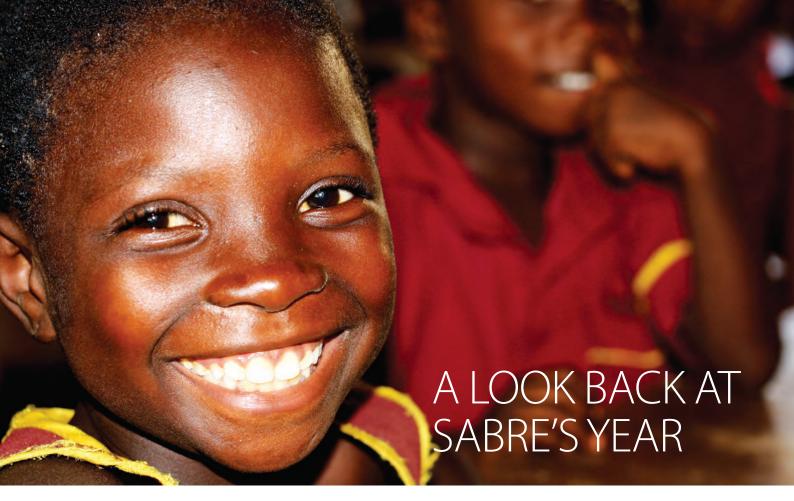
#### District Model Schools

An optimal learning environment that not only functions as a government school, but also provides a focal point for changing attitudes towards early years education and a venue for teacher training courses.

#### Improved Learning Environments

Smaller scale projects which apply aspects of our core model school design to renovating existing classrooms, outdoor learning areas and playgrounds.





#### Better Society Awards 2017

We were delighted to be shortlisted with our partners Tullow Oil and Arup for not just one but three Better Society Awards. Our partnership with Arup went on to win the 'Pro Bono Company of the Year' Award!

#### Fast-track Transformational Teacher Training Closing Ceremony

The two years of training for teachers, head teachers and Ghana Education Service officers, which started in September 2015 in the Central and Western Regions finished at the end of July. A fantastic Closing Ceremony was arranged to celebrate the hard work and commitment of everyone involved.



#### APRIL 2017 ······ MAY ····· JUNE ····· JULY ···· AUGUST

#### Kindergarten Design Blueprints

With our technical partner Arup we presented the Building Better Schools design blueprints to the Ghanaian Minister of Education as a design that could be replicated across Ghana.

#### Shortlisted for a Third Sector Excellence Award

Our inspirational volunteer Education Advisor, Sonya Hinton, was shortlisted for a Third Sector Excellence Award for 'Volunteer of the Year'.

#### Fast-track Transformational Teacher Training project, phase two, starts in the Western Region

It doesn't get more hands on than this! The trainers prepare to deliver the next training workshop and take the driving seat in the Tro Tro Centre roleplaying. Phase two began with a new group of practising teachers in the Western Region and a new group of student teachers from Holy Child College of Education.



#### SEPTEMBER

#### **UK Study Tour**

Senior members of our Transformational Teacher Training team spent two weeks in the UK on an education and research visit, spending time on learning placements in various early years settings and visiting Sussex University.



#### **UKFIET**

Our Chief Executive Officer, Dominic Bond, presented at the prestigious United Kingdom Forum for International Education and Training (UKFIET) on Learning and Teaching for Sustainable Development.



## Training Manuals to accompany our Transformational Teacher Training

After a long labour of love working intensively with Conker House Publishing, we were immensely proud to have designed and published a full set of training manuals and



classroom guides, which have received high acclaim from government agencies and development partners. Here teachers are making the most of them preparing for their next teaching day.

#### Fast-track Transformational Teacher Training Documentary

The documentary was produced after the Ghana Minister of State for Tertiary Education, Professor Kwesi Yankah, saw our work first hand and was so impressed that he requested more information so that he could brief the Minister of Education. The film was launched at the Innovations for Poverty Action Early Childhood Education Impact Evaluation Results Dissemination Event, which hosted key stakeholders from the education sector in Ghana. You can watch this documentary on our website homepage at www.sabre. education

#### **OCTOBER**

#### NOVEMBER

#### Building Better Schools - Two District Model Kindergarten Schools Completed

We completed the construction of two District Model Kindergarten Schools in the Central Region in the communities of Saltpond and Asebu. These schools aim to promote the new vision for kindergarten learning and engage education officers, head teachers, teachers and parents in the value of quality kindergarten education. Here the children are giving a beautifully warm welcome to guests at the opening of their kindergarten school at Saltpond.





#### A year of exit and sustainability for the Fasttrack Transformational Teacher Training project in the Central Region

We kicked off our first exit and sustainability year with a resource mobilisation workshop, with the Colleges of Education to discuss the transition of responsibility and continued funding for the project.

## Expanding our reach with Opportunity EduFinance

We are delighted to be providing training services on our kindergarten model to the low-fee private schools in Opportunity EduFinance's network in Ghana and East Africa. Based on the success of the initial collaborations, we have also signed a further partnership agreement to extend our training inputs on quality kindergarten education to an additional ten countries over the next five years.

#### **Limited Resource Teacher Training**

The Limited Resource Teacher Training was a real international affair with teachers from America, Australia and New Zealand travelling to Ghana in July and January to provide training to lower primary school teachers. This partnership project aims to ensure that the quality education the kindergarten children receive is not diluted when they start primary school.



#### **DECEMBER ······JANUARY 2018 ······ FEBRUARY**

#### **Book Aid**

We were absolutely thrilled to receive over 3,000 books from Book Aid International, which will equip library centres in over 300 kindergarten classrooms, allowing children free access to storybooks and providing additional titles for teachers to use in their story sharing sessions.



#### **Newly Qualified Teacher Support Year**

Here a head teacher is picking up some tips from two budding engineers in this classroom construction centre as part of their sensitisation workshop during the newly qualified teachers support year. This project helps to overcome challenges that the new teachers face in their first year and enables them to deliver a quality early years education.





#### **National Philanthropy Forum**

Our Chief Operating Officer, Jon Beaulieu, attended the National Philanthropy Forum in Ghana, which brought together key development professionals and discussed the role of the third sector in achieving the national development goals.

## Winners of the prestigious UNESCO-Hamdan bin Rashid Al-Maktoum Prize

We were beyond excited to get the fantastic news that the Fast-track Transformational Teacher Training project had been selected as one of the three winners of the UNESCO-Hamdan bin Rashid Al-Maktoum Prize for Outstanding Practice and Performance in Enhancing the Effectiveness of Teachers 2017-2018. The prize will be awarded on 5 October as part of World Teachers' Day celebrations at UNESCO Headquarters in Paris!

#### MARCH



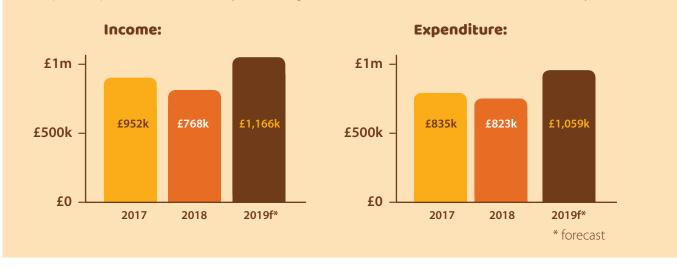


#### **Ghana Exchange Trip**

This year we launched our first ever Ghana Exchange Trip, which saw 14 employees from AECOM commit to raising £1,500 each towards our projects and spending a week in Ghana. The group volunteered their skills and worked alongside our Building Better Schools team in the construction of two kindergarten playgrounds.

# DRAFT STATEMENT OF FINANCIAL ACTIVITY

Due to timing differences in grant receipts, and substantial project funds carried forward from the 2016/17 financial year, we are reporting a 20% reduction in income this year. However, in line with our forward expansion plans, we are confidently forecasting a 50% increase in income in the 2018/19 financial year.



## FORWARD PLANS

#### **Building Better Schools**

Over the next year we plan to build four to six new kindergarten schools. We have worked with our technical partners to move to a contractor model, which will allow us to build many more schools than we could directly build ourselves.

#### **Transformational Teacher Training**

#### **Fast-track Transformational Teacher Training Project**

We are in phase two of this project in the Western Region, which will be ongoing until July 2020. Once complete there will be a network of 86 Model Practice Classrooms across the Shama and Sekondi-Takoradi Districts. These classrooms will provide quality practical placements for generations of student teachers on the Diploma for Early Childhood Education at Holy Child College of Education.

#### In-Service Teacher Training in the Abura-Asebu-Kwamankese District

We will deliver our In-Service Teacher Training project to the entire Abura-Asebu-Kwamankese District in the Central Region, 84 schools in total. This is a significant expansion and will see the project delivered over two years. Year one will focus on training delivery and year two will focus on coaching and sustainability. The project draws on the core elements of the successful Fast-track Transformational Teacher Training and the condensed in-service version that Sabre developed, which was piloted in Greater Accra as 'Quality Preschool for Ghana' and evaluated by Innovations for Poverty Action.

#### Interactive distance refresher trainings for newly qualified teachers

Sabre will be teaming up with the Varkey Foundation in Ghana to use their broadcasting studios to reach the newly qualified teachers throughout the country, who have been through our Fast-track Transformational Teacher Training. The refresher training is part of our enhanced support to newly qualified teachers after learning lessons from our own evaluation and the independent Innovations for Poverty Action research. It is the first time we will be running interactive distance learning lessons and will explore how we can further exploit this cost effective method and other technologies to reach more teachers across Ghana and Africa.





We could not have provided a brighter future for over 28,000 children in Ghana without the support of our donors, partners, friends and supporters.

If you would like to get involved, either by volunteering, making a donation or taking on a fundraising challenge we would love to hear from you!

Find out more on our website www.sabre.education/get-involved or contact us at info@sabre.education | +44 (0) 203 239 9476