



KINGDOM OF CAMBODIA
NATION RELIGION KING

Child Friendly Schools (CFS)

Master Plan

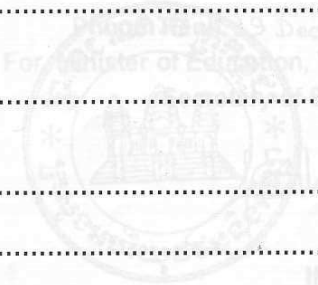
2007 to 2011

Ministry Education Youth and Sport



Phnom Penh
December 2007

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PREFACE

CFS Master Plan is the essential plan which has wide extension and covers all aspects and activities that MoEYS has established for relevant departments and 24 provinces/municipalities to implement from 2007 up to 2011.

CFS Master Plan has the objectives as below:

- Strengthen the implementation of CFS policy with effectiveness
- Accelerate the development of CFS in basic education to achieve the plan and goal in 2011
- Open widely to communities and development partners to participate and take responsibility in implementing CFS program in each year

CFS Master Plan 2007-2011 has shown important contents and activity frameworks as the following:

1. Roles and responsibilities of stakeholders under CFS
2. Principles of implementation under CFS
3. CFS Master Plan matrix
4. Plan for development and implementation nationwide of training activities under 6 dimensions of CFS 2007-2011
5. CFS specific activities by dimension 2007 to 2011
6. Possible sequence of CFS activities by province 2007-2011
7. Cost of CFS training activities at national, provincial and cluster school levels

Through the above activity frameworks, MoEYS would like to appeal to communities and development partners for using resources (transportation, materials and budget) as much as possible and with good will in their own project to improve the implementation of CFS to achieve the goal.

MoEYS hopes that all the relevant departments and 24 PEOs will establish the appropriate annual plan based on this master plan from the year 2007 by cooperating with development partners and communities in their own location to lead the development of CFS program to get success with efficiency as nationwide.

Phnom Penh, 19 December 2007
For Minister of Education, Youth and Sports
Secretary of State



IM-SETHY

Glossary of acronyms, abbreviations and technical terms used in Masterplan

Application School	A school linked physically and administratively to PTTCs (and some RTTCs) to enhance pre-service teacher education
Basic Education	Term used in Cambodia to describe formal schooling from Grade 1 to Grade 9
CFS	Child Friendly School
CFS Framework	Also known as the "Green Book", sets out 173 possible CFS activities which can be implemented in schools
CFS Module	Booklet produced by MoEYS for each CFS Activity serving as a reference book for Trainers and school staff
CFSS	Child Friendly Secondary Schools
Cooperating Schools	Schools which are part of the General Education system which accept pre-service students for teaching practice
Core School	School usually near the geographical centre of a School Cluster often used as a site for training and other meetings
Cluster School	A number of schools grouped together for purpose of training and sharing experiences and resources
Core Activity	A topic relevant to all schools and the subject of a CFS Module - the MoEYS aims to produce around 25 CFS Core Modules by 2011
DEO	District Education Office
DTMT	District Training and Monitoring Team - there are two DTMT's in each District, one responsible for management training and the other for teacher training. Members are usually one PEO staff, two from the DEO and 3 TGLs. DTMTs provide training and follow up to school staff in School Clusters in town/rural areas and at the district town in remote areas with scattered teachers and schools
ETL	Effective Teaching and Learning - a prominent CFS Module in Dimension 2 which aims at engaging classroom teachers in applying new ideas about teaching and learning in their classrooms to improve the quality of education
EFA	Education For All
ESP	Education Strategic Plan
IO	International Organization
LSS	Lower Secondary School
Monthly Technical Meeting	A meeting for all school staff held monthly on a Thursday providing opportunities for peer learning. Teachers meet in grade level groups, Directors in their own group, to receive information, discuss issues arising from practice and share experience, knowledge and skills. The Monthly Technical Meetings are facilitated by Cluster and School Directors and TGLs and are a key event in the delivery, monitoring and follow up of CFS activities.
LNGO	Local Non Government Organization
NGO	Non Government Organization (sometimes INGO - International Non Government Organization)
PED	Primary Education Department - one of the national departments involved in developing CFS
PEO	Provincial Education Office
PRD	Pedagogical Research Department - one of the national departments involved in developing CFS
PTTC	Provincial Teacher Training Centre - 18 in Cambodia which offer pre-service teacher education for primary teachers
RTTC	Regional Teacher Training Centre - 6 in Cambodia which offer pre-service teacher education for LSS teachers
School Cluster	A number of schools grouped together for purpose of training and sharing experiences and resources
Specific Activity	A topic relevant to schools with particular needs (not for general application) and the subject of a CFS Module
SRP	School Readiness Program - a prominent CFS Module in Dimension 2 for Grade 1 teachers to assist them create child friendly classes for children entering school without having been to pre-school/kindergarten
SSA/School self-assessment	CFS Module in Dimension 6 which will help provide data on the impact of CFS on schools and their progress
TGL	Technical Group Leader - an experienced and/or highly skilled teacher who acts as a resource person for all the teachers working at the same grade level in a school or Cluster
Thursday Meeting	See Monthly Technical Meeting, above
TOT	Training of Trainers
TTD	Teacher Training Department
(CFS) Working Groups	CFS Working Groups have been set up by MoEYS at provincial/district levels to oversee the implementation of the CFS program

CFS Masterplan 2007-2011

Main assumptions

- The Masterplan covers CFS operations in basic education (primary and lower secondary schools) in Cambodia.
- The Masterplan is for the period 2007 to 2011 (in this Masterplan a year begins on 1st August, when school holidays commence and CFS teacher training activities begin, and ends on 31st July when school closes for the academic year).
- CFS activities will be implemented in all primary schools during the period covered by the Masterplan and piloted in some lower secondary schools in 2007-08 and 2008-09 with a wider application in 2009-2010 and 2010-2011.
- The CFS Masterplan has been developed to help the MoEYS reach its target of 70% national coverage of Child Friendly Schools in Cambodia by 2010.
- The CFS program will be the MoEYS' main program for building quality in basic education and presented as such in the ESP.
- The CFS program will thus be a high priority of the MoEYS for support with government funds and for funding from external sources
- The Masterplan is to provide an overview of major activities under CFS.
- The Masterplan will be reviewed and updated annually and approved by the national CFS Steering Committee.
- Detailed planning for CFS activities at local level will be coordinated by the PEOs under national guidelines issued by the national CFS Steering Committee.
- Annual planning for CFS activities at national level will be carried out by relevant Departments (e.g. PED, SED, TTD, PRD) but these plans will be consistent with the broad aims and the sequence of steps needed to achieve them set out in the Masterplan.
- Annual plans from relevant national Departments will be compiled for presentation to the national CFS Steering Committee.
- The CFS Steering Committee will be responsible for approving Departmental CFS plans (i.e. agreeing that they are complimentary and consistent with the Masterplan).

Stakeholders and summary descriptions of roles and responsibilities under CFS

- The CFS Steering Committee will provide direction, oversight, co-ordination and endorsement of plans
- The role of involved National Departments is to develop documents and guidelines and submit through the appropriate sub-Committee to the CFS Steering Committee for approval and to provide initial training inputs and then support to actors from PEOs, PTTC's, DEOs and Schools (working through Clusters except in remote areas); National Departments are also responsible for regularly reporting to the CFS Steering Committee on progress.
- The role of the PEO, with input from PTTCs, is to be responsible for general coordination of CFS activities in the province, particularly working with DEOs to prepare an annual plan for CFS activities in the province, ensuring that funds received are made available in a timely manner for CFS activities and, through their coordination and oversight role, helping spread information about good ideas and practices throughout the province.
- The role of DEO is to be responsible for organizing two District Training and Monitoring Teams (DTMTs), one focusing on teaching and learning and the other on school management, to provide training and support to staff of all schools and to monitor CFS activities throughout their district.

- The role of School Clusters is to act as vehicles (mechanisms) for training and follow up; as venues firstly for the delivery of training on VFS and secondly for Monthly Technical Meetings in which school managers and teachers discuss practices and exchange experiences about working in Child Friendly Schools.
- The main responsibility of Schools is to strive to become increasingly Child Friendly (annual self appraisals will assist in identifying progress and setting targets), including enhancing community participation.
- The main roles of community members and local authorities are to assist schools in achieving quality education for all children of school age by participation in planning, offering support consistent with their means and in holding schools accountable for the quality of the education programs they provide.

Main principles of implementation

- All MoEYS staff in PEOs, DEOs and at primary schools will have opportunities to participate in CFS training and follow up activities during the period covered by the plan. To meet the targets set out in the Main outputs (see below) will require levels of participation at a rate of 6 days of full-time vacation training and follow up during Monthly Technical Meetings during the school year in normal years and 12 days in years in which staff participate in ETL, the principal intervention under CFS Dimension 2
- All MoEYS staff in pilot lower secondary schools will have opportunities to participate in CFS training and follow up activities during the period and all staff of other lower secondary schools will complete an orientation to CFS and commence annual six days of vacation training in 2009-2010.
- PEOs and DEOs will be able to use the notional number of 6 days of training at vacation workshops with flexibility to address needs and priorities within their province and districts (for example, all days may be allocated to general training or some portion set aside for specific purpose training of target groups such as School Directors, School Support Committees, multi-grade teachers etc.).
- All staff and students studying at Regional or Provincial TTCs and working at attached Application Schools will have opportunities to participate in CFS training and follow up activities during the period; CFS content in pre-service teacher education courses will initially be programmed as discrete component but will increasingly become integrated into the teaching of all subjects until, by 2010-2011, it will be fully integrated.

Main principles of development of CFS Modules

- CFS Modules in the Core Activities are appropriate for all schools although there may be some differences in application at primary and lower secondary levels.
- Some CFS Modules are Specific Activities which are not applicable in all schools but address particular problems of some schools (e.g. remoteness, multi-language situations etc.).
- Where training resource materials already exist, which have been trialed and found effective, they should be adapted for use in CFS rather than new materials being developed.
- Staff from different national Departments of the MoEYS will be identified to participate in CFS Module development teams according to their expertise.
- MoEYS staff from District and School levels with direct experience of working in pilot programs will be identified to participate in CFS Module development teams or to make presentations on their experiences to teams.

Thursday Meeting

See Monthly Technical Meeting above

TOT

Training of Trainers

TTD

Teacher Training Department

(CFS) Working Groups

CFS Working Groups have been set up by MoEYS at provincial and school levels to oversee the implementation of the CFS program

Main outputs during the full period (2007 - 2011)

- Development of 25 CFS Core Activity Modules in all six dimensions which are widely applicable to primary schools in Cambodia.
- Development of 5-10 CFS Special Activity Modules which are applicable to schools with particular problems (e.g. remoteness, ethnic minority enrolment ...).
- Development of a number of Core Activities in all six dimensions which are widely applicable to lower secondary schools in Cambodia
- Opportunities for all MoEYS staff in primary schools in all provinces to complete at least half of the menu of 25 CFS Core Activities during the four years covered by the Masterplan and all LSS staff to participate in the initial CFS activities at their level.
- Through the application of the School Self-Assessment (SSA) Modules, all schools will be able to assess their progress against a national set of CFS criteria with the participation of all staff, parents and community members in the process; schools will be classified as either basic, medium or advanced according to their demonstration of child friendly characteristics.
- A rolling national program of in-service teacher training for primary teachers (Effective Teaching and Learning - ETL) delivered during school vacations and followed up in Monthly Technical Meetings during the academic year with all primary teachers to complete at least the first cycle.
- Skills building at national level in developing training curricula using participatory learning approaches and in facilitation.
- Skills building at District, Cluster and School levels in training/facilitation, follow up and monitoring, self-assessment and classroom research.
- To achieve target areas of implementation CFS with 70% in 2010, 22% in 2006-2007, 37% in 2007-2008, 52% in 2008-2009, 72% in 2009-2010 94% in 2010-2011

CFS Master Plan Matrix

#	Activity	2007 2008	2008 2009	2009 2010	2010 2011	Outcomes	Funded
1	Finalize CFS Policy, Masterplan of Operations and Implementation Structure	X				Final drafts of CFS Policy, CFS Masterplan	Yes (UNICEF)
2	Secure endorsement of the CFS Policy, Masterplan of Operations and Implementation Structure	X				Endorsed CFS Policy and CFS Masterplan	Yes (UNICEF)
3	Organize meetings to introduce CFS Policy, Masterplan of Operations to all stakeholders : MoEYS Departments, POEs, DOEs, schools, local communities, INGOs, LNGOs	X				Strengthened general understandings of CFS Policy and Masterplan and partnerships at national level for development of CFS	Yes (Various)
4	Develop CFS Training Modules for Core and Specific Activities across the six dimensions (including ETL 1 and 2)	X	X	X	X	CFS Modules have been developed for Core and Specific Activities (including ETL 1 and 2)	Part (UNICEF)
5	Complete CFS Core Activity Modules - 1 st set (incl. ETL 1) Complete CFS Core Activity Modules - 2 nd set Complete CFS Core Activity Modules - 3 rd set (incl. ETL 2) Complete CFS Core Activity Modules - 4 th set		X	X	X	1 st set of CFS Core Modules developed /approved 2 nd set of CFS Core Modules developed/approved 3 rd set of CFS Core Modules developed /approved 4 th set of CFS Core Modules developed/approved	Yes Yes No No
6	Review and revise the national CFS SSA tool and implement through nationwide training	X	X	X		Improvement of CFS SSA tool	Yes (FTI proposal)
7	Regularly review/revise the CFS Training Modules across the six dimensions based on field experiences	X	X	X	X	Improved CFS Modules based on field experiences	Part
8	Organize and train DTMTs for roles as trainers and monitors at Cluster level of CFS activities in holiday workshops and Monthly Meetings during school year	X	X	X	X	Capacity built at District/Cluster/School level of to train teachers and school managers and offer follow up support while monitoring impact	Part
9	Organize meetings at provincial and national level to collect and share experiences, evaluate progress and make plans for future implementation of CFS	X	X	X		MoEYS staff at national/provincial levels analyze and assess impact of CFS, make plans responsive to the real needs of schools and communities	Part
10	Organize an annual, national seminar for stakeholders at all levels to share best practices in CFS, including pre-service teacher education in TTCs, and compile/publish best practice/success stories as an outcome	X	X	X	X	Policy developers and practitioners improve understanding of effective CFS practice resulting in better planning and the spread of good ideas	No
11	Annually evaluate, review and revise the 2007-2011 CFS Masterplan for nationwide implementation	X	X	X	X	CFS plans updated annually after M&E; CFS priorities re-set in response to needs/priorities	No
12	Secure Approval for progressive integration of CFS principles and approaches into the PTTC pre-service teacher training curriculum	X				Approval for integrating CFS into the PTTC pre-service teacher training curriculum	Part (UNICEF/SCN)
13	Progressively integrate CFS principles and approaches into the PTTC pre-service teacher training curriculum	X	X	X	X	Integration of CFS into the PTTC pre-service teacher training curriculum	Part (UNICEF/SCN)

14	Organizing training for staff of PTTCs/Application Schools in incorporating CFS principles and approaches into pre-service teacher education curriculum	X	X	X	X	PTTC staff teach the new curriculum with CFS content; Application School teachers can support students on practicum	Yes (UNICEF/SCN)
15	Review/revise integration of CFS content into the PTTC pre-service curriculum, including participation of outstanding teachers from Application/ other schools	X	X	X	X	Pre-service curriculum is improved every year based on field experiences and the direct participation of practicing teachers	Part (UNICEF/SCN)
16	Development of documents and resources on the adoption of curriculum standards	X				Drafts developed on adoption of curriculum standards and plans for implementation	Yes
17	Approval of documents and resources on the adoption of curriculum standards	X				Curriculum standards and plans for implementation approved	Yes
18	Organizing training on the adoption of curriculum standards at national, provincial, district and local levels	X	X	X	X	MoEYS staff at all levels, understand/are able to apply curriculum standards	Yes (FTI proposal)
19	Progressive development of revised textbooks (TX) and teacher manuals (TM) at all grades and in all subjects to assist teachers to adopt curriculum standards	X	X	X	X	Revised TX and TM which explicitly support outcomes-based teaching and learning	Part (FTI proposal)
20	Approval of revised TX and TM and teacher manuals at all grades and in all subjects to assist teachers to adopt curriculum standards	X	X	X	X	Revised TX and TM approved for use	Part (FTI proposal)
21	Organizing training for teachers on the use of revised TX and TM at all grades and in all subjects to assist teachers to adopt curriculum standards as they become available	X	X	X	X	Teachers use revised TX and TM effectively to improve their understanding/practice of outcomes-based teaching and learning	No
22	Mainstreaming of HIV-AIDS education in primary and lower secondary schools	X	X	X		National coverage of HIV-AIDS teacher training and implementation in all basic education schools	Yes (FTI - Primary)
23	Gather experiences and begin to assemble a menu of CFS activities of relevance to Lower Secondary Schools	X	X			Preliminary CFS menu for LSS with relevant primary CFS modules + others from CFSS pilots	Yes
24	Establish pilot program in 37 LSS (in all provinces) using some CFS developed for primary Schools (as appropriate) and develop LSS-specific CFS activities	X	X			CFSS Menu and implementation CFS in project CESSP which can be used for expanded implementation in LSS nationwide beginning in 2009-10	No Fund planning UNICEF /SCN/CESSP
25	Extend pilot program to all LSS so that all teachers have some exposure to CFS			X	X		No
26	Development of CFS IMS software based on the existing EMIS to monitor progress of the CFS Program	X				CFS IMS has been developed	Yes
27	Approval for the use of CFS IMS software	X				CFS IMS has been approved	Yes
28	Organizing training on the CFS IMS software	X	X	X	X	CFS IMS functioning at all levels	Yes
29	Launch/maintain a Cambodian CFS internet page as part of the MoEYS website	X	X	X	X	Stakeholders can access current information and express their opinions about CFS	No
30	CFS advertisements on national radio and television. Publish articles on CFS in national newspapers and on the internet. Display posters in public places	X	X	X	X	Raise awareness and understanding of CFS to motivate all stakeholders to participate actively in the development of CFS	No

31	Conduct on Accelerated learning program implementation and develop the question and answer sheets of year 1.2 &3, Technical training and monitoring, and evaluation by review meeting. and disseminate of disabilities policy	X	X	X	X	The program will be developed every year, there will be human resources and the children who have the over ages will be learned to balance with their grades.	UNICEF / FTI
32	Conduct on Inclusive Education for the children with disabilities program implementation, develop on teaching training material development on special education need and monitoring and evaluation by review meeting.	X	X	X	X	The program will be developed every year, school and communities understand well on disabilities and the children with disabilities will be got education with equity as same as general children.	UNICEF / FTI
33	Conduct on Bilingual Education program implementation, develop textbooks and Teaching materials, Teachers training, exchange study visit to get the experiences, monitoring and evaluation by review meeting.	X	X	X	X	The program will be developed every year, The ethnic minority communities will be Understood well on education and ethnic minority children will be got education as same as general children.	UNICEF / FTI
34	Revise cluster school policy and cluster manual to link CFS - implementation with flexibilities to the real situation especially at the disadvantaged areas		X	X		Cluster policy and manual has been revise and can be adapted for implementation according to the real situation especially at disadvantaged areas	FTI
35	Strengthen and expanding the library activities through build the capacity of librarians and providing the library materials	X	X	X	X	Quality and efficiency of using the library has been strengthen and all the schools library has been taken the action	UNICEF/SCN SIPAR/Others
36	Providing scholarship and school feeding to the vulnerable students and the remote area (Provinces districts and school selected)	X	X	X	X	Increase enrollment, promotion, attendant and reduce dropout	FTI
37	Provided budged for school operation and school improvement grand to the disadvantage school especially incomplete primary school to improve the CFS implementation (Provinces districts and school selected)	X	X	X	X	The disadvantage school has possibilities to improve their own school to assure the quality and efficiency of the school performance	FTI
38	Promote the community participation in education development in their own location especially to send the children to school and guarantee the sustainability of theirs studies	X	X	X	X	School and community has a good cooperation in education development at their own location especially all the children has accessed to school and finished grade 6 with continuing in lower secondary education	FTI
39	Strengthening and expanding on capacity building monitoring and evaluation for improving the quality and efficiency of education performance to all level of education officers	X	X	X	X	All level of Education offices has their own performance education ability with quality and efficiency	UNICEF/SCN/ FTI/VSO/ Others
40	Strengthen and expanding the gender mainstreaming to all activities, policy, program and education planning , particularly mainstreaming Gender based on exishing documents im all dimensions accozding to supporting documentations of CFS	X	X	X	X	All level of education officer aware about gender concept and mainstream to all education actions in own organization	UNICEF/SCN/ FTI

Plan for development and implementation nationwide of training activities under 6 Components of CFS 2007 - 2011

Year	Development of Core CFS Modules	Involvement from	Modules available for implementation
2006-2007 (22%)	School mapping Effective Teaching and Learning (ETL) 1 SRP Hygiene and food safety Student Council School Self-Assessment <i>CFS for Pre-Service Teacher Trainees at PTTCs</i>	PED + NGOs PED + TTD + PRD + NGOs PED + NGOs PED + NGOs PED + Youth Department Inspectorate + PED TTD	
2007-2008 (37%)	School Improvement Plan (incorp. school environment) Administration and Management* (data management) School leadership Enrolment campaign Girls' Counselling Group Gender Focal Point Remedial Class Child Protection Student Portfolios and Exhibitions Teaching without punishment Itinerant Class Guidelines <i>Research/piloting of CFS activities in LSS Schools</i>	PED PED + TTD PED + TTD + CESSP PED + NGOs PED + NGOs Gender Secertariat PED + NGOs PED + NGOs (CFR), MoSAVY PED + NGOs PED SED + NGOs	School mapping Effective Teaching and Learning (ETL) 1 SRP Hygiene and food safety Student Council School Self-Assessment Curriculum standards
2008-2009 (52%)	Effective Teaching and Learning (ETL) 2 (Student centred approach, Thursday Meetings, teacher capacity building ...) Local Life Skills programs for Thursdays <i>Research/piloting of CFS activities in LSS Schools</i> <i>LSS CFS Modules ...</i>	PED + TTD + PRD + NGOs PED + PRD + NGOs SED + NGOs SED + NGOs	School Development Plan Administration and Management (data management) Enrolment campaign Girls Counselling Group Remedial Class Child Protection Student Portfolios and Exhibitions Itinerant Class Guidelines <i>Pilot CFSS activities for LSS Schools nationwide</i>
2009-2010 (72%)	Participation of Community Libraries in Schools School visits Mobile teachers <i>LSS CFS Modules ...</i>	PED + NGOs PED + NGOs PED + NGOs PED + NGOs SED + NGOs	Effective Teaching and Learning (ETL) 2 (Student centred approach, Thursday Meetings, teacher capacity building ...) Local Life Skills Programs for Thursdays <i>LSS CFS Modules ...</i>
2010-2011 (94%)	Develop new sets of Core Activities for <ul style="list-style-type: none"> Primary Schools Lower Secondary Schools 		MENU of c. 25 Core Activity Modules for Primary (with some applicable to Lower Secondary Schools) and additional CFS Core Activities for LSS + CFS and CFSS content integrated into PTTC and RTTC Pre-service Teacher Education curricula

MoSAVY - Ministry of Social Affairs, Veterans and Youth Rehabilitation

Current Status of all CFS Core Activities by Dimension at 1 October 2007

Dim.	Core activity	Current status	How it will be covered or possibilities for future coverage
1	School mapping	Published	Core Activities Set 1
1	Enrolment campaign	In progress	Core Activities Set 2
1	Guidelines for establishing class for itinerant children	Under development	Core Activities Set 2
1	Mobile teachers for isolated school classes	Under development	Core Activities Set 2
2	School readiness (SRP)	Published	Core Activities Set 1
2	ETL 1	Published	Core Activities Set 1
2	Local Life Skills programs for Thursdays	LLSP modules available	Core Activities Set 3
2	Remedial class/support to slow learners	Some drafts available	Core Activities Set 2
2	Libraries in schools	Not yet started	Core Activities Set 4
2	Multi-grade teaching	Comprehensive plan developed by TTD/PED	Proposed to implement under FTI
3	Activities in school that promote hygiene/safe food and water	Published	Core Activities Set 1
3	Child protection	Under development	Core Activities Set 2
4	<i>Gender - Mainstreamed in all activities</i>	<i>Covered in current draft modules</i>	<i>Incorporated in all modules</i>
4	Girls Counselling Group	Not yet started	Core Activities Set 2
5	Student portfolios and displays of work Exhibitions of student work for community	Classroom practice covered in ETL 1 Under development	Core Activities Set 1 (ETL) Core Activities Set 2
5	Student Association ("Student Council")	Published	Core Activities Set 1
5	School Improvement Planning	Many drafts available	Core Activities Set 2
5	Regular meetings with parents/community members	Some materials completed in draft form	Core Activities Set 2
5	Inter-school visits	Not yet started	Core Activities Set 4
6	School self assessment	Published	Core Activities Set 1
6	Orientation of stakeholders to CFS program	In progress, awaiting approval of CFS Policy	Add to Core Activities Set 1 ?
6	Administration and management (data collection)	Not yet started	Core Activities Set 2
6	School leadership	Drafted, pilot conducted by TTD/CESSP	Core Activities Set 2

and . . .

2, 5 and 6	Curriculum standards	Drafted, tested, awaiting approval	Proposed implementation under FTI
2, 5 and 6	Teacher Standards	Drafted by TTD/CESSP	
All	Pilot activities in LSS (CFSS)	To be planned for pilot in 37 Schools	
All	CFSS Modules	Not yet started	

and suggested CFS Specific Activities by Dimension at 1 October 2007

Dimension	Specific activity	Current status	Proposed timing
1, 2, 5	Bilingual education	MoEYS Pilots with NGOs	Pilots in 2006-2007, to be evaluated
2	Multi-grade teaching	Draft curriculum and trials by TTD 2006-07	Ready for implementation
2	Mobile teachers support to isolated teachers	Pilot by SCN in Preah Vihear	Can be implemented where appropriate

Availability of CFS Core Activities by Dimension 2007 - 2011

School Year	Core Activities	Dimension 1 Inclusion	Dimension 2 Teaching and Learning	Dimension 3 Health and Safety	Dimension 4 Gender	Dimension 5 School and community	Dimension 6 Enabling environments (education system)
2007-08	Core Activities Set 1 (incl. ETL 1) Pilot Activities in LSS	School mapping	SRP ETL 1 including	Hygiene/safe food and water	<i>Mainstreamed in all Dimensions</i>	Student Councils	CFS orientation to PEOs Organizing CFS Working Groups CFS Policy CFS Masterplan School self assessment (FTI) Curriculum standards (FTI)
2008-09	Core Activities Set 2 Pilot Activities in LSS	Enrolment campaign Classes for itinerant children Mobile teachers for isolated classes	ETL 1 SRP Remedial classes	Child protection	<i>Mainstreamed</i> Girls counseling group	School Improvement Plans involving regular meetings between schools-communities	School improvement plan School administration (data collection) School leadership
2009-10	Core Activities Set 3 Activities for LSS		Local Life Skills programs for Thursdays School libraries		<i>Mainstreamed in all Dimensions</i>	Inter-school visits	Mobile teacher trainers to support isolated teachers
2010-11	Core Activities Set 4 (incl. ETL 2) Activities for LSS		ETL 2 Teacher standards ???		<i>Mainstreamed in all Dimensions</i>		

Decided already **Possible/Suggested** **No current suggestion**

Other possibilities for CFS Core or Specific Activity Modules in various Dimensions (including ETL)

Multi-grade teaching; Strategies for children speaking languages other than Khmer; Bi-lingual education; Girls education; Science education; Teaching primary mathematics using concrete materials; Accelerated learning; Special education; Community schools/Mini schools; Community Pre-schools; Community Teachers ...

Possible sequence of CFS activities by province 2007 - 2011

Year	Provinces with existing high levels of support	Other provinces with PTTCs + Kep, Pailin	Remote Provinces
	Kg Thom, Kg Speu, Prey Veng, Svay Rieng, Stung Treng, Otdar Meanchey, Kg Cham, Kg Chhnang, Phnom Penh, Preah Vihear, Pursat, Siem Reap,	Banteay Meanchey, Battambang, Kamot, Kandal, Kratie, Takeo, Sihanoukville, Pailin, Kep,	Koh Kong, Mondulkiri, Ratanakiri
2007-2008	Mapping ETL 1/SRP SRP Hygiene and safe food and water Student Council SSA Assessment of ETL	Organization of CFS Working Groups at Provincial and District Levels Pilot activities by NGOs Training on CFS Modules (but no plan at present)	Organization of CFS Working Groups at Provincial and District Levels Pilot activities by NGOs Training on CFS Modules (but no plan at present)
2008-2009	Enrolment campaign Remedial classes Child Protection Girls' Counselors School improvement plan School administration (data collection) School leadership Itinerant children's class Bilingual education strategies	ETL 1/SRP (Teachers Grade 1-6) + first 5 CFS Modules not completed in 2007-2008	ETL 1/SRP in Provincial town schools and close schools in other Districts as a capacity building exercise for additional trainers + first 5 CFS Modules not completed in 2007-2008 Remote schools first 5 CFS Modules
2009-2010	+ choose from Participation of community Libraries in schools School visits Mobile Teachers for isolated classes Multi-grade Teaching	Complete ETL 1/SRP and any of first 5 Modules not completed + choose from School improvement plan School administration (data collection) School leadership Enrolment campaign Remedial classes Child Protection Itinerant children's class	Complete ETL 1/SRP in town schools + first 5 CFS Modules not completed in 2007-2008 ETL in outlying Districts and remote schools
2010-2011	ETL 2 (Teachers Gr. 1 - 6) + Choose activities from CFS Menu	Choose activities from CFS Menu + Prepare for ETL 2 in 2011-2012	Complete ETL in outlying Districts and remote schools + Choose other activities from CFS Menu

SRP component of ETL/SRP will be funded from a separate source ... Core Activities in normal print ... Specific Activities in bold and highlighted in dark orange

COSTS 1

Total training costs for CFS Primary Schools at National and Provincial levels (during regular year without ETL/SRP)

Province	National			Provincial level						TOTAL National+ Provincial	
	National Trainers			Per diems vacation TOT	TOT materials			PTTCs Staff	Application School Staff		PEO staff
	Prep.	TOT	Monitor		W/shop	Trainer	Refresh				
Bty Meanchey		5x6dx\$15 \$450	4dx2Mx\$15 \$120	48Tx6dx\$5 \$1440	1x\$100 \$100	\$1 per Tr \$48	Refresh \$144*	Formula \$540	Formula \$360	28x1/3=9x6x\$3 \$162	\$3 364
Battambang		\$900	\$120	\$2340	\$200	\$78	\$234	\$540	\$360	\$468	\$5 240
Kg Cham		\$900	\$120	\$2880	\$200	\$96	\$288	\$540	\$360	\$846	\$6 230
Kg Chhnang		\$450	\$120	\$1440	\$100	\$48	\$144	\$540	\$360	\$504	\$3 706
Kg Speu		\$450	\$120	\$1440	\$100	\$48	\$144	\$540	\$360	\$378	\$3 580
Kg Thom		\$450	\$120	\$1440	\$100	\$48	\$144	\$540	\$360	\$378	\$3 580
Kampot		\$450	\$120	\$1440	\$100	\$48	\$144	\$540	\$360	\$486	\$3 688
Kandal		\$450	\$120	\$1 800	\$100	\$60	\$180	\$540	\$360	\$630	\$4 240
Kep		Nil	\$120	\$360	n.a.	\$12	\$36	n.a.	n.a.	\$216	\$744
Koh Kong		\$450	\$120	\$1440	\$100	\$48	\$144	n.a.	n.a.	\$162	\$2 464
Kratie		\$450	\$120	\$900	\$100	\$30	\$90	\$540	\$360	\$288	\$2 878
Mondulkiri	20x10d x\$5 \$1000	\$450	\$120	\$900	\$100	\$30	\$90	n.a.	n.a.	\$162	\$1 852
O. Meanchey		\$450	\$120	\$900	\$100	\$30	\$90	n.a.	n.a.	\$198	\$1 888
Pailin		Nil	\$120	\$360	n.a.	\$12	\$36	n.a.	n.a.	\$180	\$708
Phnom Penh		\$450	\$120	\$1260	\$100	\$42	\$126	\$540	\$360	\$468	\$3 466
Preah Vihear		\$450	\$120	\$1260	\$100	\$42	\$126	\$540	\$360	\$288	\$3 286
Prey Veng		\$900	\$120	\$2160	\$200	\$72	\$216	\$540	\$360	\$504	\$5 072
Pursat		\$450	\$120	\$1080	\$100	\$36	\$108	\$540	\$360	\$414	\$3 208
Ratanakiri		\$450	\$120	\$1620	\$100	\$54	\$162	n.a.	n.a.	\$252	\$2 758
Siem Reap		\$900	\$120	\$2160	\$200	\$72	\$216	\$540	\$360	\$486	\$5 054
Sihanoukville		\$450	\$120	\$540	\$100	\$18	\$54	\$540	\$360	\$234	\$2 416
Stung Treng	\$450	\$120	\$900	\$100	\$30	\$90	\$540	\$360	\$270	\$2 860	
Svay Rieng	\$450	\$120	\$1200	\$100	\$42	\$126	\$540	\$360	\$486	\$3 424	
Takeo	\$450	\$120	\$1800	\$100	\$60	\$180	\$540	\$360	\$612	\$4 222	
National MoEYS	\$1000	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a	\$1 000
TOTAL	\$1000	\$11 700	\$2 880	\$33 060	\$2 600	\$1 104	\$3 312	\$9 720	\$6 480	\$9 072	\$80 928

Notes on COSTS 1

General notes

No provision made for travel which will be based on actual costs

Total training for DTMT members (TOT) in Team 1 and Team 2 each year is 6 days; the number of training days for members of DTMT 1 and DTMT 2 will depend on the CFS Modules chosen for implementation during that year in the province i.e. the 6 days can be divided up between DTMT 1 and 2 members according to the CFS Modules chosen for implementation in that year under the provincial plan. In years in which ETL is conducted, DTMT 2 members will receive an extra 6 days TOT in addition to any days they would be receiving under the regular annual allocation.

Notes on numbers of participants etc.

- PEOs - many PEO staff are already in Provincial Working Group or DTMT's so the figure used for calculations is 33% of current establishment
- PTTC estimated participants per province at 30 (18 provinces)
- RTTC estimated participants per province at 40 (6 provinces)
- Application Schools (Primary) per province at 20 (18 provinces)
- Application Schools (Secondary) per province at 20 (4 provinces)

Notes on calculations, formulas etc.

- Per diem for Provincial and District Trainers at TOT and 6 days of CFS training during long vacation calculated at 20 000r or US \$5.00 per day
- Costs of general TOT workshop materials (\$100 per workshop), trainer materials for TOT workshop (\$1 per trainer) and refreshments (\$0.50 per trainer per day)
- Per diem for District Trainers at 10 days of CFS monitoring of Monthly Meetings during school year at calculated at 20 000r or US \$5.00 per day
- Per diem for national trainers calculated at 60 000r or US \$15.00 per day (NOT including travel)
- Per diem for national trainers at preparation workshop calculated at \$5 per day

Year	Activity	Cost (R)	Cost (US\$)	Notes
2010-2011	ETL 2 (Teachers Gr. 1 - 5)	21 104	5 276	Choose activities from CFS Menu
	Prepare for ETL 2 in 2011-2012	2 800	700	Choose activities from CFS Menu
	Complete ETL in outlying Districts and remote schools	21 700	5 425	Choose other activities from CFS Menu
		23 904	5 976	
2011-2012	ETL 2 (Teachers Gr. 1 - 5)	21 104	5 276	Choose activities from CFS Menu
	Prepare for ETL 2 in 2011-2012	2 800	700	Choose activities from CFS Menu
	Complete ETL in outlying Districts and remote schools	21 700	5 425	Choose other activities from CFS Menu
		23 904	5 976	
TOTAL		45 008	11 377	

SRP component of ETL/SRP will be funded from a separate source ... Core Activities in normal print ... Specific Activities in bold and highlighted in dark orange

COSTS 2

Cluster level and total training costs for National + Provincial + Cluster level for Primary Schools (during regular year without ETL/SRP)

Province	Cluster level					TOTAL Cluster level	Nat+ Prov from Costs 1	TOTAL Nat+Prov+ Cluster
	DTMT per diem holiday training	Workshop materials	Per diems	Per diems DEO staff	Thurs Meetings DTMT per diems			
Bty Meanchey	6Tx86Clx6dx\$5 \$15480	86 Clx\$50 \$4 300	3100x\$18 \$55 800	124x1/3=41x6x\$3= \$738	48Tx10dx\$5 \$2400	\$78 718	\$3 364	\$82 082
Battambang	\$22500	\$6 250	\$89 334	\$990	\$3900	\$122 974	\$5 240	\$128 214
Kg Cham	\$18900	\$4 250	\$131 760	\$1116	\$4800	\$160 826	\$6 230	\$167 056
Kg Chhnang	\$7380	\$2 050	\$37 872	\$558	\$2400	\$50 260	\$3 706	\$53 966
Kg Speu	\$8100	\$2 250	\$55 008	\$612	\$2400	\$68 370	\$3 580	\$71 950
Kg Thom	\$12400	\$3 450	\$50 148	\$576	\$2400	\$68 974	\$3 580	\$72 554
Kampot	\$8640	\$2 400	\$55 980	\$630	\$2400	\$70 050	\$3 688	\$73 738
Kandal	\$12600	\$3 500	\$101 466	\$846	\$3000	\$121 412	\$4 240	\$125 652
Kep	\$720	\$200	\$4 158	\$108	\$600	\$5 786	\$744	\$6 530
Koh Kong	\$3240	\$900	\$8 964	\$234	\$2400	\$15 738	\$2 464	\$18 202
Kratie	\$7920	\$2 200	\$28 674	\$234	\$1500	\$40 528	\$2 878	\$43 406
Mondulkiri	\$1620	\$450	\$4 086	\$90	\$1500	\$7 746	\$1 852	\$9 598
O. Meanchey	\$3780	\$1 050	\$13 698	\$234	\$1500	\$20 262	\$1 888	\$22 150
Pailin	\$1080	\$300	\$4 014	\$90	\$600	\$6 084	\$708	\$6 792
Phnom Penh	\$4320	\$1 200	\$81 756	\$378	\$2100	\$89 754	\$3 466	\$93 220
Preah Vihear	\$4860	\$1 550	\$15 192	\$324	\$2100	\$24 026	\$3 286	\$27 312
Prey Veng	\$15120	\$4 200	\$85 716	\$954	\$3600	\$109 590	\$5 072	\$114 622
Pursat	\$7560	\$2 100	\$35 964	\$504	\$1800	\$47 928	\$3 208	\$51 136
Ratanakiri	\$2880	\$800	\$7 362	\$108	\$2700	\$13 850	\$2 758	\$16 608
Siem Reap	\$10080	\$2 800	\$52 992	\$648	\$3600	\$70 120	\$5 054	\$75 174
Sihanoukville	\$1800	\$500	\$15 030	\$180	\$900	\$18 410	\$2 416	\$20 826
Stung Treng	\$3060	\$850	\$10 962	\$144	\$1500	\$16 516	\$2 860	\$19 376
Svay Rieng	\$6300	\$1 750	\$49 356	\$612	\$2100	\$60 118	\$3 424	\$63 542
Takeo	\$12400	\$3 450	\$82 710	\$792	\$3000	\$102 352	\$4 222	\$106 574
National MoEYS	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	\$1 000	\$1 000
TOTAL	\$192 740	\$52 750	\$1 078 002	\$11 700	\$55 200	\$1 390 392	\$80 928	\$1 471 320

Sub-total

Total Schools

37

57 schools

n.a.

133 schools

6

500 schools

6

1 100 schools

Notes on COSTS 2

General notes

- 2 TOT Workshops are required in the 4 Provinces with more than 10 Districts (Battambang, Kg Cham, Prey Veng and Siem Reap)
- Trainers from Pailin attend TOT in Battambang and Kep in Kampot
- Training in remote districts with small numbers of widely scattered schools would probably be carried out by composite teams (i.e. not by one team per District) and two or more districts might be combined at a single location as Clusters are too scattered and numbers of teachers too low. Training might be held quarterly for 3 or 4 days rather than monthly for one day. Funds saved on trainers could be used to provide teachers with travel costs. Teachers should also receive salary during these workshops instead of having to travel in at other times.
- DEOs - many DEO staff are already in DTMT's so the figure used for calculations is 33% of current establishment of DEO's in each province

Notes on calculations, formulas etc.

- Trainer per diem DTMT members \$5 per day for TOT, vacation workshops and Monthly Meeting monitoring
- Trainer materials \$1 per DTMT member
- Refreshments 6 days X # DTMT members x \$0. 50
- Workshop materials at \$100 for TOT per year (except when more than 10 Districts when \$200 per year as 2 TOT workshops are held)
- Vacation training Number of Clusters X 6 days per year x 6 Trainers per workshop x \$5 per day
- Monitoring 6 Trainers per Monthly Technical Meeting X 10 Meetings per year X \$5 per Meeting in Clusters

COSTS 3

Child Friendly Secondary Schools (CFSS) training costs Child Friendly Schools program in Lower Secondary Schools

Province	CFSS Pilot in 37 Schools 2007-2008 and 2008-2009					Nationwide implementation in 2009-2010 500 schools in 150 Districts and 8 000 teachers		Nationwide implementation in 2010-2011 1 100 schools in 150 Districts and 19 200 teachers		TOTAL 2009-2010 2010-2011
	CFSS Pilot 2007-2008		Costs	CFSS Pilot 2008-2009		All LSS	Costs			
	Pilot LSS	Other LSS		All LSS	Costs					
Bty Meanchey	2	0	All costs met by SED PB or by current donors	6	All costs met by SED PB or by current donors	National level costs of training	\$15 580	National level costs of training	\$15 580	National level \$31 160
Battambang	2	0		6						
Kg Cham	0	10		10						
Kg Chhnang	2	0		6						
Kg Speu	2	0		6						
Kg Thom	0	2		6						
Kampot	2	0		6						
Kandal	2	0		6						
Kep	1	0		3						
Koh Kong	1	0		6						
Kratie	1	6		10						
Mondulkiri	1	2		5						
O. Meanchey	1	0		3						
Pailin	1	0		3						
Phnom Penh	2	0		6						
Preah Vihear	1	0		3						
Prey Veng	2	0		6						
Pursat	1	0		6						
Ratanakiri	1	0		3						
Siem Reap	2	0		6						
Sihanoukville	1	0	6							
Stung Treng	1	0	3							
Svay Rieng	2	0	6							
Takeo	2	0	6							
Sub-total	37	20	n. a.			TOTAL COSTS of training	\$462 770	TOTAL COSTS of training	\$937 650	TOTAL training costs \$1 400 420
Total Schools	57 schools			133 schools		500 schools		1 100 schools		

NOTES ON COSTS 3 : TRAINING COMPONENT OF CFSS expansion 2009-2010 and 2010-2011

1. Estimated cost of providing 6 days training for LSS teachers in 2009-10 and 2010-11 at national and provincial levels

Year	National			Provincial level				R/PTTCs Staff	Application School Staff	National+ Prov
	National Trainers			Per diems vacation TOT	TOT materials					
	Prep.	TOT	Monitor		W/shop	Trainer	Refresh			
2009-2010	\$1 000	\$11 700	\$2 880	\$24 000	\$2 600	\$1 200	\$3 990	\$9 000	\$7 200	\$63 570
2010-2011	\$1 000	\$11 700	\$2 880	\$24 000	\$2 600	\$1 200	\$3 990	\$9 000	\$7 200	\$63 570
TOTAL	\$2 000	\$23 400	\$5 760	\$48 000	\$5 200	\$ 2400	\$7 980	\$18 000	\$ 14 400	\$127 140

National preparation: 20 people X \$5 X 10 days = \$1000

National Trainers per diem for Prov TOT: 5 people X 6d X \$15 x 26 TOT's = \$11 700

National Trainers monitoring: 2 Monitors x 4d X \$15 X 24 provinces = \$2 880

DTMT 2 (LSS) trainers per diems for Provincial TOT: 1200 trainers X 4 days X \$5 per day = \$24 000

Workshop materials for Prov TOTs: 26 TOT's x \$100 per TOT = \$2 600

DTMT2 (LSS) trainer personal materials: 1200 trainers X \$1 = \$1200

Refreshments; 1200 DTMT2 (LSS) trainers + (26w/s X 5) 130 national trainers or 1330 people X 6d X \$0.50 per day = \$3 990

RTTC; 50 people X \$5 X 6d = \$1 500

Application school: 40 people X \$5 x 6d = \$1 200

NOTE : no provision for travel costs

2. Estimated cost of providing 6 days training for LSS teachers in 2009-10 and 2010-11 at District and school level and TOTAL cost at all levels

Year	District level							Total District and Cluster Training	+ National and Prov TOTAL	TOTAL
	Number of teachers	# Wkshops @ 50 tchrs w/s	Teachers per diems for DTMT 2 workshops	DTMT trainer per diems	W/S materials	Teachers per diems for DTMT 1 workshops	Monthly follow up trainer p/diems			
2009-2010	8 000	160	\$240 000	\$19 200	\$8 000	\$72 000	\$60 000	\$327 200	\$63 570	\$462 770
2010-2011	19 200	384	\$576 000	\$46 080	\$19 200	\$172 800	\$60 000	\$701 280	\$63 570	\$937 650
	TOTAL		\$816 000	\$65 280	\$27 200	\$244 800	\$120 000	\$1 028 480	\$127 140	\$1 400 420

Notes on calculations

Workshops 2009-2010 8 000 teachers divided by 50 teachers per workshop = 160 workshops

Workshops 2010-2011 19 200 teachers divided by 50 teachers per workshop = 384 workshops

Teachers per diem 2009-2010 8 000 X \$5 x 3 days = \$240 000 (DTMT 2 LSS District level) 8 000 X \$3 X 3 days = \$72 000 (DTMT 1 Cluster level)

Teachers per diem 2010-2011 19 200 X \$5 x 3 days = \$576 000 (DTMT 2 LSS District level)) 19 200 X \$3 X 3 days = \$172 800 (DTMT 1 Cluster level)

DTMT 2 in 150 Districts at 8 members per DTMT

DTMT trainer per diem 2009-2010 160 w/s x 8 members x \$5 X 3 days = \$19 200 (the other 3 days by DTMT 1)

DTMT trainer per diem 2010-2011 384 w/s x 8 members x \$5 x 3 days = \$46 080 (the other 3 days by DTMT 1)

Workshop materials 2009-2010 160 Workshops X \$50 = \$8 000

Workshop materials 2009-2010 384 Workshops X \$50 = \$19 200

Follow up trainer per diems

2009-2010 1200 trainers (150 DTMT's x 8 members in each) x 10 Monthly Meetings X \$5 a meeting = \$60 000

2010-2011 1200 trainers x 10 Monthly Meetings X \$5 a meeting = \$60 000

NOTE: no provision for travel cost.

COSTS 4

CFS training costs by year 2007-11 in primary schools by province + national figure for CFSS (costs for primary school program double in years in which ETL/SRP is conducted)

Province	2007-08		2008-2009		2009-2010		2010-2011	
	Primary + LSS pilot		Primary + LSS pilot		Primary + LSS		Primary + LSS	
	for Year	(ETL/SRP)	for Year	(ETL/SRP)	for Year	+ ETL/SRP	for Year	+ ETL 2
Bty Meanchey	\$82 082	nil	\$164 164	(\$82 082)	\$82 082	completing	\$82 082	nil
Battambang	\$128 214	nil	\$256 428	(\$128 214)	\$128 214	completing	\$129 294	nil
Kg Cham	\$167 056	nil	\$334 112	(\$167 056)	\$167 056	completing	\$167 776	nil
Kg Chhnang	\$53 966	nil	\$107 992	(\$53 996)	\$53 966	completing	\$53 966	nil
Kg Speu	\$71 950	(\$71 950)	\$71 950	nil	\$71 950	nil	\$143 900	(\$71 950)
Kg Thom	\$72 554	(\$72 554)	\$72 544	nil	\$72 554	nil	\$145 088	(\$72 544)
Kampot	\$73 738	nil	\$147 476	(\$73 738)	\$73 738	completing	\$73 738	nil
Kandal	\$125 652	nil	\$251 304	(\$125 652)	\$125 652	completing	\$126 732	nil
Kep	\$6 530	nil	\$13 060	(\$6 530)	\$6 530	completing	\$6 630	nil
Koh Kong	\$18 202	nil	\$36 404	(\$18 202)	\$18 202	completing	\$18 202	nil
Kratie	\$43 406	nil	\$86 812	(\$43 406)	\$43 406	completing	\$43 406	nil
Mondulkiri	\$9 598	nil	\$19 196	(\$9 598)	\$9 598	completing	\$9 598	nil
Otd. Meanchey	\$22 150	(\$22 150)	\$22 150	nil	\$22 150	nil	\$46 100	(\$22 150)
Pailin	\$6 792	nil	\$13 584	(\$6 792)	\$6 792	completing	\$6 892	nil
Phnom Penh	\$93 220	nil	\$186 440	(\$93 220)	\$93 220	completing	\$94 300	nil
Preah Vihear	\$27 312	nil	\$54 624	(\$27 312)	\$27 312	completing	\$27 312	nil
Prey Veng	\$114 622	(\$114 622)	\$114 622	nil	\$114 622	nil	\$230 764	(\$114 622)
Pursat	\$51 136	nil	\$102 272	(\$51 136)	\$51 136	completing	\$51 136	nil
Ratanakiri	\$16 608	nil	\$33 216	(\$16 608)	\$16 608	completing	\$16 608	nil
Siem Reap	\$75 174	nil	\$150 348	(\$75 174)	\$75 174	completing	\$75 174	nil
Sihanoukville	\$20 826	nil	\$41 652	(\$20 826)	\$20 826	completing	\$20 826	nil
Stung Treng	\$19 376	(\$19 376)	\$19 376	nil	\$19 376	nil	\$38 752	(\$19 376)
Svay Rieng	\$63 542	(\$63 542)	\$63 542	nil	\$63 542	nil	\$127 084	(\$63 542)
Takeo	\$106 574	nil	\$213 148	(\$106 574)	\$106 574	completing	\$107 654	nil
National MoEYS	\$1 000	n.a.	\$1000		\$1 000		\$1 000	n.a.
TOTAL Primary	\$1 835 514	(\$364 194)	\$2 577 416	(\$1 106 116)	\$1 471 320	(Nil)	\$1 835 514	(\$364 194)
CFSS (LSS)	37 schools PB		133 schools PB		\$462 770		\$937 650	
TOTAL	\$1 835 514		\$2 577 416		\$1 934 090		\$2 773 164	

Notes on COSTS 4

Notes

- Detailed costs by province in chart are for Primary Schools only. Cost of LSS program is added as a nationwide figure in the final line before the total
- Costs double in years in which provinces participate in ETL/SRP (spread over 2 years if ETL is introduced in stages but budgeted for 2008-2009)
- See Notes on COSTS 3 for further information about plans for the expansion of CFSS in Lower Secondary Schools and funding requirements

Province	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012
Battambang	\$158 214	\$158 214	\$158 214	\$158 214	\$158 214
Champanone	\$107 058	\$107 058	\$107 058	\$107 058	\$107 058
Chantrea	\$53 956	\$53 956	\$53 956	\$53 956	\$53 956
Stung Treng	\$71 950	\$71 950	\$71 950	\$71 950	\$71 950
Stung Treng	\$73 254	\$73 254	\$73 254	\$73 254	\$73 254
Kampot	\$73 738	\$73 738	\$73 738	\$73 738	\$73 738
Kandal	\$252 652	\$252 652	\$252 652	\$252 652	\$252 652
Stung Treng	\$8 230	\$8 230	\$8 230	\$8 230	\$8 230
Kandal	\$43 408	\$43 408	\$43 408	\$43 408	\$43 408
Stung Treng	\$9 298	\$9 298	\$9 298	\$9 298	\$9 298
Stung Treng	\$53 126	\$53 126	\$53 126	\$53 126	\$53 126
Stung Treng	\$8 292	\$8 292	\$8 292	\$8 292	\$8 292
Stung Treng	\$93 220	\$93 220	\$93 220	\$93 220	\$93 220
Stung Treng	\$27 312	\$27 312	\$27 312	\$27 312	\$27 312
Stung Treng	\$114 624	\$114 624	\$114 624	\$114 624	\$114 624
Stung Treng	\$27 138	\$27 138	\$27 138	\$27 138	\$27 138
Stung Treng	\$16 608	\$16 608	\$16 608	\$16 608	\$16 608
Stung Treng	\$72 124	\$72 124	\$72 124	\$72 124	\$72 124
Stung Treng	\$20 952	\$20 952	\$20 952	\$20 952	\$20 952
Stung Treng	\$19 378	\$19 378	\$19 378	\$19 378	\$19 378
Stung Treng	\$83 242	\$83 242	\$83 242	\$83 242	\$83 242
Stung Treng	\$108 274	\$108 274	\$108 274	\$108 274	\$108 274
National MoEYS	\$1 000	\$1 000	\$1 000	\$1 000	\$1 000
TOTAL Primary	\$1 832 214	\$1 832 214	\$1 832 214	\$1 832 214	\$1 832 214
Costs (LSS)	\$1 832 214	\$1 832 214	\$1 832 214	\$1 832 214	\$1 832 214
TOTAL	\$1 832 214	\$1 832 214	\$1 832 214	\$1 832 214	\$1 832 214

COSTS 5

Total budget for CFS by year 2007-08 to 2010-11

Line	2007-08	2008-09	2009-10	2010-11	TOTAL
Training and monitoring Primary	\$1 835 514	\$2 577 416	\$1 471 320	\$1 835 514	\$7 719 764
Training and Monitoring LSS	n.a.	n.a.	\$462 770	\$937 650	\$1 400 420
Development of CFS Modules					\$ 223 350
Publishing					\$ 241 500
Mid-year CFS review (provincial) 2 days and Annual CFS Evaluation and Planning (provincial) 3 days	\$40 000	\$40 000	\$40 000	\$40 000	\$ 160 000
Annual CFS Evaluation and Planning Meeting (national) 4 days	\$12 000	\$12 000	\$12 000	\$12 000	\$ 48 000
Annual National best practice conference 2 days	\$6 000	\$6 000	\$6 000	\$6 000	\$ 24 000
CFS Steering Committee 3 X CFS sub-Committees					\$ 1 008
EMIS					\$ 50 000
Public information/publicity Radio/TV/Web site	\$50 000	\$50 000	\$50 000	\$50 000	\$ 200 000
Other activities related to CFS Program not yet costed					
TOTAL					\$10 068 042

Notes on COSTS 5

1. Preparation of CFS Modules

Large Modules	ETL 1; ETL 2; School Self-Assessment; School Improvement Plan; Life skills; Leadership and School Management; Multi-grade teaching (7)
Small Modules	All others

Development of CFS Modules

Small Modules 10 days x 20 people x \$5 = \$1000 + materials \$50 + copying per participant \$5 x 20 = \$100	TOTAL \$1 150.00
Large Modules 20 days x 20 people x \$5 = \$2000 + materials \$100 + copying per participant \$10 x 20 = \$200	TOTAL \$2 300.00

Trials

Small Modules	National Trainers : 10 trainers x 6 days X \$15 (2 day TOT and 4 days monitoring)	= \$900.00
	DTMT : TOT (2 days), training of teachers (2 days) and monitoring (2 days) = 6 days x 6 DTMT x 6 people x \$5	= \$1080
	Teachers : Teacher training 2 days X c. 500 teachers (6 Clusters) x \$2.50	= \$2500
Large Modules	National Trainers : 10 trainers x 10 days X \$15 (5 day TOT and 5 days monitoring)	= \$1500.00
	DTMT : TOT (5 days), teacher training (5 days) and monitoring (5 days) 15 days x 6 DTMT x 6 people x \$5	= \$2700
	Teachers : Teacher training 5 days X c. 500 teachers x \$2.50 = \$6250 (includes documents, refreshments)	

Revision

Small Modules 2days X 20 people X \$5 = \$200 + materials \$50 + copying per participant \$5 x 20 = \$100	TOTAL \$350
Large Modules 5days X 20 people X \$5 = \$500 + materials \$100 + copying per participant \$10 x 20 = \$200	TOTAL \$800

sub-TOTAL Small Module	\$1150 + \$4480 + \$350 = \$5 980	X 20	\$119 600	
sub-TOTAL Large module	\$2300 + \$10 450 + \$800 = \$20 750	X 5	\$103 750	TOTAL \$223 350

2. Publications

Small Modules	c. \$0.25 per copy	10 000 copies	\$2 500 x 13	=	\$39 000 (1 copy per school ++)
Large Modules	c. \$0.75 per copy	10 000 copies	\$7 500 x 7	=	\$52 500 (1 copy per school ++)
ETL 1 and ETL 2	c. \$0.75 per copy	50 000 copies x 2	\$75 000	=	\$75 000 (1 copy per teacher)
LSS Modules	c. \$0.50 per copy	20 000 copies	\$10 000 X 5	=	\$50 000 (1 copy per school ++)
Other (Policy etc.)	c. \$0.25 per copy	c. 100 000 copies	\$100 000 x 1/4	=	\$25 000
					TOTAL \$241 500

3. Provincial Conferences

Mid year 2 days	PEO Working Group (16) + 2 reps from each DTMT (1 DEO and 1 teacher) + 2 School Directors & Community per District
Annual 3 days	PEO Working Group (16) + 2 reps from each DTMT (1 DEO and 1 teacher) + 2 School Directors & Community per District

4. National Conference

Annual 4 days	4 reps from each Province (inc. 2 from DTMTs) + PED, SED, TTD, PRD, Planning + General Education + SoS, U/SoS
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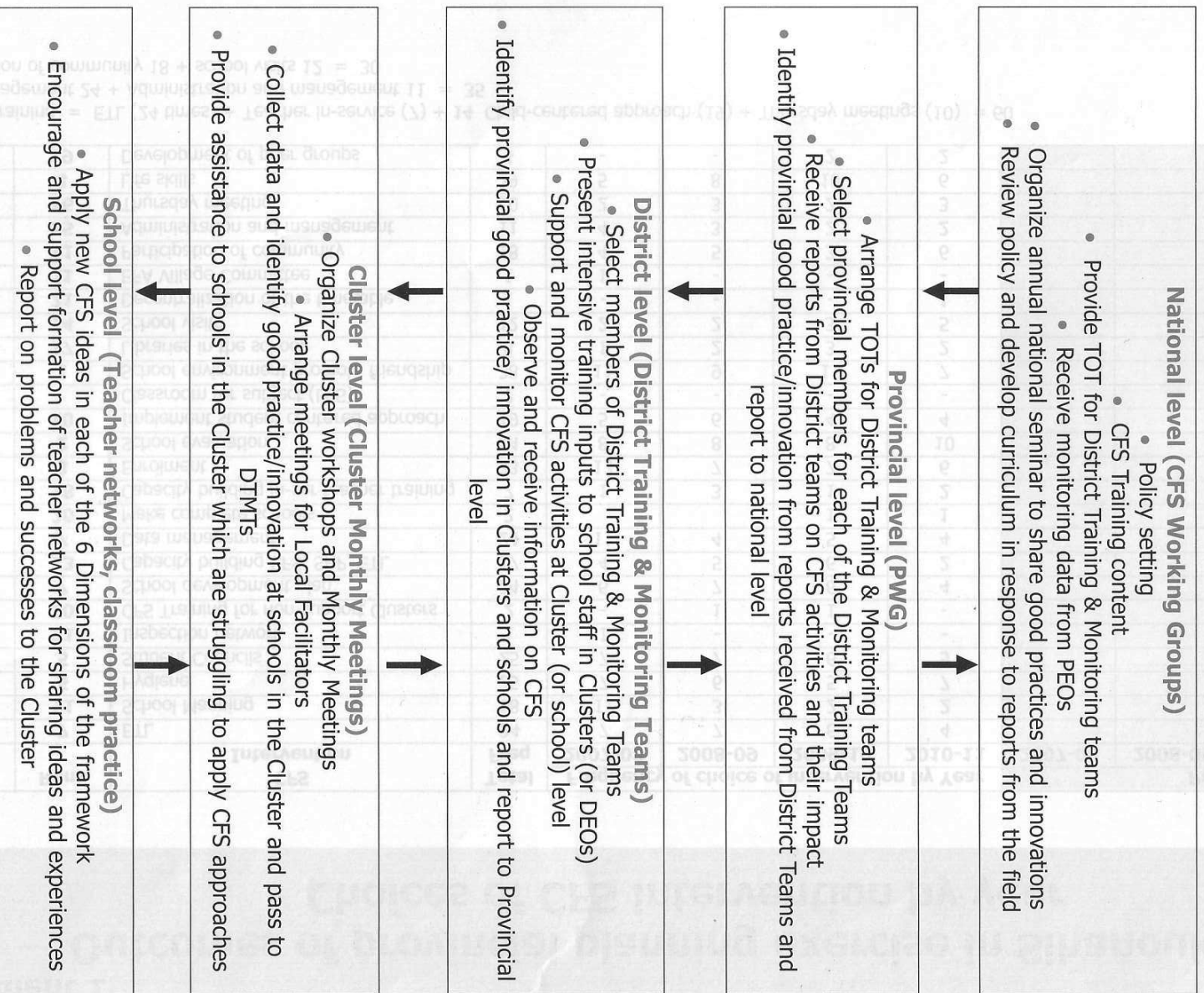
5. CFS Steering Committee and sub-Committees

Steering Committee	2 meetings x 1 day x 12 people x \$6 per person (\$5 per diem and \$1 refreshments) = \$144	
3 Sub-committees	3 sub-Committees x 2 meetings x 2 days x 12 people X \$6 = \$864	TOTAL CFS Committee Meetings \$1008

Training and Monitoring Framework

(from "Expansion and development of CFS training programs including Effective Teaching and Learning (ETL) 2006-2007 to 2010-2011", UNICEF/MoEYS, Feb 2007)

The overall structure for delivery of CFS training inputs and monitoring of impact could be represented in the diagram which follows.



Attachment 1

Outcomes of provincial planning exercise in Sihanoukville Choices of CFS intervention by year

#	Rank	CFS Intervention	Total Freq	Frequency of choice of intervention by Year				Province			
				2007-08	2008-09	2009-10	2010-11	2007-08	2008-09	2009-10	2010-11
1	7	ETL	24	7	7	6	4				
2	11	School Mapping	18	11	3	2	2				
3	5	Hygiene	25	7	6	5	7				
4	5	Student Councils	25	7	7	6	5				
5	21	Inspection network	1	1	-	-	-				
6	20	CFS Training for non-support Clusters	2	-	1	1	-				
7	7	School development plan	24	6	7	6	4				
8	13	Capacity building CFS, SRP, ETL	17	4	5	6	2				
9	7	Data management	24	11	4	5	4				
10	20	Make complete schools	2			1	1				
11	18	Capacity building in-ser teacher training	7	1	3	1	2				
12	3	Enrolment	33	13	7	7	6				
13	2	School evaluation	34	8	8	8	10				
14	10	Implement student centered approach	19	5	6	4	4				
15		Classroom for subject (LSS)	?	-	-	-	-				
16	1	School environment promote friendship	38	11	9	11	7				
17	17	Libraries in the school	8	1	2	3	2				
18	14	School visits	12	2	2	3	5				
19	21	Decentralization of the timetable	1	-	-	-	1				
20	21	EFA Village Committee	1	1	-	-	-				
21	11	Participation of community	18	4	5	3	6				
22	15	Administration and management	11	4	3	2	2				
23	16	Thursday meetings	10	2	3	2	3				
24	4	Life skills	29	5	8	10	6				
25	19	Development of peer groups	4	-	-	2	2				

Teacher training = ETL (24 times) + Teacher in-service (7) + 14 Child-centered approach (19) + Thursday meetings (10) = 60

Data management 24 + Administration and management 11 = 35

Participation of community 18 + school visits 12 = 30