

VSA Assignment Description

Assignment title	English Language Trainer (of Trainers/ Teachers)
Country	Kiribati
Location	Tarawa
Partner organisation	Ministry of Education
Duration	One year



Sustainable Development Goals

41041

1. Assignment goal

Ministry of Education (MoE) Teachers' have an improved level of competency and confidence in their use of English as the language of instruction in the classroom. Youth have increased English language proficiency strengthening the pathways to tertiary, vocational education and employment.

2. Assignment outcomes

Outcome 1

English Teachers develop the skills and knowledge to run effective classes using English as the language of instruction.

Outputs

- Assess the current teaching skills of the English Teachers
- Identify and deliver professional development opportunities to build the capacity of English Teachers
- Mentor and support teachers (including within the classroom environment) to competently and confidently teach English within the classroom
- If MoE funding allows, travel to the two Senior Secondary Schools on outer islands to deliver the above outputs.

Outcome 2

Students receive a high standard of English language training at the appropriate level and in accordance with the curriculum

Outputs

Together with English Teachers;

- Deliver appropriate English curriculum and lessons to students
- Keep up-to-date assessment records on individual and aggregated student progress
- Develop ESL education resources to support learning

Outcome 3

Options for English language acquisition to support employability or further training for youth are increased

Outputs

- Consult with Tertiary Institutes to identify English language requirements that 'bridge' entry to tertiary programmes
- Identify options for to support English language training for out of school youth
- Assist develop workshops and training programmes
- Support English Learning Centers in outer islands as required

As needs on the ground may change over time, the volunteer is encouraged to review and update the assignment description on arrival in consultation with the partner organisation and VSA programme manager.

3. Reporting and working relationships

The volunteer will report and be accountable to the Principals of the Senior Secondary Schools and through them to the Director of Education. They will work closely with English Teachers at the Senior Secondary Schools and potentially with Trainers at the English Learning Centres.

The volunteer and the Ministry of Education will have an ongoing relationship with the VSA programme manager in terms of assignment monitoring, reporting, professional advice and personal support.

4. Capacity building

English Teachers at the Government Senior Secondary Schools will develop skills through on the job training and mentoring in the classroom, and ESL lesson planning/resource development. Students will increase English language acquisition through improved teaching and exposure to English in the classroom. Rural youth and communities will have improved English language skills through training and workshops within English Learning Centres in outer islands.

5. Person specifications (professional)

Essential

- Teaching qualification and relevant teaching experience
- Experience in teaching English as a second language
- Experience in educational resource development
- Experience in mentoring, coaching and on-the-job training of teachers

Desirable

- Experience in adult education
- Leadership and management skills
- Experience working in the Pacific, or with Pacific Island diaspora



6. Person specifications (personal)

Essential

- Strong interpersonal skills with the ability to communicate effectively with people at all levels
- Ability to work in a small team of teachers with varying levels of experience
- Ability to work with limited resources and be creative with locally produced materials
- A willingness to travel to outer islands and endure an isolated work environment

Additional information

Residency status

VSA volunteers must be New Zealand citizens or have New Zealand permanent residency status, and currently living in NZ.

Partner organisation

The volunteer's partner organisation will be the Ministry of Education.

Pre-departure briefing

As part of the volunteer's contract, successful candidates will be required to take part in a pre-departure briefing course run by VSA in Wellington and complete all required pre-reading.

Final appointment

Final appointment will be subject to satisfactory medical and immigration clearances (costs covered by VSA), partner organisation acceptance, and successful completion of the pre-departure briefing course.

Family status

VSA supports partners to accompany volunteers on assignments of six months or longer. However, volunteers with accompanying dependents will not be considered for this assignment.

Fundraising

Volunteers are encouraged to fundraise at least \$2000 with the support of VSA's fundraising team. Accompanying partners are encouraged to raise the same amount. All funds raised will help VSA keep its programmes in action and support future volunteers.

Vaccination requirements

Potential volunteers are advised that VSA's insurers require volunteers to be inoculated, prior to departure, in accordance with the instructions of VSA's medical adviser. VSA covers the cost of any required vaccinations.

Volunteer package

The volunteer's package includes the following:

- **Reimbursements and grants**

1. Volunteers will receive an establishment grant of NZ\$1000 to help them set up in their country of assignment. For volunteers with an accompanying partner (whether or not that partner is also a VSA volunteer), VSA will pay an establishment grant of NZ\$1,500 per couple.
2. For two year assignments, the volunteer will receive a rest and respite grant of NZ\$1000 on completion of the first year.
3. A resettlement grant of NZ\$250 will be paid for each month the volunteer is on assignment. This is payable on completion of the assignment, for up to a maximum of 24 months.
4. The volunteer will receive a monthly living allowance of AUD 1,080
5. A location grant of NZ\$2,000 is payable after each 4 months of service*.

- **Accommodation**

Basic, comfortable furnished accommodation will be provided by the Ministry of Education.

- **Airfares and baggage allowance**

VSA will provide the volunteer with economy airfares to and from New Zealand for their assignment plus a baggage allowance.

- **Insurance**

* The location grant will not be payable if your assignment finishes within three months of the qualification date.



VSA will provide travel insurance to cover baggage and personal property, and non-routine medical expenses for the duration of the assignment. Further details of the insurance cover will be provided during the volunteer pre-departure briefing.

- **Utilities**

VSA will reimburse volunteers reasonable expenses for household utilities while on assignment.

Final terms and conditions relating to the specific volunteer assignment will be confirmed in a personalised volunteer contract prior to departure.

Attachments

Appendix 1: Background to the assignment

Appendix 2: Living situation

Appendix 3: Kiribati



Appendix 1: Background to the Assignment

Assignment focus

Education is a key priority for the development of Kiribati. Having citizens with strong literacy and numeracy skills is the cornerstone of developing a contemporary workforce with the ability to compete internationally and ultimately be in a position to mobilise i-Kiribati to meet the demand for skills in neighbouring countries such as New Zealand and Australia.

Cabinet approved a new language policy in 2012, which transitions from Te-Kiribati to English in Year 3. Despite the language policy, teachers lack confidence to use English in the classroom. This then affects the students' level of English and education, as they are not regularly exposed to English.

Lack of English proficiency limits further educational opportunities and ultimately employability. Without a reasonable standard of English youth are limited in ability to attend i-Kiribati tertiary institutions such as the Marine Training Centre, Kiribati Institute of Technology, Kiribati School of Nursing and the Teachers College. English proficiency also needs to be raised to enable i-Kiribati overseas employment opportunities.

Two volunteers, based at the Senior Secondary School in Tarawa, would assist by working alongside English teachers in the Government Senior Secondary Schools to improve the English level of teachers and students and broadening the opportunity for further tertiary education and employability of i-Kiribati youth.

There is potential for the volunteer to contribute to building the capability of English learning centres in the outer islands to deliver English training to rural populations. This would be in conjunction with the Ministry of Labour and Human Resource Development (MLHRD) and implemented in collaboration with the Kiribati Institute of Technology (KIT).

Ministry of Education

The Ministry of Education is the biggest among the Government Ministries drawing a large share of the national budget and employing more than 1400 staff.

The education system serves children in compulsory education from six year olds through to age 15. Senior Secondary Education caters for students 16 – 19 years of age.

Currently there are 94 primary schools, 24 junior secondary schools, and 16 senior secondary schools - three of which are Government run and 13 church run.

Working situation

The volunteer(s) will be based at one of the three Government Secondary Schools and travel, if funding permits, to Tabiteuea North Senior Secondary School for approximately 3 weeks, twice a year.

1. **King George V and Elaine Bernacchi School (KGV/EBS)** is located in Bikenibeu, a settlement close to the south-eastern corner of the Tarawa atoll. The school is Kiribati's main government high school.

King George V School moved from Abemama to Bikenibeu in June 1953. The Elaine Bernacchi Secondary School for girls opened 1959, named after the wife of the Resident Commissioner at the time, Michael Bernacchi. The two Bikenibeu secondary schools integrated from 1965. They are now a single co-educational school run by the government.

The volunteer(s) would be based at KGV/EBS

2. **Tabiteuea North Senior Secondary School**

Tabiteuea, formerly Drummond's Island, is an atoll in the Gilbert Islands, approximately 400km South from Tarawa. Tabiteuea is split into many islets and divided administratively and politically into Tabiteuea North (Meang) and Tabiteuea South (Maiaki). The central portion is sparsely populated.

Air Kiribati offers regular domestic routes to all airports in the Gilbert Islands. There are flights to Tab North from Tarawa 5 times per week. Returning from Tab North to Tarawa will involve island hopping.

3. **Melaengi Tabai Secondary School**

Melaengi Tabai is located in Tabuaeran (Fanning Island) in the Line Islands. Plans are to relocate the school to Kiritimati Island and is therefore unlikely to be included for volunteer support until this has eventuated.

Appendix 2: Living Situation

South Tarawa

Tarawa Atoll, in the Gilbert group, is the administrative centre of Kiribati. It is divided into North and South Tarawa, with the majority of services and population located in the south. South Tarawa is very densely populated, with 6,000 people per square kilometre. The area consists of small islets, from Betio in the west, to Bairiki in the east, connected by causeways along the South Tarawa road.

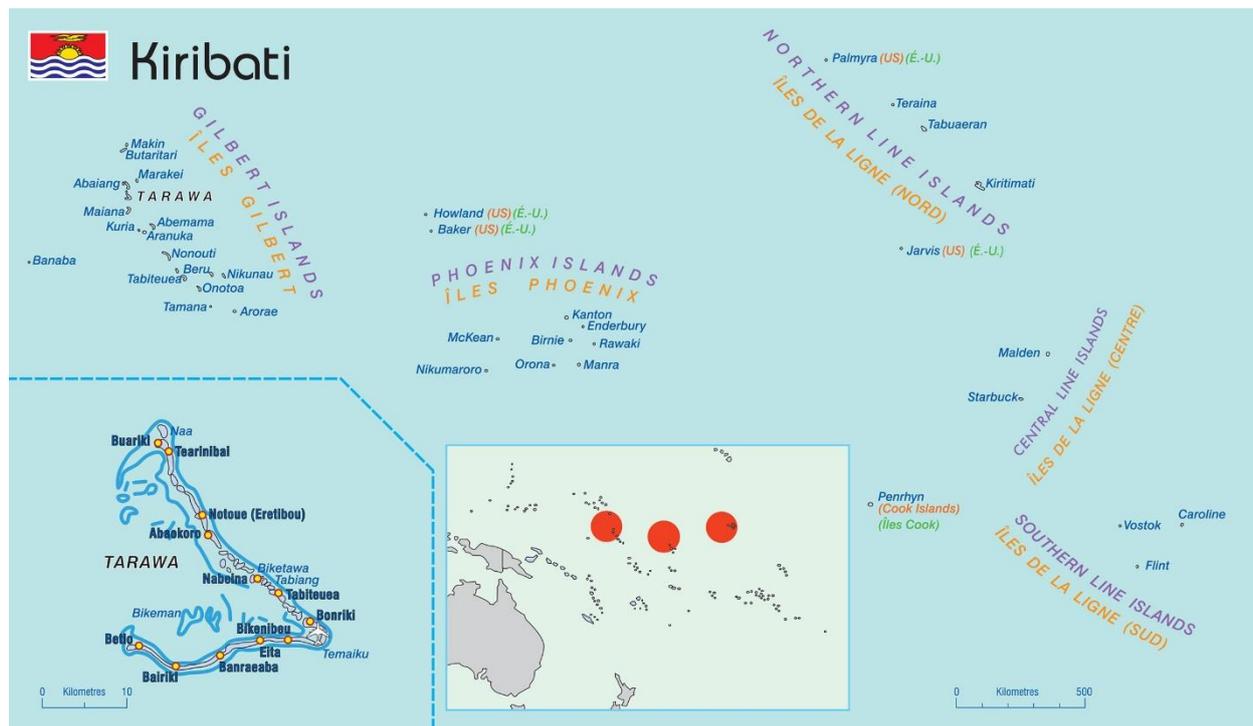
Tarawa has two hospitals, the Tungaru Central Hospital and Betio Hospital, a few health clinics and a medical clinic at the Marine Training Centre (MTC), which volunteers can access. There are a number of supermarkets but supplies of foreign goods are dependent on irregular shipping services and infrequent airfreight for fresh produce. Computer, internet and e-mail services are available at local internet cafés and motels. Kiribati uses the Australian Dollar and long-term volunteers usually open an account with ANZ Kiribati.

Life is generally relaxed but the density of people in Betio can mean a buzz of noise and activity. Kava bars and a few 'nightclubs' tend to be very loud. Music and dance are important aspects of Kiribati culture. Limited space in South Tarawa means limited room to play sports but football, volleyball and basketball as well as traditional i-Kiribati games are played.

The weather in South Tarawa is hot and humid all year round. It has high average rainfalls that can sometimes be unpredictable and can mean many months with almost no rain during the dry season. South Tarawa is prone to flooding and this is often exacerbated by poor irrigation and infrastructure. While outside the cyclone belt, Tarawa can still experience the tail-end effects of cyclones.



Appendix 3: Kiribati



(Map courtesy of the Pacific Community – www.spc.int)

The Republic of Kiribati (pronounced “kee-ree-bas”) became independent in 1979. It has the largest sea-to-land ratio in the world with only 810 square kilometres of land spread over a staggering 3.5 million square kilometres of the Pacific. With a population of 110,136 (2015 census), population density is extremely high with 141 people per square kilometre compared to around 57 worldwide.

Traditionally, power in Kiribati was exercised by the councils of older men, or the *unimwane*. They remain a powerful force and continue to exert a significant influence on the selection of parliamentary candidates. This can place pressure on elected representatives to put local interests ahead of national interests.

Relationships are the core of Kiribati culture and the family is also the central point for education and learning – ranging from techniques for fishing and house building, weaving, cooking and preserving food, traditional medicine, black magic and land management. In most households, there will be resident children who are not born of the parents of the household, but who have come to live with them for one of a range of practical reasons. Children in Kiribati are the community’s responsibility

As the communal extended family is the foundation of Kiribati society, the concept of privacy differs greatly from Western society. Some I-Kiribati are not used to people preferring to spend some time alone, and they may consider that if you are living by yourself you must be lonely and in need of company.

The *maneaba* (community house) is traditionally the centre of community life in Kiribati and still plays an important part in today’s society. This is where community discussions, council meetings and celebrations take place and where important decisions are made.

The majority of the population of Kiribati live in traditional village settings. Village life is strongly orientated around the extended family and the *unimane* (old men) and *unaine* (old women), who continue to play a prominent role in society. Eating, singing and traditional dancing are an important part of I-Kiribati culture and nearly every village has a *maneaba* where people gather for a *botaki* (party). I-Kiribati are generally friendly and courteous to foreigners and are likely to extend invitations to weddings and birthdays.



Although health indicators have improved in recent years Kiribati continues to see the highest infant mortality rate in the Pacific after Papua New Guinea, low life expectancy and a high incidence of nutrition related non-communicable diseases. Tuberculosis and other communicable diseases are a health problem and there are regular outbreaks of dengue fever and occasional cases of leprosy and typhoid.

36% of the population of Kiribati is under the age of 15. As in other Pacific nations, Kiribati has begun to see adolescent reproductive health issues, substance abuse, juvenile offences and increased cases of youth suicide.

Kiribati is in the category of least developed countries. It has few natural resources, with the majority of its economy based on the subsistence lifestyle of its people. A significant of the population survives through fishing. A feature of the Kiribati economy is the large divergence between the balance of trade and the balance of payments. Although exports account for 25% of the cost of imports, the balance of payments is favourable due to transfers on accounts of overseas investments, repatriation of earnings and fishing license fees

Religion plays a very important part in the everyday lives of the I-Kiribati and the church is very active in education and social issues. I-Kiribati contribute a large amount of money (especially considering incomes are not large) to religious causes. Each village has one or more churches and villagers are expected to attend church and other church related activities.

For more information on Kiribati, see:

Government tourism website: <http://www.kiribatitourism.gov.ki/>

Economic overview: <http://data.worldbank.org/country/kiribati>

New Zealand Aid Programme in Kiribati: <https://www.mfat.govt.nz/en/countries-and-regions/pacific/kiribati/>

VSA in Kiribati

VSA's association with Kiribati dates back to 1967. The programme focuses on promoting sustainable economic and urban development and strengthening the public sector. The Kiribati programme is managed from New Zealand by the Polynesia and Kiribati Programme Manager, and by the VSA office in Wellington.

General Security

Volunteers are required to be security conscious and adhere to the advice of their partner organisations, VSA, and the New Zealand High Commission in Tarawa on security matters. If there is a major emergency or should security deteriorate, VSA has established emergency procedures and volunteers will be fully supported by staff in New Zealand. VSA staff or in-country contractors will discuss security measures with the volunteer and develop an individual security plan.

