



TOGETHER FOR SUDAN POLICY GUIDELINES

Guidelines for Teachers' Training and Support Project June 2008.

The primary aim of the project is to promote education among displaced and impoverished children and selection of schools for inclusion in this project is primarily on the basis of poverty and displacement. The primary work of the project is to train teachers and to support self-help basic schools by paying teachers salaries.

1. Together for Sudan support is in response to community demand and the requesting schools and community based organisations (CBOs) which partner with TFS shall be responsible for selecting teachers for training and/or salary payments through the school and for facilitating subsequent monitoring of teachers' performance in cooperation with TFS.
2. Application for participation in the project must be in writing and approved by the TFS Director. An agreement setting out the terms of reference shall be signed by Together for Sudan and the requesting school before the partnership begins.
3. Partner schools shall seek to comply with educational guidelines suggested by TFS, including upgrading teachers and curriculum assistance.
4. Facilitating CBO members shall not receive payment for their work from TFS. However, school organisers who are also teaching may be paid incentive at the discretion of the TFS Director.
5. Wherever possible, TFS will provide in service training for teachers in partner schools and will normally provide the teacher training facilities.
6. TFS sponsored schools or classes shall be opened to both girls and boys without discrimination as to religious or ethnic backgrounds. Special efforts shall be made to encourage female education.
7. Priority will be given to training kindergarten and basic school teachers and to monitoring their subsequent performance during the time in which they receive incentives from TFS.
8. Priority in hiring teachers through their CBOs will be given to trained teachers and to women teachers.

9. Normally training fees and stipends/incentives will be paid for a period of nine months to selected teachers. However, TFS does not have the resources to fund incentives for all teachers in sponsored schools.
10. TFS enters into partnership with schools, not individual teachers, and it is understood that a teacher's incentive may be discontinued by TFS at any time. All school expenses other than those specified in the partnership agreement are the responsibility of the school itself. It is also understood that teachers under this project are schools' employees and not Together For Sudan employees, thus should not in any way claim benefits from TFS if the later decided to discontinue it is partnership with the schools or CBOs.
11. Schools participating in this TFS project are expected to inform TFS of any funding received from other sources. Schools which do not comply with this request may be dropped from the project.
12. Teachers who benefit from TFS sponsored training are expected to remain in their schools for at least the next academic year.
13. Normally classrooms or shelters for teaching shall be provided by the sponsoring organisation which shall also, where possible, provide teaching aids such as blackboards.
14. Incentive payment by Together for Sudan will be through registered bank accounts wherever possible for areas outside Khartoum and will be received by individual teacher in Khartoum area. TFS requires receipts from each participating teacher for the monthly payments.
15. TFS teacher stipends are part- time incentives paid only during the nine months of the academic year.
16. TFS sponsored schools operate from July to March in the Khartoum area. In the Nuba Mountains schools operate from July to March in the town areas and from October to June in the former SPLM/A controlled areas. Normal holidays are observed but teachers do not receive "paid" vacations.
17. All schools included in this project shall actively seek government registration and shall use the Sudanese government curriculum in their schools.
18. Disagreements between the Project Manager and any school head or teacher should normally be referred to the TFS Country Coordinator.
19. Heads of partner schools shall submit written reports to TFS at the end of each school year focusing on school problems and successes during the period under review.

20. The language of teacher training instruction shall normally be Arabic. However, TFS will consider teacher training in English for displaced southerners who plan soon to return to their homelands.

I have read the project guidelines and agree to abide by them

NAME OF SCHOOL/INSTITUTION/CBO:

NAME OF RESPONSIBLE TEACHER/PERSON:

**SIGNATURE OF THE TEACHER AND RESPONSIBLE PERSON
INDICATING AGREEMENT WITH THE ABOVE GUIDELINES:**

1. Name, position and date _____

2. Name, position and date _____

SIGNED ON BEHALF OF TOGETHER FOR SUDAN

Name _____

Position _____

Date _____