



Building Brighter Futures

ANNUAL REPORT 2018-19



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INTRODUCTION

This year has been characterised by the support we've provided to critical national education reforms, and the increased visibility we've achieved for our projects and partners on a global scale. Alongside these exciting developments, we have evolved and expanded our programme activities in line with Sustainable Development Goal 4 - Quality Education and the Government of Ghana's plans to scale up quality kindergarten education.

We have expanded the number of schools we have built, with existing and new funding partners, and have successfully embedded our new approach of working in partnership with local construction contractors. On teacher training, we have continued our award-winning Fast-track Transformational Teacher Training project, and have further strengthened the approach in response to the lessons and recommendations from both the Innovations for Poverty Action impact evaluation and the peer review by the Institute of Education, University College London.

An important innovation this year has been the introduction of our districtwide teacher training approach, taking us from a model of small networks of high performing classrooms supporting the pre-service training system, to a saturation approach of training every teacher and head teacher across an entire district. The level of training is less intensive, but to see this shift in quality of kindergarten education across such a large number of teachers and schools is truly monumental and deepens our alignment with Ghana's national education goals.

Over the last year, we have also been privileged to support two national education reforms, contributing materials and methodology from our teacher training projects. The dual process of supporting the development of a B.Ed in Early Childhood Education for the universities and teacher training colleges alongside reviewing the National Kindergarten Curriculum, has allowed our technical team to engage with peers and thought leaders from across the nation. We are very grateful to the Ministry of Education for the invitation to collaborate, and have enjoyed sharing and learning in equal measure.

A personal highlight for me was the opportunity to accept the UNESCO-Hamdan Prize for an Outstanding Contribution to Teacher Effectiveness in Paris in October. I accepted the prize on behalf of the entire Sabre team and our wonderful partners in the Ministry of Education, the Ghana Education Service, and OLA and Holy Child Colleges of Education. The recognition generated by this award has been fantastic, and an unexpected benefit has been the partnership it has helped forge with UNESCO, both at Headquarters in Paris, and also with the country delegations in the UK and Ghana. Following the award, we were invited to join the International Teacher Task Force and attended the 11th Policy Dialogue Forum in Jamaica, which was another fantastic platform from which to share and learn.

On behalf of the whole Sabre team and our board, I would like to close with a heartfelt thank you to all of our supporters, partners and collaborators whose dedication and commitment to our vision and mission, mean that we can continue this work with teachers and schools, to support a new dawn in early childhood education in Ghana. So far, almost 32,000 children have been reached by this active and playful approach to learning. Thank you for your continued support!

*Dominic Bond,
Chief Executive Officer, Sabre Education*



SABRE'S STARS

We'd like to say a big thank you to all our donors, volunteers and supporters, with a special mention to:

Addax & Oryx Foundation • AECOM • AECOM Ghana Exchange volunteer group • Allan & Nesta Ferguson Charitable Trust • Arup • Batavia High School Interact Club • The Big Give and Big Give donors • Book Aid International • Brotherton Real Estate • Carmen Harris • Conker House Publishing • David & Jacqui Main • David Lawrie • Dubai Cares • The ELMA Foundation • Freda Wolfenden • Hannah Coles • Ian & Betsy Coles • Jackie McAngus • Lillian Owiti • The Marr-Munning Trust • Matthew Vandyke • Mayer Brown • Medicor Foundation • Nick Moorhouse • Nicholas Ruffalo • Northern Realisations Ltd • Paul Naylor • Pelican Post • Peter Colenso • Rachel Stevenson • Reach Cambridge • Rotary Club of Lostwithiel • Shanley Charitable Trust • Stephen & Sarah Tricks • Sonya & Terry Hinton • St James's Place Charitable Foundation • TEN Project Partners • Tony Griffiths • ThirdWay Group • ThirdWay Trust • Tree Global • Tribe • Tullow Ghana Limited • Tullow Oil plc • UK aid from the UK government • UK National Commission for UNESCO • UNESCO • Vitol Foundation • Vitol Upstream Ghana Ltd • The Waterloo Foundation • WMP Creative.



ABOUT US

Sabre Education works in Ghana to unlock the dreams of thousands of four and five year old children by improving early years education, known locally as kindergarten. We do this through our **Brighter Futures Programme**, which is delivered in partnership with the Ministry of Education and the Ghana Education Service. This programme is transforming kindergarten education through **Transformational Teacher Training** and **Building Playful Schools**.

Sabre Education is a partnership between two linked education charities. In the UK, Sabre Education has been registered as a charity since August 2004 (No. 1105489). We have five 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.

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.

WHY FOCUS ON EARLY YEARS EDUCATION?

1. It faces the greatest challenges

Since the government of Ghana introduced two years of compulsory kindergarten education in 2007, enrolment levels hugely increased, but the quality of the education the children received and the facilities available continued to suffer.

- A quarter of teachers have never received any formal training.
- Learning is often delivered through a rote-based 'chalk & talk' method.
- There are not enough learning materials, with one workbook for every three children.
- Kindergarten classrooms are often overcrowded with an average of 52 pupils per class.
- 5,280 existing kindergarten classrooms are in need of major repair, and best estimates suggest that at the very least a further 7,270 kindergarten classrooms are needed to meet the government's target of 40 pupils per class.

(Source: Ministry of Education EMIS 2017/18)

2. Impact is greatest and will last a lifetime

There is a huge amount of global research that shows the early education years are the most important. Projects which focus on improving the quality of early years education are the most effective in reducing inequalities and improving social and economic outcomes.

(Asma Zubairi and Professor Pauline Rose, REAL Centre, University of Cambridge)



WHAT WE DO - OUR BRIGHTER FUTURES PROGRAMME

Our Brighter Futures programme supports improved early years teaching and learning, and the approach places the child at the heart of the programme.

The Brighter Futures programme has two focus areas, **Transformational Teacher Training** and **Building Playful 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 quality play-based 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 play-based 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 for newly qualified teachers who have been through our Transformational Teacher Training, and includes refresher training, head teacher training and sensitisation for Ghana Education Service officers.

Building Playful 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.

REACH

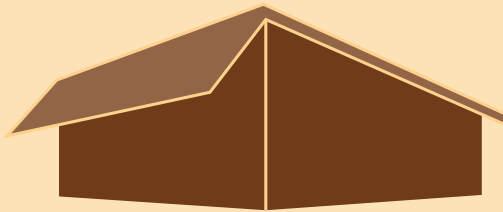
Since 2008 the Brighter Futures programme has reached over 34,000 people in Ghana

31,923

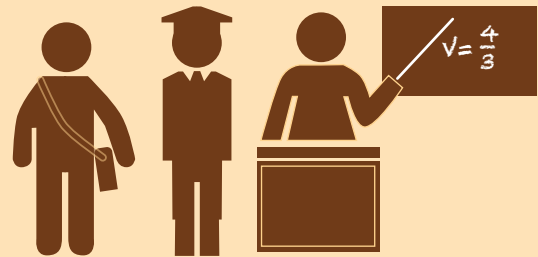
four & five year olds received a better start to their education



14 kindergarten schools have been built, including two on-campus Centres of Excellence and 10 District Model Schools



1,956 teachers, head teachers & student teachers received transformational training



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



23 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

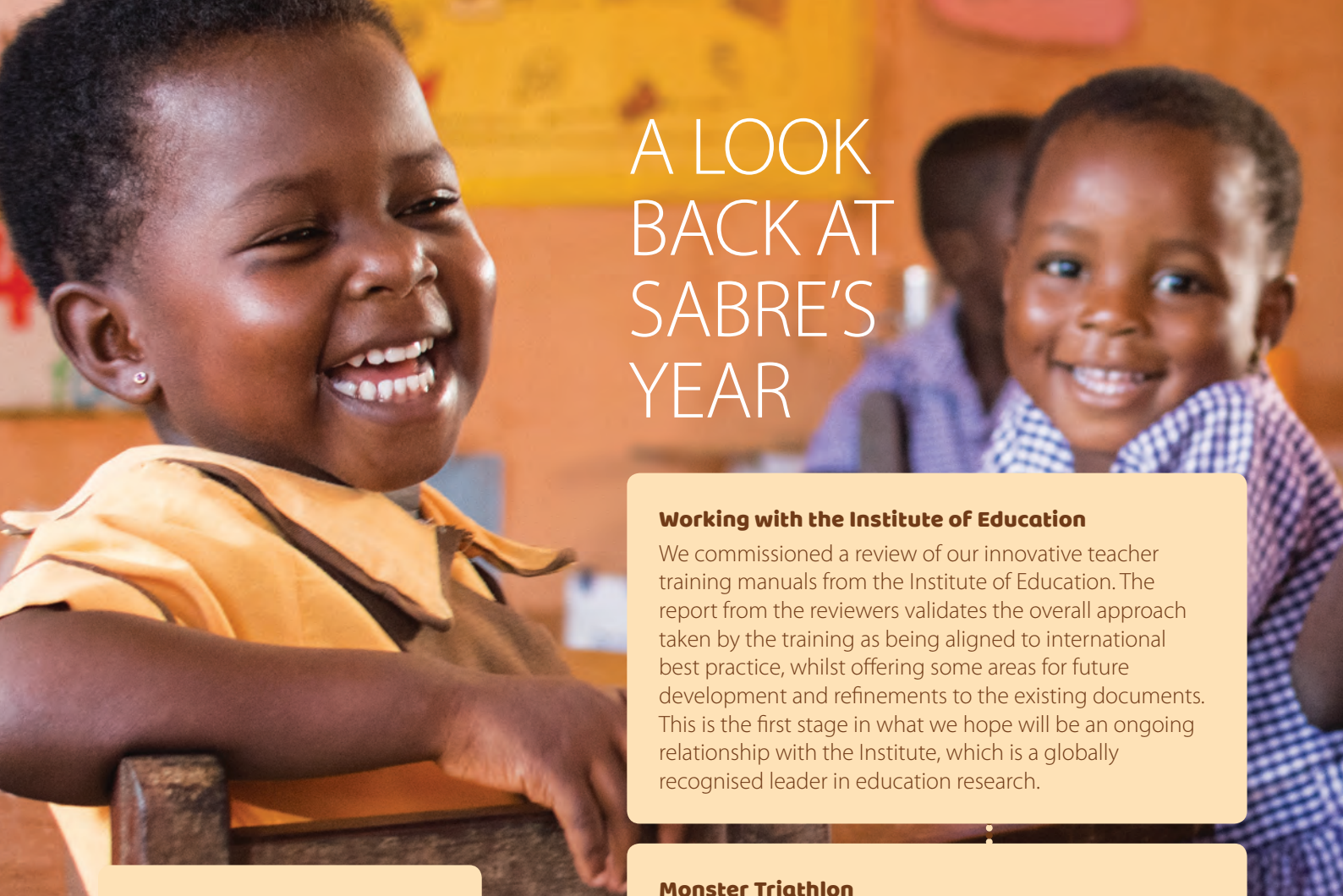


306 head teachers and Ghana Education Service officers have been sensitised to the play based pedagogy to support the newly qualified teachers





"Thus far, Sabre has met expectations for performance. Reporting has been timely and comprehensive and Sabre has communicated proactively and transparently from the outset of engagement. Sabre has demonstrated its ability to design, resource, and deliver on expansion plans for the programme." The ELMA Foundation



A LOOK BACK AT SABRE'S YEAR

Working with the Institute of Education

We commissioned a review of our innovative teacher training manuals from the Institute of Education. The report from the reviewers validates the overall approach taken by the training as being aligned to international best practice, whilst offering some areas for future development and refinements to the existing documents. This is the first stage in what we hope will be an ongoing relationship with the Institute, which is a globally recognised leader in education research.

Newly qualified teacher support year

As part of the year of support, newly qualified teachers were given refresher training and useful resources, including story books and construction blocks to improve their teaching. Head teachers and Ghana Education Service officers were also given an introduction to the new way of teaching kindergarten so that they can fully support the teachers.

Monster Triathlon

The Monster Triathlon, which was the brain child of some ambitious folks at our corporate partner Tullow Oil, was taken on by events company WMP Creative which established it as a public event for summer 2018 with Sabre as a charity partner. Tullow remained involved with two staff members taking on the full Monster Triathlon and the whole company holding their own Monster Week. Staff across Tullow aimed to swim, cycle and run the equivalent of 14,000km, the distance between the Tullow offices. Together they covered over 19,000km, and also smashed their fundraising target, raising over \$100,000 for their chosen charities, including Sabre.

**APRIL
2018**

MAY

JUNE

JULY

Featuring on CNN Inside Africa – 'Learning to read in Ghana'

A team from CNN visited us in July to feature our Brighter Futures programme on 'Inside Africa'. The filming took place at Saltpond Model Kindergarten School in the Central Region, which was completed last year. The CNN team carried out a number of interviews and discussed both teacher training and school building. The programme was aired in August.



JAMES AYANDO
Sabre Education

Two District Model Kindergarten Schools completed

With funding from Tullow Ghana Limited, two new District Model Kindergarten Schools were completed in the communities of Punpunie and Krisan-Sanzule in the Western Region, in time for the start of the new school year. 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.



Festus Agbodohu, head teacher of the Krisan-Sanzule DA Basic School said that *"The building my school has received is making the children want to come to school every day, and because the classroom is now child friendly and fun to learn in, children love to stay in school"*

First ever districtwide In-Service Teacher Training

A long term goal was achieved by launching our first districtwide In-Service Teacher Training project in the Abura-Asebu-Kwamankese (AAK) district in the Central Region, with support from a funding consortium made up of Addax & Oryx Foundation, the Marr-Munning Trust and Medicor Foundation. This project provides intensive training to every government kindergarten teacher in the district. Here the teachers are getting to grips with candle painting at an Intensive Training Workshop, ready to share with their pupils.



"I've learnt so many things during this training, I had no idea this was going to be such a rewarding experience. Each day, I look forward to what we are going to learn, and the Sabre team never disappoints. I am leaving this training today confident to deliver training to the kindergarten teachers in the district, offering them the best child friendly methodology to enable them to train up our future leaders in Ghana" Trainer, Priscilla Anane

..... **AUGUST**

..... **SEPTEMBER**

Fast-track Transformational Teacher Training

The second training year of this project got off to a great start with Training of Trainer workshops. We also welcomed a new group of student teachers from Holy Child College of Education, about to embark on their practical placement year.

"I am very excited and proud to be part of the project as a mentor because it has given me the opportunity to directly impart my knowledge to the student teachers who are placed in my class and I believe they will go out there and shine in their own classrooms when they become Newly Qualified Teachers" Dorcas Essel, KG2 teacher at Shama Junction Kindergarten.



Receiving the UNESCO-Hamdan Prize in Paris

It was a thrilling moment to find out that our Fast-track Transformational Teacher Training project had been chosen as one of just three winners of the prestigious UNESCO-Hamdan Bin Rashid Al Maktoum Prize for Outstanding Practice and Performance in Enhancing the Effectiveness of Teachers. In October we were invited to UNESCO Headquarters in Paris as part of the World Teachers Day International Conference and to receive the UNESCO Hamdan bin Rashid Al-Maktoum Prize. Here's our CEO, Dominic Bond, presenting our winning project at UNESCO, and pictured with our Education Advisor, Sonya Hinton, and Chair of Trustees, David Main.



Photo by Cyril_Bailleul



OCTOBER

NOVEMBER

Presenting to the Minister of Education

We were honoured to be able to present the UNESCO-Hamdan Bin Rashid Al Maktoum Prize for our Fast-track Transformational Teacher Training project to the Minister of Education, Hon. Dr. Matthew Opoku Prempeh.



Supporting two major curriculum reviews in Ghana

It was a privilege to be able to contribute materials from our pre-service training work to the development of the new Bachelor of Education qualification for Early Years Education, working as the only NGO in the technical team assembled by Transforming Teacher Education and Learning Ghana (T-TEL). Alongside this, we worked with a small team led by Cambridge Education consultants to review the kindergarten curriculum, by sharing our experience from working with kindergarten teachers across the Central and Western Regions to implement the existing curriculum through an integrated and thematic approach to learning.

Building Playful Schools – the next projects

Work began on the next two kindergarten schools under our partnership with Tullow Ghana Limited in the communities of Beyin and Ehunyame in the Western Region of Ghana. The main classroom structures and roofs are in place and the toilet blocks are underway.

In 2017 we completed the construction of a two classroom District Model Kindergarten School in the community of Asebu in the Central Region. Enrolment in this area has increased greatly and so we also started work on an extension to the school, building two more classrooms, with the support of the Medicor Foundation.



..... **DECEMBER**

..... **JANUARY**

..... **FEBRUARY**

2019

Training Ghana's National Inspectorate Board (NIB)

A number of training sessions were held for staff from the National Inspectorate Board of the Ministry of Education at Sabre's office in Elmina. The goal of this training was to strengthen monitoring and supervision of kindergarten to improve learning outcomes and to see how each organisation's tools could be harmonised. Our Teacher Monitoring Tool was introduced to the NIB and this collaboration further deepens Sabre's partnership with the Ministry of Education.



"I am glad we have been able to carry out this training... We've all agreed on how to carry this forward, in the interest of the kindergarten children in Ghana, and also in the interest of harmonising our tools... so we can establish better monitoring, better teaching and learning for the children" Cynthia Bosumtwi-Sam, Ag. Executive Secretary, National Inspectorate Board



Teacher awards and promotions

Three teachers who completed our Fast-track Transformational Teacher Training have been recognised over the past year. Anna Elliamo (pictured) was promoted to Municipal Early Childhood Development Coordinator. Mavis Ansong, from Saltpond Model Kindergarten School, was second in the award for 'Best Kindergarten Teacher in the Mfantseman District'. Comfort Adubea, a graduate from Holy Child College of Education, was awarded the Best Teacher Prize (kindergarten category) in her district of Bia East in the Western Region of Ghana.

Anna Elliamo said on her promotion to Municipal Early Childhood Development Coordinator, *"I'm very pleased to have been recognised and elevated to this position, I appreciate everyone who contributed to my development as an early years educator, my special appreciation goes to Sabre Education who gave me all the knowledge in early years education and gave me the opportunity to be a trainer. I hope we would continue our partnership in KEEA to reach more schools in the district"*

MARCH

Ghana Exchange Trip

15 staff from AECOM joined our Ghana Exchange volunteer trip and spent a rewarding 10 days in Ghana supporting our Building Playful Schools programme. As well as helping to build a playground and a sheltered outside teaching area at two schools in the Central Region, together the volunteers also fundraised over £21,000.

"This was an opportunity of a lifetime to experience the Ghanaian culture and volunteering experience with such a great blend of people. I can confidently say that I would definitely do it all over again! The food, the people, the culture and most especially the smiles on the children's faces and coming together of the community to assist in the build is something I will not forget in a hurry" Tobi Owaiya

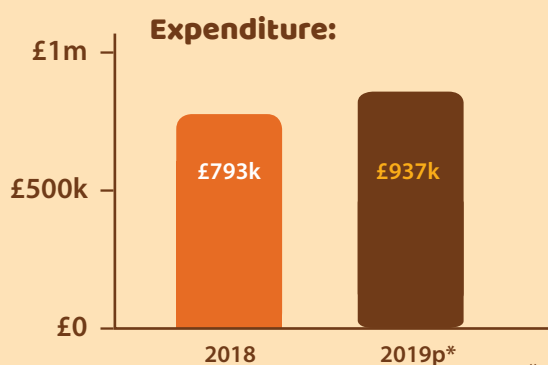
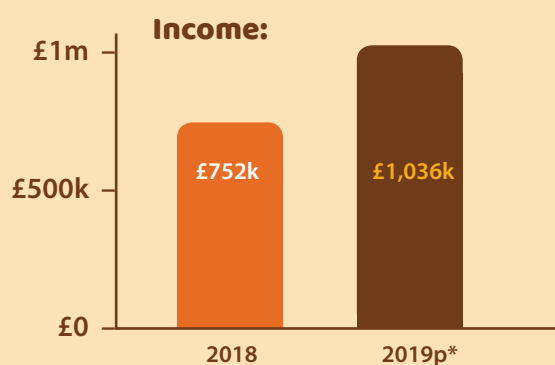


New corporate partnership with ThirdWay and Tribe

We are excited to be charity partner of office build and design creators ThirdWay Group and commercial furniture specialists, Tribe. Through their charitable venture the ThirdWay Trust and an innovative 'twinning' concept, ThirdWay now offer their clients Breakout Twinning, Boardroom Twinning and Office Furniture Twinning alongside their existing Toilet Twinning programme. For example, Boardrooms built in the UK could be twinned with the construction of a classroom at one of the schools we support in Ghana. The new options will enable companies to fund school furnishings, classrooms, kitchen facilities and school builds across Ghana.

OUR FINANCES

The figures presented here for the financial year ending 31 March 2019 are pre-audit and should be treated as provisional. During the 2018/2019 financial year we achieved a significant increase in income of 38%. This is accompanied by an 18% increase in expenditure, with restricted funds to be carried forwards at year end for ongoing school construction projects. We have met our reserves policy and the charity ended the year in good financial health. Full audited accounts will be available in due course via the Charity Commission and on <http://sabre.education/about-us/annual-reports/>



* provisional

WHAT'S NEXT FOR SABRE?

Building Playful Schools

Over the next year we will complete works on four schools in the Western Region to conclude our three year partnership with Tullow Ghana Limited. We will also complete the extension to Asebu District Model Kindergarten School to enable all children in the community to access quality facilities.

Our next school building project will take place in the community of Aboadzie in the Western Region of Ghana. This will follow our model of a two classroom school for kindergarten years one and two, along with age and gender appropriate toilets, kitchen facilities and a storeroom/office.

Transformational Teacher Training

In-Service Transformational Teacher Training - Expansion to the Eastern Region

September 2019 will see a significant expansion to the Eastern Region. This project will deliver districtwide in-service teacher training across four districts, reaching 933 teachers. It will also incorporate elements of the Fast-track Transformational Teacher Training project, to see us working with two more Colleges of Education in Aburi and Asokore to establish a network of Model Practice Classrooms to serve student teachers at both these colleges (600 student teachers in total). This project will significantly scale up our reach, enabling at least 38,512 kindergarten children to receive a quality education through being taught in a more engaging way, equipping them with the foundation skills to succeed in primary school, and bringing proven later life benefits.

Fast-track Transformational Teacher Training Project

We are in phase two of this project in the Western Region, which will continue 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 Bachelor of Education in Early Childhood Education at Holy Child College of Education.

Newly Qualified Teacher Support Year

Training will be delivered for newly qualified teachers posted in the Central, Western, Greater Accra and Eastern Regions. The training will reach 292 newly qualified teachers to support them in their first year managing their own classrooms and to help sensitise their head teachers and local Ghana Education Service officers to the new methodology and create a supportive environment for the new teachers.

Support to education reforms

Sabre will be supporting the Ministry of Education through the Transforming Teacher Education and Learning Ghana (T-TEL) project to develop the materials and training to roll out year one of the new Bachelor of Education for Early Years Education. Sabre is the only NGO supporting this process. In addition, we will also be supporting the National Council for Curriculum and Assessment's roll out of the new curriculum for kindergarten teachers across Ghana, as the only NGO member of their Master Training Team.



JOIN OUR SABRE FAMILY

Our Brighter Futures programme has unlocked the dreams of almost 32,000 children in Ghana thanks to the support of our donors, partners, volunteers and friends.

If you would like to get involved, we would love to hear from you!

You can find out more and make a donation on our website www.sabre.education/get-involved
Or contact us at info@sabre.education | +44 (0) 203 239 9476

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