



ikamva labantu

EARLY CHILDHOOD DEVELOPMENT
Reaching 25,000 babies, toddlers & children
2017/18 Proposal of Activities

Early Childhood Development (ECD) Executive Summary & theory of change 2017/18

72 sites are identified annually from which one principal and one practitioner receives training in business management and Early Childhood Development respectively. Principals go on to a second year of training.		
Goals	Activities	Outcomes
Practitioners Training: To provide experiential learning, mentoring & support for ECD practitioners in order to improve the quality of stimulation & nurturing given to children under 5 years, so that they are school-ready (i.e. prepared for Gr R)	Theoretical training conducted over ten months for 72 preschool practitioners for three age groups: 0 – 18 months 18 months – 3 years 3 – 5 years	<ul style="list-style-type: none"> Practitioners are confident & competent in the classroom (using positive discipline etc.) Practitioners support & mentor their colleagues Children actively engaging with activities & Practitioner, 'healthy buzz' in environment
	10 x experiential, practical sessions attended by all practitioners in our model preschool	
	20 Site Support Visits conducted by CBW per site	
	Health training workshop conducted for all	
	Cooks training workshop conducted for all	
	Psychosocial support provided to 72 practitioners	
Principals Training: To support & mentor ECD Principals through training & information sharing around Preschool Management so that they foster a stimulating learning environment for Children, and a desired employment environment for Practitioners	Provide theoretical training over two years	<ul style="list-style-type: none"> Principals encouraged & supported to maintain implementation of the training (HR, Labour, SARS, Finance systems) Principals encourage trained Practitioners to share Learning Programme with colleagues
	Provide onsite visit to 72 Principal to improve new learned knowledge.	
	72 Principals to attend Training to increase their understanding of the Ikamva Labantu Persona Doll Learning Programme	
	Health Training Workshop conducted for 72 principals	
Registration Helpdesk: To provide ECD principals with registration support to achieve and or maintain the registration status	Provide Information & Practical Assistance for Registration (may include resources for upgrading, & Building Plans)	<ul style="list-style-type: none"> Some Principals meet all norms & standards except Building Structure, while some can comply and get registered. Some go on to receive subsidies. Government amends norms & standards or starts to apply them more leniently & equitably.
	Facilitate 2 Imbizos for principals	
	Advocate to Government for leniency in norms & standards	
Kwakhanya Preschool: To manage a best-practice Preschool which provides a practical learning environment for Trainee Practitioners where theory is reinforced, and a nurturing & stimulating environment for Children 0-5 yrs old so that they are adequately prepared for school (Gr R)	Provide mentoring & support to Trainee Practitioners in a best practice site for the practical training of other ECD practitioners.	Trainee Practitioners develop self-awareness & confidence in how they engage with children <ul style="list-style-type: none"> Children meet development milestones and possess readiness for Grade R.
	Manage a fully functioning, Registered Preschool	
	Supervise and guide on the implementation of the Ikamva Labantu Persona Doll learning programme	

We believe that everyone deserves a quality life and that is why we enable people to create their own future



Request Summary

Ikamva Labantu is a pioneer in the informal Early Childhood Development sector. Hundreds of township preschools have benefited from our unique offering of **training a preschool owner** (principal) and its teachers (practitioners) with accredited courses and an experiential learning model.

Our **registration helpdesk** guides these preschools through a process towards sustainability and good business practice. The ultimate aim being to access subsidisation from the Department of Social Development and becoming financially sustainable.

Our very own award winning, model **Kwakhanya Preschool** ensures that 70 young children develop to their best ability while offering practical mentorship to practitioners-in-training.

Ikamva Labantu Charitable Trust relies mostly on funding received from private donors, corporates and trusts & foundations to support its 55-year-old work in Cape Town's townships and **requests your assistance** to continue our development of over **25,000 vulnerable children every day**.

History

This work started in the 1960s during the Apartheid regime, and has continually evolved to assist pre-schools to meet their pressing needs, such as feeding of children, improvement with facilities and registration with the relevant government departments, and also training of women who run these centres and take care of the children. Most of the practitioners working with children have minimal or no formal education in early childhood development, and investing in their skills yields an enormous value for our society.

Background

It is estimated that there are over 1 200 community pre-schools in Cape Town's disadvantaged areas, such as townships and informal settlements. Of these, Ikamva Labantu supports approximately 400, reaching more than 20,000 children, aged 0-5, attending these pre-schools on daily basis.

Ikamva Labantu's Early Childhood Development Programme work started in the 1960s during the Apartheid regime, and has continually evolved to assist pre-schools to meet their pressing needs, such as feeding of children, improvement of facilities and registration with the relevant government departments, and also training of women who run these centres and take care of the children.

In response to the challenges, Ikamva Labantu provides training to 72 township preschools (represented by a principal (owner) and practitioner (teacher) every year and assists hundreds of township preschools with the registration process with government – ultimately assisting them to access subsidies for the children in their care and become more sustainable. This is all achieved through the following projects:

- 1. Principals & Practitioners training**
- 2. Ikamva Labantu's onsite Kwakhanya model preschool**
- 3. Registration helpdesk**

Ikamva Labantu Early Childhood Development Training Programme for Principals & Practitioners



Preschools have been a means for change makers, passionate about the children in their communities, to turn their passion into businesses. Unfortunately, most of these schools aren't very profitable and balancing the cost of food, practitioners' salaries, maintenance & repairs and still having something left at the end for the business owner given the minuscule attendance fees received from their attendees' caregivers, is a very challenging task.

This is especially difficult for someone who may not have had any business training or an idea of how to begin applying for state subsidies.

Most of the practitioners working with the children are neighbourhood helpers who have minimal or no formal education in early childhood development, and investing in their skills yields an enormous value for our society.

Given that early childhood profession is still largely underdeveloped in Cape Town's townships, there is a great need to continue the provision of specialised training to many women (and a growing number of men) who have dedicated their work to take care of young children.

Ikamva Labantu trains approximately 72 township preschools per year. The principal (owner) of the school will attend with one of her (/his) practitioners for the first year. That same principal will remain for a second year, and another one of her (/his) practitioners will be trained. The two-year engagement aims to increase the capacity of the preschool, with more than one practitioner trained for different age groups and a longer engagement with the preschool principal to ensure as far as possible that she (/he) can create a sustainable model.



Principals Training

Goal: To support & mentor ECD Principals through training & information sharing around Preschool Management so that they foster a stimulating learning environment for Children, and a desired employment environment for Practitioners.

“Ikamva’s (training) is the best because you fully understand in your own language. In terms of child care and governance, it gives you a sense of your role as the principal.” - Nomatha Velebayi, Zamuxolo Preschool Owner

Many principals leading township preschools require guidance and training on how to manage their business efficiently.

Activities

- Up to date, **accredited theoretical training** delivered at the Kwakhayna Centre in Khayelitsha (over two years).
- **Onsite support** through visitations from our Community Based Workers (CBWs).
- Offer **condensed version of practitioners’ learning programme** in order for principals to best understand the development of the children and how their practitioners could be best supported to implement.
- Principals requiring assistance with registration with the Department of Social Development will also be provided with **Information & Practical Assistance for Registration**.

Anticipated and observed outcomes

- Principals who are **encouraged & supported** to maintain implementation of the training (HR, Labour, SARS, Finance systems). These systems are in place and being used.
- Principals who encourage trained Practitioners to **share Learning Programme** with colleagues and the programme is consistently implemented.

*The curriculum spans two years and includes the following learning areas:

Year one training	Year two training
<ul style="list-style-type: none"> • Quality programming • The Management System • Legal framework • Policy-making • Staff management & Supervision • Leading the team • Financial management • Record-keeping • Evaluating the service 	<ul style="list-style-type: none"> • Strategic and Operational Planning • System Management • Non-Profit Organization and Narrative Report • Fundraising • Team Building • Communication Skills • Conflict Resolution • Leadership and Management • Child Development

*full curriculum available on request

Practitioners Training

Goal: To provide experiential learning, mentoring & support for ECD practitioners in order to improve the quality of stimulation & nurturing given to children under 5 years, so that they are school-ready (i.e. prepared for Gr R).

“The learning programme taught me that kids don’t come to the preschool to sleep and eat but to learn”

- Andiswa Mfengwana, Preschool Practitioner

Our training is implemented using the Experiential Learning Approach which provides trainees with opportunities to submerge themselves in the learning environment, learn through observation, engage with children and professionals and have an opportunity to practice and reflect on these experiences. This provides trainee Practitioners greater opportunity to integrate new knowledge and skills and apply them in their own work environments.

The Ikamva Labantu / Persona Doll Learning Programme is delivered according to specific age groups of children, categorised as follows: **0 – 18 months | 18 months – 3 years | 3 years – 5 years.**

Activities

- **Theoretical training** is delivered at the Kwakhayna Centre in Khayelitsha over ten months and 22 sessions.
- **Practise & mentoring** is encouraged through Kwakhanya’s own model preschool once a month for each trainee. Our preschool was recently awarded best preschool in the informal category by the National Development Agency, affirming it as a best practice model.
- **Onsite practical support** is delivered through an assigned Community Based Worker (CBW) who visits the site at least twice per month to support and assess the trainee’s practical implementation.

Anticipated and observed outcomes

- Practitioners are **confidant & competent** in the classroom (using positive discipline etc.)
- Practitioners **demonstrate learnings** in own classroom:
 - Follow daily programme using lesson plans
 - Re-arrange classroom for better learning;
 - Make environment more hygienic;
 - Respond to children in nurturing way;
 - Observe, aware of individual children;
 - Recording information (evaluating lesson plans, health checks etc.).
- Practitioners **support & mentor their colleagues**

The curriculum spans a 10-month period (February – November). It includes the following early learning areas:

- Cognitive Development of babies Toddlers and young children
- How children develop and learn
- Learning through play
- An Anti-bias approach to managing differences in the classroom ([Persona Doll](#))
- Social and development babies, toddlers and young children
- Experimental play
- Exploring language and engaging babies in early communication
- Art and discovery
- Fantasy and Block play
- Educational toys



Story of Change

“Ikamva Labantu’s Training has helped me in a lot of things, I’d ask for children’s clinic cards while I didn’t know what to do with them. I couldn’t write a proposal letter for donations from companies such as DG Murray.

*I never liked school as I was convinced I knew everything but that has changed now after **learning so much**. The training also improved my command of the English language as **we learned in both English as well as Xhosa**.*

*My teacher also learnt a lot from the Practitioner’s Training Programme which made it easy for her to be accepted at False Bay College where she’s currently advancing her ECD knowledge. Her work ethic has also improved and she’s visibly equipped with knowledge. Both the **teacher and children have changed** for the better and communication has improved. We have learnt to support each child according to their **individual needs** and backgrounds. And our hygiene has improved tremendously.”*

Xoliswa Nyamankulu - Bامanye Preschool Principal, Khayelitsha

Registration Helpdesk

Goal: Township preschools obtain and maintain registration & subsidies, aiding their financial sustainability.

In order to apply for subsidies or private funding, preschools are required to register their school with the Department of Social Development (DSD). Registration however, is subject to the adherence to strict norms and standards, which is the same for any preschool – whether it’s in an under-resourced township, or in an affluent suburb.

The process of registration itself can be daunting for any preschool owner whose passion is in the development of children with little knowledge of these requirements.



Resources are scarce for township preschools, especially ones that aren’t registered and this puts them on a further back foot to reach these norms and standards.

Ikamva Labantu provides a helpdesk service which brings all of the forms and formalities under one roof, with informed staff who can guide principals through the process. **Over 540 township preschools are being supported through Ikamva Labantu’s Registration Helpdesk at present.**



WATCH: Ikamva Labantu’s Barbara Stemmert (Head: Early Childhood Development) on SABS2’s Fokus about the challenges of township preschool registration

Activities

- Ikamva Labantu provides **Information & Practical Assistance** for Registration (may include resources for upgrading, & Building Plans) through its centralised helpdesk and community based workers
- **Imbizos** are organised to inform and encourage more preschools to strive for registration
- **Advocating to government** for leniency in norms & standards is a priority

Anticipated and observed outcomes

- Some principals meet all norms & standards except for their building structure which might require further intervention, while others might be fully compliant and will be able to **register with the Department of Social Development (DSD)**
- Some registered preschools will apply & receive subsidies from government, assisting them in their financial independence and sustainability
- Ikamva Labantu will continuously gain insight into the issues facing these township preschools and respond appropriately
- Through lobbying, government will be made aware of barriers to practically complying with norms & standards and ultimately, we hope that government amends these or starts to apply them more leniently & equitably

Story of Change

"I am the owner of a preschool which caters for 70 children from 0-6 years. I have 10 employees. My preschool was established in 1985.

*When I recently met with the Community Based Worker (CBW) from Ikamva Labantu, my certificate of registration with the Department of Social Development (DSD) was about to expire. I was required to rezone the centre but I was **confused about the process and its implications.***

*The CBW walked the journey with me, accompanied me to meet with the stakeholders, worked on the building plan and assisted me with filling the zoning application. In no time I received my final zoning certificate. After that the CBW accompanied me to the Department of Fire to apply for the fire clearance certificate and to the health inspectors where I got all my registration documentation. Then the CBW assisted me with administration that was requested by DSD welfare planned. After that **I received my DSD certificate.***

*Because of the assistance of the CBW my subsidy was not suspended and **I was able to pay my staff** and meet the needs of my school."*

Florance Zoliswa Mthembu, 60 year old owner of Masonwabe Preschool, Khayelitsha

Conclusion

Ikamva Labantu is a charitable trust and registered Public Benefit Organisation. We rely solely on external funding to resource our projects and programmes. As a non-government organisation, we play a vital role in closing the gaps that simply cannot be reached by government. A contribution to our work will truly change the life of someone less fortunate and so we would like to appeal to you to consider making a donation to Ikamva Labantu's Early Childhood Development.

As incentive, your contribution could be deducted from your income tax should you make a donation in the countries where we are registered: South Africa, United Kingdom, United States. (Subject to tax laws).

Ikamva Labantu also publicly recognises its donors according to its recognition policy guidelines.

Budget: Total of R7 million required for 2017/18

Summary of Programme Cost	Description	Cost in ZAR
Training of ECD Practitioners	72 Practitioners trained over 10 months	912,243
Training of ECD Principles	72 Principals trained over 2 years (one year funding)	599,003
Kwakhanya pre-school running costs	74 Children accessing preschool	1,340,804
Kwakhanya centre running costs	Maintaining our ECD centre	857,273
Registration Help Desk	Assisting preschools with registration	549,528
ECD Upgrades	Making preschools eligible for registration	562,200
Building Plans	Part of registration process, to submit plans to City	889,565
Cooks Training	Training preschool cooks to provide nutritious meals	8,000
Health Training	Training Principals and Practitioner to correctly prevent, identify and refer health indicators	28,500
Community Relations ECD	Keeping the community involved and informed	124,433
Health (General)	Screening and deworming	210,340
SHAWCO Clinic (UCT Professor & Student services)	Providing full checkups for identified children from preschools	89,651
Monitoring and evaluation - ECD	Continuous learning and improvement	126,000
Support Services Overheads ECD	Supporting the programme from Head Office	761,476
TOTAL		7,059,016

Our details

NPO: 082 581 PBO: 930 034 425 Name of Bank: RMB Private Bank (use FNB for EFTs) Branch: 20 27 09 Acc No: 547 52467 Name of acc holder: Ikamva Labantu Charitable Trust	Contact: Ronell Jordaan – Fundraising & Communications Manager Telephone: 021 461 8338 / 071 360 0076 Email: ronell@ikamva.co.za
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Thank you for your consideration.

Purpose: We believe that everyone deserves a quality life and that is why we enable people to create their own future.

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