



Theme: The Pan-African Awards for Innovative Approaches for Supporting and Encouraging Girls and Women to Be Inspiring Teachers Project.

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Abbreviations/Acronyms

ICET:	International Council on Education for Teaching
FAWE:	Forum for African Women Educationalists
ADEA:	Association for the Development of Education in Africa
UNESCO:	United Nations Educational, Scientific and Cultural Organization
MSC:	Most Significant Changing
GRP:	Gender Responsive Pedagogy
CoE:	Centers of Excellence
SMT:	Science Mathematics and Technology
IICBA:	International Institute for Capacity Building in Africa

Background

FAWE over the years has been exploring opportunities which will contribute towards enhancing conducive environment for learning especially for girls. Some of the approved models include Gender Responsive Pedagogy (GRP), Tuseme 'Let's Speak Out', Centers of Excellence (CoE) and Science Mathematics and Technology (SMT). The most recent is the quest for innovative interventions with great impact in promoting girls participation in secondary education. In 2016, FAWE in collaboration with like-minded partners specifically ADEA and UNESCO focused on Most Significant Channing (MSC) stories impactful on girls' secondary education. The intervention considered six (6) countries¹ and the outcomes were marked as key in the promotion of girls Education in Africa.

Following on from a project to identify innovative programmatic approaches to advance and retain girls in secondary education in 2016, FAWE, UNESCO, and ADEA will in 2017 be seeking stories of innovative Approaches for Supporting and Encouraging Girls and Women not only to join the teacher fraternity but also to Be Inspiring Teachers. It was indicated that there is need to establish interventions which will create impact and address the limited number of female educators in sub-Saharan Africa. It is based on the named concern that FAWE and the partners indicated herein are advancing the course for the much admirable change. The second time around, the project will use the Most Significant Change methodology as per the outline under the procedures. It is expected to begin at the start of 2017 and culminate in a conference where the best innovative approaches will be awarded in September, 2017.

The partners understand that the field of education is broad and covering all the aspects one off is impractical. The initiative provides the following guidelines for the nature of innovations in quest;

- ❖ **Leadership:** - Initiatives that build the capacity of female educators by preparing them for leadership positions.
- ❖ **Policy engagements (Deployment):**- Interventions (advocacy initiatives) that have successfully led to the adoption of policies promoting employment of female teachers and deployment to the rural areas/hard to reach areas.
- ❖ **Technical Subjects Female Teachers:** - Interventions which motivates girls and women to be educators more so by taking up Science, Mathematics and other Technical subjects.
- ❖ **Transforming Girls:** - Teachers who have through innovative approaches immeasurably impacted on girls education achievements.

Forum for African Women Educationalists (FAWE)

FAWE is a pan-African non-governmental organization working in 33 African countries and is headquartered in Nairobi, Kenya. The mission is to promote gender equity and equality in education in Africa by fostering positive policies, practices and attitudes towards girls' education. FAWE envisions a world in which gender disparities in education are eliminated and all African girls access education, perform well at all levels and complete their studies. FAWE's work in the education sector aims at transforming school environments into gender responsive to promote learning especially for girls. Four pronged approaches are deployed as outlined herein. **Demonstrative Interventions-** These are tested,

¹ Zimbabwe, Zambia, Uganda, Sierra Leone, Mali and Senegal

documented and effective interventions or models that support girls' education. They include Center of Excellence (CoE) which is integrated and multifaceted, Gender Responsive Pedagogy for teachers, Tuseme (Let's Speak Out) for learners. In addition, FAWE supports needy students at all levels through scholarship.

Rationale

The project title reflects deliberate efforts to align the activities to the goals and indicators of the Education 2030 Framework as well of the advocacy effort of the International Teacher Taskforce for Education 2030. It is a commitment to promote the Education 2030 goal of *ensuring inclusive and equitable quality education and promote lifelong learning opportunities for all*. At the national level, the interventions and strategies aim to substantially increase the supply and deployment of qualified teachers into the education workforce especially in rural areas which over the years have displayed vast disparities. The participating partners are cognizant of the fact that transforming learning environments to support effective learning is multifaceted and thus requires multidimensional approaches. Shelving key stakeholders for instance teachers will definitely render the efforts devoid. It is from this basis that following the successful initiative entitled "**Most Significant Change (MSC) stories award**" targeting girls at secondary level. The partners are refocusing and redesigning the MSC intervention to bring on board other education workforce players.

Globally according to World Bank female teachers constituted 62.8% of the teaching staff as at 2013. The figure looks impressive; unfortunately it has multiple disparities across countries. Sub Saharan Africa the situation is worse for instance in Mali female educators accounts for only 30% of recruits. In addition, some countries experience extreme shortages implying annual growth of teaching staff should exceed 10% for instance Burkina Faso (13.8%), Malawi (13.6%), and Mali (14.4%). Finally, Kenya and Zambia representatives from the respective Ministries of Education indicated during the MSC stories award that; teachers are available but deployment is at stake with most of the female teachers concentrated in the urban centers. It is on this basis that FAWE is exploring for innovative ideas that will motivate young girls and women to be educators.

Objectives

The objectives are based squarely on the May, 2016 convening as highlighted herein;

- ❖ To identify innovative interventions that have or are working to motivate girls and women to be educators.
- ❖ To highlight innovations and interventions which mentor girls and women into leadership at all levels.
- ❖ To share untold stories and polices about successful interventions enhancing female attitudes to take up science and technical subjects for possible replication by governments.
- ❖ To generate ideas/experiences around Africa that encourage female educators for replication, learning and sharing purposes

Location and Selection Criteria

The FAWE Regional Secretariat, Nairobi will once again serve as the host in 2017. A major factor in determining the location was the track record of FAWE to deliver a similar event with the budget of the 2014-16 Participation Program project. The venue scored highly in the following criteria: a reasonable distance from the airport, conveniently located in a metropolitan area close to other hotels, restaurants, banks, public transportation, and providing an environment conducive to networking among delegates. Nairobi scored highly on accessibility to international airports, convenience and cost of travel as well as the capacity to provide affordable public transportation and shuttles

Procedure

- ❖ Holding an online inception meeting with the six (6) participating countries
 - Aims at raising interest, agreeing on reporting period and defining the nature and domains
- ❖ Publicizing the ideology and call for expression of interest across the six (6) target countries through the respective National Chapters.
 - Collection of the Significant Change Stories
- ❖ Country level evaluation for the identification of top three winning interventions.
 - To select the top three Most Significant Changing Stories (feedback at country level)
- ❖ Regional judges evaluating 18 stories (*top 3 from each country*) to identify the top three regional winners.
 - Identification of the MSC stories at the regional level
 - Country level verification of the winning stories prior to the awards.
 - Regional quantification of the top stories
- ❖ Convening for the award;
 - Logistical processes (tickets, visas, accommodation, meal allowances and related conference packages)
 - Round table discussion *“the thematic indicators for measuring global progress towards the achievement of a Pan African target for substantially increasing the number of female educators in sub Saharan Africa”*.
 - Presentations from the awardees and handing over of the awards
- ❖ Documentation and dissemination of the process.

Scope and Partners

The Conference brings three (3) different partners sharing the same vision into play i.e. ADEA, UNESCO and FAWE as the host. Spatially, competitors will be drawn from six (6) countries². To enhance transparency, apart from one (1) judge from each of the partner organizations', 3 representatives one (1) from each country not necessary competing shall be nominated to support in identification of the winners for the awards at regional level. Other key participants shall be representatives from the respective ministries of education. Comprehensive breakdown of the same is as highlighted below;

List of Participants		
S/No	Description of Participants	Number
1.	FAWE Head office staff	7
2.	ADEA representatives WGEMPS and Secretariat	3
3.	FAWE winning country representatives	3
4.	Runner up countries	3
5.	Winning stories participants	3
6.	UNESCO Judge and focal point person	3
7.	Judges from 3 different countries	3
8.	Representatives from Teacher Service commission of the winning countries and Kenya	4
9.	Participating Countries Ministries of education representatives from 6 participating countries	6
Total		33

² Kenya, Zambia, Malawi, Mali, Burkina Faso and the Gambia.

Work Plan

Work Plan for The Pan-African Awards for Innovative Approaches for Supporting and Encouraging Girls and Women to Be Inspiring Teachers														
S/No	Activities Description	Time Frame (January- October, 2017)												Action
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
1.	Inception Meeting to gain clarity on the project objectives	■												FAWE/ADEA/UNESCO/ICET
2.	Grant to publicize the concept		■											National Chapters
3.	Call for Expression of Interest at the country level		■	■										National Chapters
4.	Identification of country level judges to evaluate the gathered stories			■										National Chapters
5.	Evaluation of the stories at the country level by the identified judges				■									National Chapters
6.	Top three (3) Winning stories presented to Regional					■								National Chapters
7.	Identification of Regional Level Judges			■	■	■								National Chapters
8.	Evaluation of the top three (3) stories from each country at the Regional level					■	■							National Chapters
9.	Notification of the participating countries about the Winning stories						■							FAWE/ADEA/UNESCO
10.	Ground verification for the winning stories							■	■					National Chapters
11.	Convening for the award									■				FAWE/ADEA/UNESCO
12.	Communique', documentation and dissemination of the entire process										■	■		FAWE/ADEA/UNESCO

Proposed Budget

BUDGETARY CONTRIBUTION AS PER THE BUDGET REQUIREMENTS		
S/No.	Income:	Budget US\$
1)	ADEA	23,140
2)	UNESCO/ICET	46,000
	Total	

Budget for The Pan-African Awards for Innovative Approaches for Supporting and Encouraging Girls and Women to Be Inspiring Teachers						
S/No.	Activity	Budgetary Description	Action Point	Unit cost	Quantity	Budget
1)	Inception Meeting to clarify the project objectives	Communication for the coordination purposes	FAWE-RS & Partners	500	1	500
2)	Grant to publicize the concept, call for Expression of Interest and support applicants through the process.	Grants to National Chapters	NCs	1,000	6	6,000
3)	Evaluation of the stories at the country level by the identified judges (3 in every country for 5 days each)	Professional Costs (Country Level Judges)	NCs	1,000	6	6,000
4)	Evaluation of the top three (3) stories from each country at the Regional level	Professional Costs (Regional Level Judges)	Judges (NCs)	500	3	1,500
5)	Field verification of the winning stories	Grant to National Chapters	NCs	500	6	3,000
6)	Translation Services	Professional Fee	FAWE-RS & Partners	1,000	2	2,000
7)	Conference Package	Welfare	FAWE-RS & Partners	60	35	2,100
8)	Logistics (air tickets)	Movements	FAWE-RS & Partners	39,840	1	39,840
9)	Awards to winners	Recognition	FAWE-RS & Partners	6,700	1	6,700
10)	Awards to the winning Countries	Motivation	FAWE-RS & Partners	500	3	1,500
11)	Documentation, Publication & Dissemination	Publicizing	FAWE-RS & Partners	1,000	1	1,000
12)	Coordination costs	Project management	FAWE RS	5,000	1	5,000
	Grand Total					69,140