Education, empowering women and Early Childhood Development (ECD) are crucial to the upliftment and transformation of marginalised communities in South Africa – and Masikhule is dedicated to these strategic areas.

Masikhule, a registered Non-Profit (NPO) and Public Benefit Organisation (PBO) was founded in the Helderberg area in 2005 and currently offers a wide variety of services in ECD, providing essential skills to enable ECD educators to effectively educate and nurture pre-school children in their communities, and to provide opportunities for upskilling and employment.

We believe it is essential that children enter formal school well prepared, independent and with learning competencies. Our mission is to address the disparities children in our local marginalised communities face in terms of access to improved teacher competency, learning resources and early intervention.

NPO number: 050-955
PBO number: 930025514
It is a well-known fact that the correlation between early learning, higher educational achievement and household income is undeniably strong. It thus seems so obvious that in order to give every child a chance of success in life, each child needs to have access to quality early learning opportunities. In a country like ours, characterised by vast inequality, the powerful tool of early education can be the great equalizer needed, giving ALL children access to educational opportunities, regardless of their background. For the past 14 years, Masikhule has been committed to this in our community.

We are grateful for the support of the wider community – corporate, private and individuals – who recognise the value of investing in Early Childhood Development. Offering this service, which grows every year, would not be possible without these supportive partnerships – however big and small. Thank you to the dynamic and dedicated Masikhule team for changing lives and who serve in pursuit of hope. Thank you to our Board for your guidance and support. Our gratitude also goes to the ECD principals and teachers who show commitment, courage, fortitude, love and concern for the vulnerable children placed in their daily care. You are the true heroes.

“When you learn, teach. When you get, give.” – Maya Angelou

Léanne Keet

TRAINING IN ECD

In response to the ongoing need for training and upskilling of teachers and volunteers working in ECD Centres within marginalised communities, Masikhule continues to offer a wide variety of training opportunities. Our training remains needs-based, relevant to the community it serves and practical to ensure that the teachers are equipped with a wide range of teaching skills and methods. Teachers are taught and encouraged to create games and toys using waste material which ensures that learning and stimulation is creative and cost-effective.

 Training 2018_19: TOTAL 200

<table>
<thead>
<tr>
<th>Training Type</th>
<th>Attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic Teacher Training</td>
<td>74</td>
</tr>
<tr>
<td>Advanced Teacher Training</td>
<td>36</td>
</tr>
<tr>
<td>Baby &amp; Toddler (F1000 D)</td>
<td>20</td>
</tr>
<tr>
<td>Business Management</td>
<td>14</td>
</tr>
<tr>
<td>Best Nutrition</td>
<td>36</td>
</tr>
<tr>
<td>Teacher Enrichment</td>
<td>74</td>
</tr>
</tbody>
</table>

Training in numbers:
- Number of attendees: 200
- Number of ECD Centres reached: 45
- Number of children at ECD Centres: 2,485
- Number of children in classes of upskilled teachers: 1,458

MENTORSHIP OF ECD TEACHERS AND CENTRES

Over 40 community-based Early Learning Centres received mentorship visits, thus gaining the necessary support and guidance with a goal to them becoming confidently independent centres of learning. The aims of mentorship include:
- to offer further guidance, support and in-service training to ensure ECD Programme implementation
- to ensure that resources were being used optimally
- to provide an opportunity for further collaboration and communication between Masikhule and our beneficiaries, so that course material and content remains relevant, practical, accessible and useful.

Mentorship in Numbers:
Over 45 ECD Centres mentored.
Over 290 mentorship visits.
BUSINESS MANAGEMENT

We offered another successful Business Management course to 15 ECD Centre principals in 2018 who learnt vital skills in office administration, financial management, governance, leadership and human resources. Follow-up mentoring visits showed that there was an overall improvement in office administration, the management of finances especially petty cash and the collection of school fees; leadership skills and conflict resolution. The overall consensus was that their Centres were being managed with purpose and with greater confidence. Each principal received a Business Resource Kit which included office stationery, files, personalised stamps and professional letterheads.

Maryka Plaatjies had this to say: “This training helped me to better myself on so many levels, and not only me, but the entire staff of Maryka’s Educare”.

BEST NUTRITION

Our Best Nutrition Programme, which includes training of ECD Centre cooks and a feeding scheme, continues to ensure an optimal nutritional base for hundreds of young children to positively impact on their development, learning skills, social and emotional abilities. With at least 36 ECD Centres using our dietitian-developed weekly menus, children are receiving optimal feeding within a very limited budget. The teachers have noted not only significant savings in their food spend, but a positive effect on the children’s general behaviour and concentration abilities.

Through positive partnership with JAM-SA and The Lunchbox Fund (LBF), Masikhule has ensured that at least 1800 young children from 30 ECD Centres received a nutritious meal EVERY day.

CAPACITY BUILDING

The Masikhule Teachers’ Early Learning Resource Library, established in late 2016, continues to grow and provide a vital service to the ECD community. Here teachers have access to theme packs, books, toys, educational games, classroom aids and items for their data-handling, fantasy, literacy and early numeracy corners, amongst others.

Number of Members end Feb 2019: 20
Number of Visits: 165
Number Theme Bags issued: 189
Items most borrowed: puzzles, educational games, posters, language and age-relevant books.

ECD Kits: Thanks to our many donors, we have been able to continue to supply each teacher attending our various training courses with the necessary educational material and resources needed to implement a stimulating and holistic ECD programme at their centres. Resources have included educational games, paint, paint brushes, crayons, glue, playdough ingredients, gross motor play equipment, etcetera.

Upgrades and Development: Through the generosity of locals, corporates and organisations, many ECD Centres benefitted from infrastructure upgrades and development. These included the laying of artificial grass, new ceilings and lighting, outside play equipment, building work, new kitchen facilities, tables and chairs, reading corners and books, data-handling kits, games, educational material, blankets, beanies, computers, etc. Thank you to each and every one for your generosity.
EARLY INTERVENTION

We took the rightful access to early learning one step further at the beginning of 2019 by initiating an Early Intervention Project under the guidance of two Occupational Therapists. We are proud of this comprehensive project, which includes the screening and early identification of learning barriers, equipping teachers and caregivers with quality training and teacher resources (through our Teachers’ Early Learning Resource Library), as well as Occupational Therapy group intervention with groups of 4 to 5 year olds at identified, community-based pre-schools.

This programme really puts Early Intervention into perspective. Children in these communities are on the back foot due to a number of reasons beyond their control. Our view is that we need to capacitate the teachers to ensure ALL children are part of an inclusive learning program where children are dealt with insight, sensitivity, knowledge and confidence. This intervention will ensure that children enter formal school better prepared and with a solid developmental and learning foundation. Following initial screening performed on 100 four to five year olds, 76% of these young children were found to have some form of developmental and / or learning delay. We look forward to re-screening these children at the end of 2019 after they and their teachers have been exposed to specialised training and input from our OT team.

We continue to be motivated by the fact that “ECD is the most powerful investment in human capital that a country can make”.

PARTIAL CARE FACILITY (PCF) REGISTRATION

In partnership with the Department of Social Development, Masikhule has been tasked with the auditing and registration of all PCFs within the geographical areas of Somerset West, Sir Lowry’s Pass and Chris Nissan Park. This has been a time of great learning for our team with positive outcomes in terms of not only the registration of Centres, but the positive collaboration and communication between communities. An ECD Hub in this area has been established by Masikhule to encourage further engagement, sharing and interest.

Number of site visits: 280
Number of Registration Certificates issued: 7

FINANCIAL MATTERS

Despite a challenging economy and thanks to funding received from a wide range of local and international sources – corporate, organisations, companies, trusts, individuals and our own fundraising efforts – we have managed to not only continue with our 5 core pillars of business, but to extend our services into Early Intervention. Our team remained at eight members (excluding volunteers and ad hoc training facilitators), as Ms L. Ntulini left to pursue other career opportunities during the year and (the late) Ms T. Njokweni joined our registration team as our Auxiliary Social Worker. With future plans to extend our Early Intervention Programme and to introduce a new Curriculum Development Project over the next 3 years, we will be expanding our team to 10 in 2019/2020.

Finances at a glance:

INCOME 2018_19: R2 018 790

EXPENSES 2018_19: R1 545 473

WITH THANKS

We are grateful for the role our Board members play, all specialists in their fields of expertise. They continue to add value to what we do, how we perform our duties and offer oversight in terms of fulfilling our purpose. Thank you to Greet de Wulf, Dr Nadia Kamies and Dr Garth Japhet.

We continue to be ever grateful to our established and new partners, donors and supporters and trust that our partnerships will continue to grow, broaden and develop. We thank you for every contribution, however big or small – monetary, time, expertise, goods, equipment, ticket purchases, races run. Every measure of support is appreciated and valued!

ORGANISATION DETAILS

Banking:
Masikhule Childcare
FNB
Branch Code: 200512
Account Number: 62430665812
Website: www.masikhule.org