



ANNUAL REPORT

2015/16



OUR VISION

We envision a South Africa where all children are able to access opportunities for optimal development.

OUR RATIONALE

Throughout the world, there is a growing understanding that adults who provide a stable, stimulating and responsive environment have a positive, life-long impact on children and on future generations.

The evidence is clear: children whose development is lovingly nurtured by the adults around them are more likely to succeed at school and higher education, find rewarding and well-paid work, remain healthy throughout their lives, and bring up happy and productive children themselves.

Working for children's wellbeing is one of the most effective ways of reducing poverty and inequality.

As a non-profit organisation, we are reliant on our generous funders to continue our work. However, we also believe that we must take responsibility for our own sustainability. Funds from our accredited Information Technology courses and other income-generation programmes are ploughed back into our purpose-driven work for children.

ITEC helps teachers, early childhood development practitioners, and caregivers support the children for whose futures they are responsible.

We focus on three core areas:

- the holistic development of the youngest children;
- literacy and language development of children from birth to about 12 years;
- developing competence in mathematics and science in the intermediate phase, and in Grade 12.

We acknowledge, with gratitude, the guidance and commitment of our past Chair, Daryl Braam, and our past Managing Director, Michele Kay. We welcome our incoming Chair, Greg Webb, and our incoming Managing Director, Carol Warmberg.

FROM OUR CHAIRPERSON

Gregg Webb

As we near the end of another year, we reflect on the fact that an organisation such as ITEC remains resilient in the face of change. The past year has seen many changes within our sector, a transition in the leadership of the organisation and the introduction of new Board members. It is a tribute to both the outgoing and incoming leadership teams that the transition has been handled so smoothly.

As we plan for the future it is important that we acknowledge what is good, but strive always for improvement. To be leaders in our field, we must create an ethos of performance excellence within ITEC. This can only be done through focusing on progress: taking what we do, how we do it, and how it is measured, and

continuously improving on these.

This simply means striving for excellence through increased delivery, increased impact, satisfied funders and stakeholders, and a happy motivated workforce!

As we take the next steps on this journey towards excellence, we will be focusing on governance and internal processes that will allow us to benchmark ourselves, identify areas for improvement and take ITEC forward.

We hope that you will take this journey with us and continue to support the excellent work being carried out.

FROM OUR MANAGING DIRECTOR

Caroll Warmberg

2015/16 was a year of reflection and refinement for ITEC. Our vision of a *'South Africa where all young children are able to access opportunities for optimal development'* remains core to our work, guiding our commitment to preschool and primary education.

Improving the lives of young children is key to breaking inter-generational poverty and inequality. We have therefore intensified our support for adult Change Agents who work with children from birth to pre-adolescence.

Our reflective stance has enabled us to respond to the external context, the needs of the communities we work in,

and to align our work to policy and donor trends.

A visionary Board, effective management, excellent staff, and committed funders and partners have all deepened the quality and impact of ITEC's efforts.

ITEC is in a favourable position, particularly in the current economy, and our services continue to be in demand from communities, funders, and our government partners. With our associates, we will continue to improve the developmental and educational outcomes of young children for many years to come.

EARLY CHILDHOOD DEVELOPMENT

NON-CENTRE BASED PROGRAMMES

Cross-sector collaboration is key to children's development. In deep rural KuloJingqi, our partnerships with local leaders, government, other NGOs and the community have greatly contributed to the development of young children in ten villages, and to the delivery of an Essential Package of services.

More preschool children now have access to **opportunities to learn**. 10 centres offer an ECD Programme, facilitated by practitioners trained in basic ECD. Two of these centres have state-of-the art ECD Eductainers.

Children's **nutrition and health** is promoted through our partnership with JAM, which provides nutritious porridge. Three community Jamborees brought mobile health services to provide health care and Vitamin A for children, and advice for parents. The Jamborees also focused on **social protection** for children, bringing Social Development, Home Affairs, and SASSA services directly to the community.

In KuloJingqi, parents are supported through a home visiting programme, that focuses on language and concept development, and fosters strong relationships between parent and child.

ECD TRAINING

If good quality ECD services are to be expanded to include all children, South Africa needs an increased number of

knowledgeable, well-qualified ECD workers. In partnership with Rotary International and the Eskom Development Foundation, ITEC has trained more than 75 ECD practitioners in the last 18 months.

ITEC offers accredited full qualifications in ECD at Level 5 and Level 4, as well as an accredited Skills Programme at a more basic level. In addition, we offer especially designed short courses for groups with specific needs, including play group facilitators.

ADVOCACY AND AWARENESS RAISING

This is an important part of our work. ITEC participates in a number of networks at national, provincial and local levels.

We also host an ECD Forum, which is attended by a wide range of stakeholders. The Forum shares information on good ECD practice and evolving policy, and has contributed substantially to provincial and local planning for ECD.



During 2015, ITEC trained 346 adults in Early Childhood Development.

- 66 undertook the National Diploma in ECD
- 118 undertook the Further Education and Training Certificate in ECD
- 130 enrolled for short courses on a range of ECD topics
- 21 practitioners and home visitors were trained and mentored

We estimate that together these adults have the potential to improve the learning opportunities and lives of approximately **10,000 children per year.**



Above: Children and practitioners celebrate their new ECD Edutainer in Nxarhuni. Many ECD Centres have poor infrastructure, and ITEC is delighted to partner with generous donors who provide the Edutainers.

Left: Home visitors show parents how to use ordinary household objects to promote play-based learning and language development.

LIBRARIES AND LITERACY

ITEC's Literacy Programme helps adults to foster a love of reading in children, sharing our understanding of how best to do so.

SHIFTING FROM A CHILDREN'S LIBRARY TO A LITERACY CENTRE

Over a number of years, ITEC has built a rich understanding of how to get books into the hands of children, and a love of reading into their hearts and minds. In line with our philosophy that working with adult change agents is key to reaching more children, in late 2015 we shifted our focus towards working more closely with ECD and Primary School teachers.

ITEC'S LITERACY CENTRE

Our Literacy Centre is the hub of our work with books and reading. Here, teachers learn how to attract children to reading: thoughtful book choices; creating a welcoming, comfortable and print-rich environment; and regular story and reading times that engage children's interest and enthusiasm are all key to developing a love of reading.

We provide on-site support for specific schools and ECD Centres, helping them to set up and manage their own classroom libraries and literacy areas. We provide them with a core collection of reading materials, and access to our extensive collection of books, posters and props.

The Literacy Centre provides block loans or theme packs to teacher members for a term at a time. Teachers select

materials for their classroom libraries or literacy areas from our wide range of children's literature, including a growing stock of isiXhosa and Afrikaans books.

JEFFREYS BAY WIND FARM READING COACH PROJECT

We work with 12 Primary Schools in the Kouga area to promote reading in the Foundation Phase.

Schools are provided with reading resources, and with a Reading Coach who works under the supervision of a teacher-mentor to support reading in Grades 1, 2 and 3.



During 2015, our Library and Literacy Programme reached **224 adults**, of which **161** were teachers or ECD Practitioners.

These adults have the potential to encourage over **4,400 children to love reading** every year.



Above: A Reading Coach works with Foundation Phase children. Reading resources and furnishings are provided to support reading at school and at home.

Left: Absorbed in reading in the ITEC Literacy Centre.

The whole world opened up to me when I learned to read.

Mary McCleod Bethune

MATHS AND SCIENCE

64 teachers, mainly from high schools, attended seminars on Maths and Science topics at ITEC during 2015.

Together, they have the potential to improve the Maths and Science competence of approximately **2,000** learners per year.

Teachers are best positioned to spark children's interest in Maths and Science. In addition to working directly with children, therefore, we hold regular seminars to help teachers develop their pedagogical and content understanding of these subjects.

GRADE 11 AND 12 MATHS AND SCIENCE PROGRAMME

Our economy will thrive if girls and boys find joy in studying Maths and Science, and pursue careers in these areas.

Our high school project offers extra lessons, outings to local industry, and vacation camps. During 2016, we introduced learners to an online practice service.

PRIMARY SCHOOL MATHS AND SCIENCE

In line with our belief that the roots of later educational challenges often lie in the earlier grades, in 2015 we instituted Maths and Science clubs for Grade 4 learners. The clubs, that culminate in exhibitions and prizes, aim to engage children with the excitement and fun of mathematical and scientific thinking.

Below left: Exploring taste and texture from a scientific perspective.



Below right: Maths and Science learners visit the East London Port on a "Take a Girl Child to Work" outing.



INCOME GENERATION PROGRAMMES

INFORMATION COMMUNICATIONS TECHNOLOGY

Our computer training laboratories can accommodate up to 40 people at any one time. We run our classes in the morning, mid-morning, afternoon and evening to accommodate our working clients.

During 2015 we trained 348 delegates in accredited basic, intermediate, and advanced computer skills, as well as in the International Computer Driving Licence. We also provide customised courses for corporate or government clients.

Our clients are drawn from the corporate world, from government departments, and members of the public who would like to improve their technology skills.

Surplus funds from our Income Generation programmes are ploughed back into our work for children.

CAPACITY BUILDING AND COMMUNITY DEVELOPMENT

ITEC partners with a range of service providers to strengthen the capacity of NPOs. Enhanced economic sustainability and programme viability enables them to provide profoundly important services in the communities they serve.

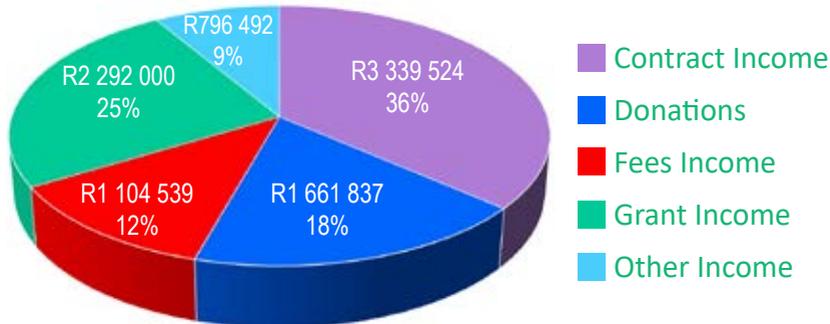
ITEC builds proficiency in Project Management (both accredited and skills training programmes), in compliance management and effective reporting.

We are proud that one of the NPOs we trained, Ikamvalethu Non Centre Based Project, in Steynsburg, was recently placed in the top three best performing Non Centre Based Programmes in the National DSD/NDA Annual Best Service Awards for their outstanding organisational management systems.

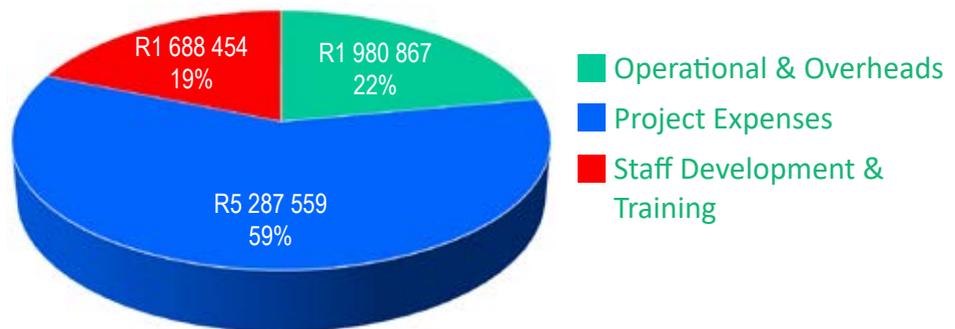


FINANCIAL REPORT

Total Income R9 194 393



Total Expenses R8 956 880

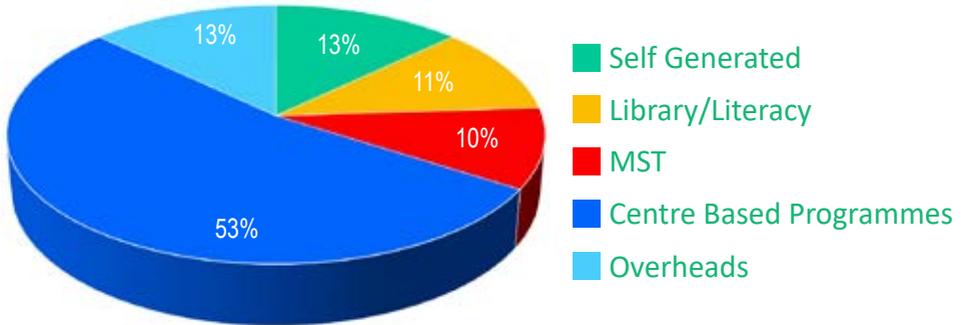


We thank the following Funders for their support during 2015:

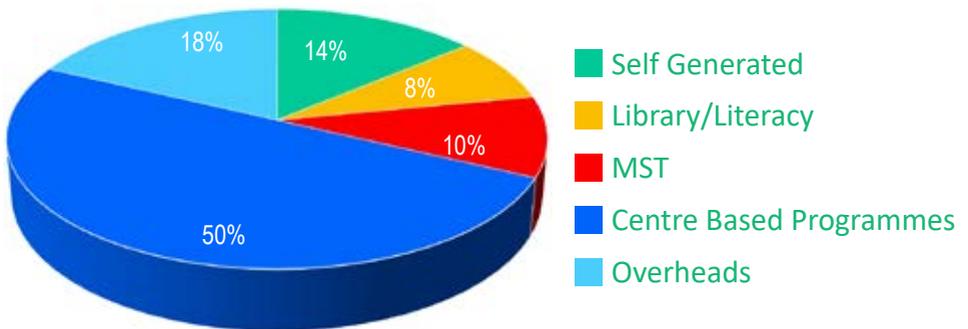
CAF America
DG Murray Trust
ESKOM Development Foundation
First National Battery
Globeq (Jeffrey's Bay Wind Farm)
Hemingways Casino (Tsogo Sun)
ITEC East Cape
National Development Agency

Oppenheimer Memorial Trust
OXFAM Italia
Rotary Club
S A Partners
Sesame Workshop
Standard Bank
Starfish Foundation
The Travel Agent
Transnet

Income per Project Stream



Expense per Project Stream



We acknowledge the friendship and support of our networking partners:

Border-Kei Chamber of Business
Eastern Cape Department of Education
Eastern Cape Department of Social Development
Eastern Cape Department of Health
EC NGO Coalition
Joint Aid Management (JAM)
KuloJingqi Tribal Authority

Buffalo City Metropolitan Municipality
Mbashe Local Municipality
NECTA
NECDA
ETDP SETA
MICT SETA
HW SETA
University of Fort Hare

LEARNING FROM OUR LIBRARY WORK

When reading is an enjoyable part of everyday life at home and at school, children develop a love of reading that will last a lifetime. Here are some lessons we have learned from our work with children, parents and teachers over many years:

Show children that reading is fun and important

Buy or borrow books, magazines, comics, newspapers, online books. Read them yourself, with enjoyment and appreciation. Treat books as valued, respected friends. Children learn to value what their adults value.

Choose and share books carefully

When choosing books, put yourself in the minds of children. What excites them? What will spark their imagination and open them to new ideas? Encourage children to follow their interests and choose their own books.

Read to children of all ages

Children (and adults) love stories. Reading aloud to children in a relaxed, comfortable way builds knowledge, sharpens critical thinking and transfers values between generations. Encourage children to talk about the story!



www.itec.org.za

T: 043 743 8333 | E: mail@iteced.co.za

8 Park Avenue | East London | Eastern Cape | South Africa

Section 21 Company Registration 2010/120389/08

Non Profit Organisation Registration:003—738 | ITEC has Section 18A Status | Donations are tax deductible

Accreditation: ETDP SETA 0189 | MICT SETA ACC/2011/02/631