

TEACHERSAID ORGANIZATION



PROJECT PROPOSAL FOR RESOLVING CHALLENGES OF SCARCITY OF SCIENCE SUBJECTS TEACHERS IN PUBLIC SCHOOLS TO IMPROVE TEACHING AND PROVISION OF EDUCATION IN SCIENCE SUBJECTS



2020/2021-2024/2025



ABBREVIATIONS

- i. TAO: Teachers Aid Organization.
- ii. NACTE: National Council for Technical Education.
- iii. MKUCHAWASA: Mpango wa kutatua changamoto ya walimu wa Sayansi (work plan of solving the challenges of science subjects teaching)
- iv. BEST: Basic Education statistics in Tanzania.
- v. SDGs: Sustainable Development Goals.
- vi. UN: United Nation
- vii. TSH: Tanzania Shillings.
- viii. PO-RALG: President’s Office Regional Administration and Local Government
- ix. CBO : Community Based Organization
- x. NGO: Non government organization
- xi. MC- Municipal council
- xii. DC- District council
- xiii. L.G.A – Local Government Authority

MKUCHAWASA PROJECT PROPOSAL FUNDING REQUEST.

Explanation about the project

1.	Name of the Project	MKUCHAWASA:
2.	Name of Organization	TeachersAid Organization
3.	Time of project's enforcement	5 years 2020/2021 – 2024/2025
4.	Total Budget	US\$ 667,002.61 Per year US\$ 3,318,908.55 Per 5 year
5.	Enforcement Area	Tanzania Iringa Region
6.	Communication	Email: info@teachersaid.or.tz Address : S.L.P 2493, Iringa – Tanzania Website : www.teachersaid.or.tz Contact: +255 745 645 253 +255 678319 165 Contact Person Email: ombenrugiga@gmail.com Position: Director TeachersAid Organization
7.	Bank Account Details	Bank Name: NATIONAL MICROFINANCE BANK (NMB). Account Name : TeachersAid Organization Account Number: 63510004799 Swift Code: NMIBTZTZ
8	Time to Start the Project	15/4/2020

TAO@2020-2025

1. PROJECT SUMMARY

The project is addressed to be implemented at Iringa region in 21 government public secondary schools using 85 volunteer teachers teaching science subjects. The project is identified to be the priority education support towards improving the teaching of science subjects in Tanzania public secondary schools. One of the top problems in teaching science subjects is scarcity of science subjects' teachers in most of public secondary schools in Tanzania. The number of science subjects' teachers in public secondary schools is not enough compared to the number of students. Also there are lot of challenges including inadequate laboratory learning equipment, infrastructures and low motivation to students.

The main objective of this long term project is to solve the challenges of Scarcity of science subjects' teachers in public secondary schools by supplying 85 volunteer science teachers in 21 public secondary schools (3 schools in urban and 18 schools in rural areas),improving the teaching of science subjects by running transitive seminars and workshop to our teachers and government employed science teachers (aim is to enable them to be capable in teaching and employing various teaching methodologies effectively) and cooperating with various donors to support learning equipments and improving laboratory infrastructures in public secondary schools. The total budget of this project per year is **US \$ 667,002.61**.

With the project we expect to reduce the gap of scarcity of science subject's teachers in 107 public secondary schools of Iringa region by providing 85 volunteer teachers to 21 public Secondary school , to reach 83% of students who will perform better in science subjects, to have required science laboratory equipments in 21 public secondary schools of Iringa region, to have a future generation that is innovative in fostering industrialization in Tanzania, to have many girls who take and pass science subjects, rising funds to support learning equipments (such as science subjects books, laboratory equipments) and improving laboratory infrastructures.

2. ORGANIZATION PROFILE.

TeachersAid Organization is a non-profit and non-government Organization headquartered at Iringa, Tanzania that performs its function for the best interest of Tanzanian Community. TeachersAid organization was first registered on 07th November, 2018 as CBO under registration **No. IR/IMC/CBO NO.1, 614** and reregistered on 25th November, 2019 in Tanzania under NGO Act 2002, registration **No. 00NGO/R/0790** and Tax exemption identification number 140-519-030 to deal with education and health issues to students. In fulfilling its responsibilities it deals with various social issues such as building strong students mindset, building a healthier nation and working closely with government in solving deficit of science subject teachers, and to improve teaching capacity of science subjects in order to prepare many scientists who will bring positive changes in developing sustainable industrial development, modern agriculture technology, conservation of water resource through improving and preserving natural and artificial environment surrounding human being to support life on the planet.

OUR FOCUS

- To solve the challenge of science subject teacher's scarcity in public schools.
- Provision of reproductive health education to students
- Creating awareness on the causes, impact and prevention of HIV/AIDS infection to students.
- To conduct education campaign of fighting against early pregnancies and early marriage.
- To improve life of students who came from vulnerable families.



MOTTO: Education is the weapon to fight against ignorance, poverty and diseases. Mwl. J.K Nyerere.

OUR VISION

Using education to change the nation for now and future generation.

OUR MISSION

To have the quality education which is productive in enlarging national economy, improving living standard of the people.

OUR PROJECTS

- MKUCHAWASA PROJECT
- BORESHA PROJECT
- SUBIRI KWANZA-TIMIZA MALENGO YAKO CAMPAIGN

3. PROJECT DISCRIPTION

MKUCHAWASA PROJECT

This project aims to solve various challenges that face science subjects teaching in Tanzania public secondary schools, which are;

- Shortage of science subjects' teachers in public secondary schools.
- Unsatisfactory teaching of science subjects.
- Inadequate learning laboratory equipments and infrastructure in public secondary schools.

This project will enable a fully supply of science subject's teachers in Tanzania public secondary schools with great demand of science teachers.

Project management and implementation ability

The project will be implemented by MKUCHAWASA committee. The supervisor of MKUCHAWASA project will be the overall coordinator of the project (NEVISTA ANTHONY LYUVALE) who holds Bachelor of Science in Education with Mathematics and Computer Science from Ruaha Catholic University and has worked as head of mathematics department with Ebenezer Seminary School before. So she is a right person for the position. He will be assisted by the general secretary (ELIBARIKI KASIMBA) hold Bachelor of Art in education from Ruaha Catholic University and has work as volunteer with SOS children village International Organization Tanzania before. Director of the organization (OMBENI RUGIGA) is the overseer of all activities of the organization.

We have enough qualified graduate science subjects' teachers with great ability in teaching mathematics, physics, chemistry, and biology.

INTEGRATED FOCUSES

2025 TANZANIA DEVELOPMENT VISION

In order to meet the 2025 Tanzania National Development Vision of becoming an industrialized and mid economy country, it is very important to address and solve all challenges that faces the preparation of innovative and skilled scientists from primary to higher level of education through ensuring that students are taught well science subjects from primary school, secondary school up to higher level of education. Therefore MKUCHWASA project aims to supply competent science teachers in Tanzania public secondary schools with demand of science subjects' teachers and to improve the quality of teaching science subjects in order to prepare strong foundation to students to become innovative and skilled scientists who will fulfill the vision of industrialization in Tanzania to reach the mid-economy in 2025.

GLOBAL GOALS

The project is planned to put in action the Global Goals Agenda of 2030 of 17 Sustainable Development Goal 4 through ensuring Quality Education figure that 617 Million youth worldwide lacks basic mathematics and are illiteracy. In Tanzania the disaster is not only in mathematics but also in other science subjects such as physics, Chemistry and biology due to deficit of science subjects' teachers and unsatisfactory teaching of science subjects together with poor infrastructure like laboratory and inadequate equipment that hinder learning and teaching process of science subjects.

Having Quality Education is fundamental toward improving people's life and sustainable development, thus the project will supply volunteer teachers to solve the deficit of science subjects' teachers, improving capacity of teachers in teaching science subject and to cooperate

with government, stake holders, International Organization, Religious institution and Individuals in improving the quality of teaching and learning in schools.

Also to pursues the 9 goal of SDGs that insist in industry, innovation and infrastructure, the project intends to promote Tanzania industrial sector through solving the challenges of science teachers shortage that will help a nation to have innovative (expertise) individual who will invest in scientific technology so as to instigate the industrialization policy of Tanzania and creating employment to eradicate poverty and to bring equal industrial opportunities between male and female.

SPECIFIC GOALS TARGETED

- By 2025 MKUCHAWASA PROJECT to have 595 Volunteer Teachers in 7 Region National wide to solve the scarcity of science subject teachers in Public Secondary School.
- By 2025 Public Secondary School to have better infrastructure that will favor students to learn science subjects.
- By 2025 to have Qualified and Quality teachers in teaching science subjects. Project support Goal 4 Target 4.C of Sustainable Development Goals.
- By 2025 to have online mobile laboratory practical teaching in physics, chemistry and biology.

CURRENT MISSION

To solve the deficit of science subject teachers through supplying 85 science subject teachers in 21 Public Secondary Schools (3 School at Urban and 18 at rural areas) improving infrastructure of teaching and learning science subject to student at Iringa Region.

PROBLEM STATEMENT

Inadequate of science subjects' teacher's scarcity affects the teaching of science subjects in public schools. A report of *Efficiency in Teaching* from Haki Elimu Organization in Tanzania 2014 reveals that there is a great number of non-professional teachers who teaches science subjects in secondary schools. Also the Ministry of Education and Vocation Training report of 2014 reveals that 30-35 secondary students out of 100 students takes science subjects when they are in forms 3 and forms 4 as referenced at Miyomboni secondary school in Iringa municipal, only 44 students out of 146 students studied science subjects in 2018.

Many students fear to choose to take science subjects for the fear of getting poor performance in science subjects because of science subject teachers' scarcity, poor infrastructure and unsatisfactory teaching of science subjects in public secondary schools that create negative perception to students that science subjects are difficulty, also female students in public secondary schools faces great problems in studying and performing science subjects due to their negative attitude of thinking that science subjects are difficulty and is for men only.

Up to 2016, 89,554 teachers of science subjects who suppose to serve 1,675,593 Form I-IV students (source: BEST 2016). Approximately 24,718 teachers of science subjects are needed in which 7,291 Mathematics teachers, Biology teachers 5,181, Chemistry teachers 5,373 and 6,873 physics teachers (Source: Strategic Plan of Ministry of Science and Vocational Trainings 2016/2017-2020/2021).

Therefore, there is a less number of girls student who expect to join science and technology courses in the Universities and Institutes of education in the country, a good example is from the University of Dar es salaam (UDSM) in 2015/2016 students who studied mathematics were 3 girls out of 86 boys.

Schedule 1:1 Iringa MC and Iringa DC Total Public Secondary Schools 42.

TEACHERS	MATHEMATICS	PHYSICS	CHEMISTRY	BIOLOGY
Available	99	62	95	92
Deficit	76	36	15	24

Note: The above statistics shows that 151 science subject’s teachers are needed to cover the scarcity of science teachers so in public schools Iringa MC and Iringa DC Source PO-RALG 2018.(Iringa Region)

Also in those science subjects the major challenges is in two subjects which are physics and mathematics in which performance of students in those two subjects is below 50%, example the form 4 national exams results of 2017 and 2018 mathematics subject pass averages was 20.02% (source: Necta result CSEE 2017/2018).

The learning science subjects needs the existence of quality infrastructure such as laboratories and it’s apparatus in which is a great problem in Tanzania public schools.

Schedule 1:2 shows the 2017 laboratories available in government schools in (Nationwide)

	BIOLOGY LABORATORIES			CHEMISTRY LABORATORIES			PHYSICS LABORATORIES		
	Needed	Available	Scarcity	Needed	Available	Scarcity	Needed	Available	Scarcity
Government	3630	1760	1870	3648	1884	1764	3620	1652	1968
% of scarcity	51.5%			48.4%			54.4%		

Poor science subjects laboratories results in getting theoretical scientists.



Picture no 1: Chemistry laboratory at Miyomboni secondary years now is incomplete.



Picture no 2: Shortage of laboratory apparatus which are used in biology, chemistry and physics Subjects at Mlamke Secondary School.

Schools Libraries also are the great problem toward learning science and other subjects.



Picture no 3: Miyomboni Secondary library that is used by 648 students in 2019 and have a shortage of science books (Source: School Head and TAO Research department)

RATIONALE

The project is very important as it will solve the scarcity of science teachers in Tanzanian public secondary school, to build friendly environment of studying science subjects to Tanzanian students by supplying science subject's teachers, providing science text books and laboratory equipment in order to meet the global direction of science and technology. To improve quality of science subject teaching so as to rise students' performance in science subjects, to encourage and stimulate innovation to young scientists, to foster industrialization, preservation of water resources, to address the issue of climatic change and better handling of the environment in Tanzania. Therefore, quality provision of scientific knowledge to students will address and solve the global challenges.

TeachersAid Organization is the best and qualified organization to implement this project, since it began running the projects by incorporating Iringa municipal council and Iringa district via solving the deficit of science subject's teachers in five public secondary schools of Iringa municipal.

PROJECT GOALS AND OBJECTIVES

The main goal of the project is to solve the deficit of science subject teachers and improving the quality of teaching and learning in public secondary schools.

The specific objectives of the project includes:

1. To create awareness to girl's student to love studying and pass science subjects.
2. To improve laboratory infrastructure and supply of equipments in 21 public secondary schools of Iringa region.
3. To ensure effective supervision of science teachers to bring positive result in teaching and learning of science subjects.
4. To supply 85 volunteer science subject teachers in 21 public secondary schools of Iringa region.

PROJECT ACTIVITIES

The project activities shall be

1. Recruiting and assessing science subject teachers. TeachersAid Organization uses graduate science subject teachers from various colleges and universities in Tanzania to implement MKUCHAWASA project.
2. Running transitive seminars to science subject teachers before starting working. There will be two days and continuous running transitive seminars and workshop in order to build the capacity of teaching science subjects, to integrate effectively the topic of HIV/AIDS that is taught in biology in order to decrease the rate of HIV/AIDS spread in adolescent age of 10-19 years, also

transitive seminars will be used as the way of imparting the knowledge and psychology of healthy education that will be taught intercreatively with the biology curriculum.

3. To conduct counseling to students and discussions with teachers in order to understand their perceptions and challenges faces the learning and teaching of science subjects together with running awareness campaign of influencing students to learn science subjects by providing various motives and benefits on how science can liberate their life, build self economic freedom as well as improve their health status in relationship with the turning effects toward global development of science and technology.

4. Effective Classroom teaching during implementation of the project. Ensuring effective following of MKUCHAWASA committee set out of principals of teaching.

5. Supplying qualified science subject teachers to targeted school. Qualified 85 science subject teachers to be supplied in 21 public secondary schools at Iringa region (Rural and urban areas) with a critical demand of the science subject teachers.

6. Monitoring and evaluation of the project. Monitoring and evaluation rules are concerned with MKUCHAWASA committee and there is a legal principal and policy that judge the implementers of the project.

EXPECTED RESULT

1. To reduce the gap of scarcity of science subject's teachers in 107 public secondary schools of Iringa region by providing 85 volunteer teachers in 21 public Secondary schools.

2. To reach 83% of students who will perform well in science subjects.

3. To have required science laboratory equipment in 21 public secondary schools of Iringa region.

4. To have enough science subjects books in 21 public secondary schools of Iringa region.

5. To have a future generation innovative scientists who will discover new technology to foster industrialization in Tanzania.

6. To have many girls who take and pass science subjects.

7. To have an equal industrial opportunities for both females and males.

8. Rising funds to support teaching equipments (such as to get 19,200 science subject books and laboratory equipments) and improving laboratory infrastructures.

9. To have awaked students about the causes, spread, effect and appropriate ways of avoiding the spread of HIV/AIDS to all students in public secondary schools.

TARGET BENEFICIORIES

1. Tanzanian students of public schools, science volunteer teachers and government employed teachers.

2. Rural and urban poor and vulnerable families, especially female students who are at risk of opting science subjects.

3. Key policy decision-makers, trainers, leaders of NGOs and government leaders who are involved in implementing.

RISK AND ASSUMPTION

1. The project will fail if MKUCHAWASA's committee will not fulfill its responsibility, donors to not fund the budget, rejection from government workers and political decision makers.
2. To ensure that MKUCHAWASA's committee is aware of its responsibility via interference from quality assurance department, to ensure the funding reaches the required budgets, involving effectively government workers during project planning and implementation and having proven will from political decision makers in order to contribute the project to succeed.

PROJECT SUSTAINABILITY

TeachersAid Organization have been conducted six months pilot study of the project by supplying 12 volunteer teachers in five public secondary schools, and during the period of six months we have succeed to influence more than 280 students to study and love science subjects through Science Subjects Awareness Campaign, and also we have influenced the government of Iringa municipal to accept and fund transport allowance to the stated number of supplied teachers during pilot study in the following schools; Kihesa secondary school, Lugalo Secondary school (teaching female advanced level students), Nduli secondary school, Kreruu Mazoezi and Tagamenda secondary school. Through the success of the Pilot Study we are proud to prove the clear ability to run the project, to succeed and bring positive changes in teaching science subjects in Tanzania public schools.

After five years of the project there will be strong school administrative system to continue implementing the project and to ensure the sustainability of the project even after completing the time of implementation.

This project is managed by TeachersAid Organization cooperatively with The United Republic of Tanzania Government.

To ensure sustainability of the project, beneficially will be involved effectively by allowing them to view and discuss the identified school with a great scarcity of science teachers and cooperate with TeachersAid Organization in solving the identified problems.

MONITORING AND EVALUATION

The project will be monitored by the quality insurance officers in cooperation with MKUCHAWASA's committee (that comprises 6 local government education officer and project staffs) under quality insurance department that will ensure the daily activities is effective implemented, well monitored and evaluated in terms of the scope/target of the project to meet the expected outcomes.

At the end of the project TeachersAid Organization will welcome the external monitoring officers (from donors) to evaluate the project.

WORK PLAN FOR THE IMPLEMENTATION OF MKUCHAWASA PROJECT										
EXPECTED OUTPUT	PLANNED ACTIVITIES	TIME FRAME					RESIPONSIBLE PART	BUDGET		
		Y 1	Y 2	Y 3	Y 4	Y 5		Source of fund	Budget Description	Amount In US \$
1.0 To reach 21 public secondary school	1.1 Preliminary discussion and continuous meeting with 21 heads of school, 6 L.G.A and 5 project staff.	X	X	X	X	X	TeachersAid Project Staff, Head of Schools and L.G.A education officers	-	Accommodation (H. Schools)	2,742.18
									Accommodation (L.G.A)	1,044.6
									Stationeries	69.76
									Meals cost	417.92
									Hall Hiring	261.2
						Project staff cost	652.9			
	1.2 To conduct training seminar and workshop to 85 participants teacher (by 8 external seminar facilitators).		X	X	X	X	TeachersAid Organization And External Facilitators		Transport cost	7,388.2
									Meals cost	1,214.58
									Hall Hiring	522.4
									Facilitators Cost	6,267.36
Sub Total									20,581.1	
2.0 85 Volunteer Science teachers Teaching in 21 Secondary Schools.	2.1 85 Science subject teachers supplied, in 21 public secondary	X					TeachersAid Organization		Transport cost	1,479.85

	schools. And running education campaign awareness to remove misconception to students about science subjects is difficult to study.									Accommodation 5 Project staff	1,741.05
	2.2 Classroom teaching						TeachersAid Organization, Volunteering Teachers		Transport cost	40,766	
	3.3 Testing							Meals	81,345		
	4.3 Evaluation of teaching activities	X	X	X	X	X		Teachers Month Accommodation	332,632.2		
Sub Total										457,964.1	
3.0 Monitoring and Evaluations	3.1 Head of schools and academic masters to monitor daily teaching activities	X	X	X	X	X	School Administrative Staff		-	-	
	3.2 To conduct three monthly assessment of teaching using TAO academic assessment forms						TAO MKUCHAWASA Committee,		Transport cost	2,613.6	
									Meals	783.6	
									Stationeries	261.6	
									Accommodation	7,834.8	

	3.3 Quarter and annual MKUCHAWASA committee evaluation of the project implementation.	X	X	X	X	X	Project Staff			
									Q 1	261.15
									Q 2	261.15
									Q 3	261.15
									Q 4	348.2
Sub total										12,625.25
	Working tools • 19,200 Book of Science needed for Form 3 to Form 4 • More Laboratory Apparatus needed						TeachersAid Organization	-	Photocopy	333.2
									Printing	629
									Binding	111.35
									4 Computer	3,133.72
									4 Projector	1,920
Sub Total										6,127.27
	Administration	X	X	X	X	X	TeachersAid Organization	-	Office Rent	5,744.4
									Office Bills	2784
									Bank Charges	261.6
									Transport rent cost	23,504.4
									Fuel	4,178.28
									Photocopy & Printing	2,834
									Maintain services	1,828.08
									Web Host	161.02
									Audit Fees	2,611.43
									Allowance	94,035.68
									Overhead 5%	31,762.00
Sub Total										\$ 169,704.89
GRAND TOTAL										\$ 667,002.61

PROJECT BUDGET

BUDGET LINE	DESCRIPTION				TOTAL COST (US \$)
	Types of unit	Unit	Duration	Unit cost (US \$)	
PRELIMINARY DISCUSSION MEETING WITH 21 HEAD OF SCHOOLS, 6 L.G.A AND 5 PROJECT STAFF.	Accommodation Head of Schools	21	2 day	65.29	2,742.18
	Accommodation L.G.A	6	2 day	87.05	1,044.6
	Stationeries	32	Once	2.18	69.76
	Meal cost	32	2 day	6.53	417.92
	Hall hiring	1	2 day	130.60	261.2
	Project staff cost	5	2 day	65.29	652.9
Sub Total				356.94	5,188.56
TRAINING SEMINAR AND WORKSHOP TO 85 PARTICIPANTS TEACHER AND 8 EXTERNAL SEMINAR FACILITATORS.	Transport refund	85	2 day	43.46	7,388.2
	Meals cost	93	2 day	6.53	1,214.58
	Hall Hiring	2	2 day	130.60	522.4
	Facilitators Accommodation	8	2 day	391.71	6,267.36
Sub Total				572.3	15,392.54
SEMINAR MATERIALS AND WORKING TOOLS	Photocopy	85	1 x 1	3.92	333.2
	Printing	85	1 x 1	7.40	629
	Binding	85	1 x 1	1.31	111.35
	Computer	4	-	783.43	3,133.72
	Projector	4	-	480	1,920
Sub Total				1,276.06	6,127.27
PROJECT IMPLEMENTAION. Activities 1 <ul style="list-style-type: none"> • To reach 21 Secondary Schools (Conducted by 5 project staffs) • To introduce and supply 85 Volunteer teachers (Conducted by 5 project staffs) 	Transport cost	85	1 day	17.41	1,479.85
	Project Coordinator. Accommodation	1	5 day	87.05	435.25
	Project Staff. Accommodation	1	5 day	65.29	326.45
	Project Staff Accommodation	1	5 day	65.29	326.45
	Project staff	1	5 day	65.29	326.45
	Project Staff	1	5 day	65.29	326.45
	Project Staff	1	5 day	65.29	326.45

Sub Total				365.62	3,220.9	
Activities 2 85 Volunteer Science teachers Teaching in 21 Secondary Schools.	Transport cost	85	220 day	2.18	40,766	
	Meals cost	85	220 day	4.35	81,345	
	Accommodation	85	12 Month	326.11	332,632.2	
Sub Total				332.64	454,743.2	
MONITORING & EVALUATION (15 MEMBERS OF MKUCHAWASA committee) <ul style="list-style-type: none"> Internal Monitoring Officer Project writing and presentation (2 participant Coordinator and Project Supervisor) 	Transport cost	15	2 x 4	21.78	2,613.6	
	Meals	15	2 x 4	6.53	783.6	
	Stationeries	15	2 x 4	2.18	261.6	
	Accommodation	15	2 x 4	65.29	7,834.8	
	Four Phase Per year	Q 1			261.15	261.15
		Q 2			261.15	261.15
		Q 3			261.15	261.15
		Q 4			348.2	348.2
Sub Total				1,227.43	12,625.25	
ADMINISTRATIVE COST	Office Rent	1x12	1 year	478.70	5,744.4	
	Electricity bill	1 x 12	1 year	43.53	522.36	
	Water bill	1 x 12	1 year	13.06	156.72	
	Bank charges	1 x 12	1 year	21.80	261.6	
	Communication	1 x 12	1 year	66.60	799.2	
	Web host	1	1 year	161.02	161.02	
	Refreshment	1 x 12	1 year	108.81	1,305.72	
	Transport rent cost	1 x 12	1 year	1,958.7	23,504.4	
	Fuel	1 x 12	1 year	348.19	4,178.28	
	Maintain & other services	1 x 12	1 year	152.34	1,828.08	
	Photocopy & printing	Ream 650	1year	4.36	2,834	

	External Audit Fees		1 year	2,611.43	2,611.43
	Sub Total			5,968.54	43,907.21
ADMISTRATIVE STAFF ALLOWANCE	E/ Director. Allowance	1x12	1 year	870.40	10,444.8
	E/ Secretary. Allowance	1x12	1 year	740.24	8,882.88
	Program Manager BORESHA. Allowance	1x12	1 year	696.70	8,360.4
	Supervisor MKUCHAWASA. Allowance	1x 12	1 year	696.70	8,360.4
	Monitoring Officer	1 x 12	1 year	674.54	8,094.48
	Facilitators allowance	4 x 12	1 year	499.77	23,988.96
	Human Resource Officer. Salary	1 x 12	1 year	609.26	7,311.12
	Financial Officer. Salary	1 x 12	1 year	652.80	7,883.6
	Office tenant. Salary	1x12	1 year	239.40	2,872.8
	Driver salary	1x12	1 year	304.67	3,656.04
	Cleaner office Salary	1x12	1 year	152.40	1,828.8
	Office guard Salary	1x12	1 year	195.95	2,351.4
	Sub Total			6,332.83	94,035.68
	SUB TOTAL			\$ 16,432.36	635,240.61
	Overheard 5% total budget				31,762.00
	GRAND TOTAL				\$ 667,002.61

1 YEAR BUDGET COST	US \$ 667,002.61
5 YEAR BUDGET COST	US \$ 3,318,908.55

**TEACHERSAID ORGANISATION 21 TARGETED PUBLIC SECONDARY SCHOOLS TO
SUPPLY 85 VOLUNTEER SCIENCE SUBJECTS TEACHERS – APRIL 2020-2025**

S/N	School Name	Location
1	IGOWOLE SECONDARY SCHOOL	MUFINDI IRINGA DC
2	KIBAO SECONDARY SCHOOL	MUFINDI IRINGA DC
3	SADANI SECONDARY SCHOOL	MUFINDI IRINGA DC
4	MADUMA SECONDARY SCHOOL	MUFINDI IRINGA DC
5	MNINGA SECONDARY SCHOOL	MUFINDI IRINGA DC
6	MDABULO SECONDARY SCHOOL	MUFINDI IRINGA DC
1	KREELUU MAZOEZI SECONDARY SCHOOL	IRINGA MC (Urban)
2	NDULI SECONDARY SCHOOL	IRINGA MC (Urban)
3	TAGAMENDA SECONDARY SCHOOL	IRINGA MC (Urban)
1	NYANZWA SECONDARY SCHOOL	IRINGA KILOLO DC
2	ILULA SECONDARY SCHOOL	IRINGA KILOLO DC
3	MLAFU SECONDARY SCHOOL	IRINGA KILOLO DC
4	LUKOSI SECONDARY SCHOOL	IRINGA KILOLO DC
5	MADEGE SECONDARY SCHOOL	IRINGA KILOLO DC
6	IROLE SECONDARY SCHOOL	IRINGA KILOLO DC
1	UPENDO SECONDARY SCHOOL	IRINGA MAFINGA DC
2	ISALANUVA SECONDARY SCHOOL	IRINGA MAFINGA DC
1	PAWAGA SECONDARY SCHOOL	IRINGA DISTRICT
2	KIWELE SECONDARY SCHOOL	IRINGA DISTRICT
3	ISIMANI SECONDARY SCHOOL	IRINGA DISTRICT
4	NYERERE MIGOLI SEC SCHOOL	IRINGA DISTRICT
5	LUHOTA SECONDARY SCHOOL	IRINGA DISTRICT
TOTAL TARGETED SHOOOLS		21

MC – Municipal Council

DC -- District Council



During Staff meeting with Richard Kasesela (District commissioner) who is in the middle with red t-shirt and Madam Tupe Kayinga (Educational officer of Iringa Municipal Council) who is the third person from light hand

Our Girls student campaign of SUBIRI KWANZA- TIMIZA MALENGO YAKO. To fight against HIV/AIDS and early pregnancy



Monthly tests to students with TAO teacher

Laboratory practice



TAO Physics teacher at Kihesa secondary school

During mathematics session

