

# អង្គការលើកស្ទួយប្រជាពលរដ្ឋ

## People Improvement



## 2016 Annual Report



### Our Vision

To improve the living conditions of under-privileged people, especially girls, women and street children by offering education and vocational skill training.

### Our Mission

To provide formal & non-formal education and livelihood training to marginalized groups and ultimately reduce the level of poverty in the area.

### And

To build the capacity of the local staff in order to nurture and develop future leaders in the community.



## Message from **Phymean Noun** PIO Founder, CEO, CNN Hero, World's Children's Prize Laureate Hero

After the excitement of receiving the *World's Children's Prize* in 2015, 2016 has been a year of consolidation for PIO. A time to think about our future direction and vision and how to begin working with our communities in different ways. We have come a long way from our beginnings in 2002 when we worked to rescue children from the perils of child labor and get them into school. We did that successfully, now is the time to continue our work with the children of the poor in a way that is relevant to their current needs.

My vision for the future of PIO is a school that can provide a complete education for children, from early childhood education right through to the end of high school. Part of that vision involves using new building at Stung Meanchey not just for the local community but also for children from our other Outreach Centers, especially those from Borey Santepheap 2. Too often have we seen children graduating from Grade 6 and then struggling to remain at high school because of the cost. In November 2016 PIO signed an MOU with the Ministry of Education Youth and Sport allowing us to provide free high school education for Grades 7 – 8 in the 2016 / 2017 school year and higher grades in the future.

The high school classes are for students graduating from the PIO primary schools at both Stung Meanchey and Borey Santepheap 2. Providing high school classes means that we can ensure that children that we have cared for from Kindergarten to Grade 6 can now receive a high school education through PIO. I believe that providing free secondary education will ensure that they remain at school and achieve academic success.

Providing quality education from Kindergarten through high school as well, in addition to our vocational training programs is costly. The challenge PIO now faces is to ensure that there is sufficient funding to ensure that the students receive the education necessary for them to attain a brighter future. Now more than ever PIO needs committed support from its donors. Donors who share our vision of a world where the cycle of poverty is broken through the power of education.

Working together we can build a brighter future through education.

All the best to everyone,

**Phymean Noun**

## Our Governing Body

### EXECUTIVE COMMITTEE

Executive Director – Ms Phymean Noun  
Deputy Director – Ms Malyda Mean  
Project Supervisor – Mr John Thompson  
Public Relations/Communications Officer - Ms Sattya Som  
Administration and Finance Officer – Mr Hoeun Hun

### BOARD OF DIRECTORS

Chairman Mr Steve Christov (Canada)  
Vice-Chairman Mr Frank Carney (Australia)  
Advisor Dr Benny Widyono (USA)  
Member Mr Richard Teo (Malaysia)  
Member Ms Qiaoling Di-Heil (Germany)

### **About PIO**

The People Improvement Organization (PIO) was established in 2002 by Mrs. Phymean Noun and was officially registered by the Ministry of the Interior the same year.

PIO is a nonpolitical, non-religious, non-government organization. We provide education, vocational training and support to the poorest communities in Cambodia, with a focus on girls, orphans and street children. For many of those families PIO is their only hope of obtaining a good education for their children.

PIO has outreach centers at the former city dumpsite, in the slum areas of Phnom Penh and on the outskirts of the city where the people from the slums are being relocated as the city is redeveloped.

Through education and training, we aim to equip the children and young people to access regular jobs and to become self-supporting, thereby improving their quality of life for them and their families.

### **Our target group**

We support the poorest families and especially those who in spite of their harsh circumstances want their children to have access to education. If they can study and learn, those children will be able to access work opportunities and be empowered to support themselves and their families in the future, thus breaking the cycle of poverty.

We specifically target:

- ♦ Children who want to attend to school
- ♦ Children from poor families who can't afford school
- ♦ Children from large families
- ♦ Children who are orphans
- ♦ Children living on the street
- ♦ Children whose families are affected by AIDS/HIV
- ♦ Children who cannot go to a school near their homes

## Our Outreach Schools



### Stung Mean Chey School

Built in 2004 as an outreach center in close proximity to the city garbage site in order to aid child garbage pickers. It soon became well-established in the local community and continued to grow. Today the school caters to over 500 students from Nursery to Grade 6. In addition there is support for over 100 high school students. The school provides free access to education. Students receive uniforms, school bags and books. Bicycles and transportation are provided to those who have some distance to travel to school.

There is an MOU between PIO and the Ministry of Education, Youth and Sport enabling students study the national curriculum subjects from for Kindergarten to Grade 8, In addition PIO supports students from grade 9 to grade 12 to study at state run schools.

Students begin the national curriculum classes at 8:00 am, break for lunch at 11am and return to learn English at 1pm, and they finish at 4:00pm. In the evening there are additional classes for senior students including Maths in English

At the end of 2016 work was completed on the new 5 level building at Stung Meanchey. The building enhances the school faculties and provides space for high school classes. The school will be a focus for our future work in building up the high school classes and re-developing some of our vocational training programs. With the space and facilities available through the use of two large buildings the opportunity is there to make a significant difference to the local community through education and training.

## BOREY KEILA OUTREACH SCHOOL

The Borey Keila School opened in 2005 and began to provide for one of the most impoverished communities in Phnom Penh city. Before the school, many children worked as shoe shiners, selling newspapers, picking garbage and beggars. Now they are part of the 350 students attending classes regularly. As with Stung Mean Chey School, Borey Keila School is supported by JWI, providing students with food, uniforms and school supplies. Rice is supplied to families in need.



## BOREY SANTEPHEAP 2 OUTREACH SCHOOL

In 2007, due to land issues, families who used to live in the riverside slums were forcibly displaced and relocated to Borey Santepheap 2, some 20km away from Phnom Penh city. Mrs. Noun Phymean was then asked by the community committee in the area to help build a school to support the children. There are classes from Nursery to Grade 5.

The roll at the school continues to grow with increasing numbers in the Nursery and Kindergarten classes. With the support of the Global Fund for Children PIO was able to provide a lunch for children in Nursery, Kindergarten and Grade 1 classes. Students graduating from this school can now continue their education with PIO by joining the high school classes at Stung Meanchey.

## PIO SHELTER

The Shelter provides food, shelter and support for 70 children and youth, 39 girls and 31 boys. The younger children attend Stung Meanchey School during the day. The older students attend High School or University. Staff provide recreational activities, social support, food and clothing for all the children. The Shelter operates under the approval of the Ministry of Social Welfare

Places at the Shelter are limited as it operates at full capacity. However there is still a strong demand for places for children who have no-one to adequately care for them.

The future of the Shelter is at risk as the land which it rents is for sale. However if PIO can purchase the land a donor has offered to build a new Shelter for us

PIO is currently seeking donors who can assist with the purchase of the land.



## FINANCIAL

In 2016 PIO had its accounts audited by Baker and Tilly. The audit covering 2015 cash disbursements and receipts is the most recent audited financial information available until the audit for 2016 is completed.

The audited statement for 2015 shows

Cash at start of 2015	\$42,816
Cash received	\$436,149
Cash disbursed	\$454,970
Cash at the end of 2015	\$23,995

Summary of cash disbursements 2015		
Item	Expenditure	Percentage
Food	\$ 156,917	34.5%
Wages	\$ 122,003	26.8%
Building	\$ 100,427	22.1%
School supplies	\$ 34,160	7.5%
Health	\$ 18,780	4.1%
Utilities	\$ 9,108	2.0%
Rent	\$ 4,200	0.9%
Overheads	\$ 2,659	0.6%
Travel	\$ 1,930	0.4%
Transport	\$ 1,700	0.4%
Office supplies	\$ 1,375	0.3%
Maintenance	\$ 810	0.2%
Publicity	\$ 460	0.1%
Bank fees	\$ 441	0.1%
<b>Total expenses</b>	<b>\$ 454,970</b>	

## 2016 HIGHLIGHTS

### **Phymean is invited to meet the Queen Mother**

It was a great honor for Phymean, Steve and two PIO staff members to be invited for an audience with the Her Royal Highness Queen Mother Norodom Monineath Sihanouk. The invitation was in response to Phymean's winning of the World's Children's prize.

### **Maybank**

PIO is very grateful to Maybank for their ongoing support for PIO. In 2015 they supported both the Dressmaking program and provided funding for 20 students to attend high school or university. That support has been extended and increased for 2017.

### **Admission to High School**

Once again PIO's Grade 6 students have achieved a 100% pass rate in the admission examination for high school. The result is a great credit to both the students and their dedicated teachers.

### **Visitors**

PIO continues to receive visitors from many supporters. In 2016 we enjoyed a number of visits from overseas high school groups who provided art and craft activities for the students. They included schools from Hong Kong, Singapore and Australia. Many of whom now visit PIO annually.

### **Medical and Dental Support**

PIO continues to provide medical and dental care for its students. Regular visits from volunteer nurses, dentists and oral hygienists complements the work of the school Physician, Dr Vuthy. In addition our relationship with Healthy Kids Cambodia ensures that the children receive regular dental assessments and treatment.

### **New building**

Construction delays have been a major frustration however classes were able to move into the building for the start of the 2016 / 2017 school year and the building will be officially opened in January 2017.

### **Play Around the World**

This project based at the University of Alberta now visits PIO each May and works with our students for 3 months providing sport and physical activity for students at Stung Meanchey and Borey Santepheap 2.

### **Teaching volunteers**

PIO continues to host a number of teaching volunteers from a wide range of countries. These volunteers are a valuable asset who give the students the opportunity to learn English from native speakers.





## REGISTRATIONS AND ENROLMENTS

By the end of 2016 there were 1,393 students supported by PIO at its three schools. That number includes 148 secondary and tertiary students, of whom 83 are studying in the recently approved PIO high school classes (Grades 7 and 8.) Thanks to the generosity of our donors, sponsors and many supporters all education at PIO is delivered completely free of charge to all children. It includes provision of school supplies, uniform, daily meal, clean water, onsite health care and hygiene supplies such as toothbrushes and soap.

All students (Nursery-University) at 31 December 2016		
School	Classes	Number
<b>Stung Mean Chey</b>	Nursery to Grade 6	<b>609</b>
<b>Borey Keila</b>	Kindergarten to Grade 6	<b>341</b>
<b>Borey Santepheap 2</b>	Nursery to Grade 5	<b>298</b>
<b>High School students</b>	Grade 7 - Grade 12	<b>140</b>
<b>University</b>	Year 1 – Year 4	<b>6</b>
<b>Total students</b>		<b>1,394</b>

## ENROLMENT TRENDS

### Total enrolments for each school year

This records the gross enrolment for each year, it is the total number who enrolled at PIO each year. It includes students who left during the school year

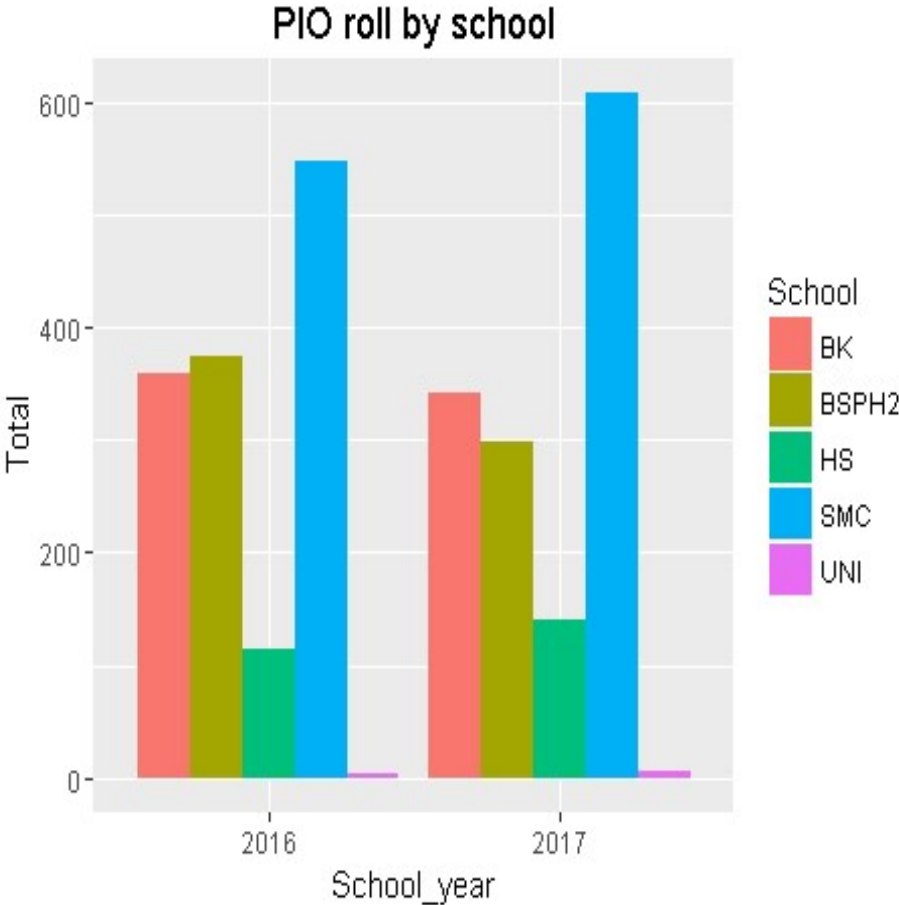
School	2015 / 2016	2016 / 2017
<b>BK</b>	360	341
<b>BSPH2</b>	375	298
<b>HS</b>	114	140
<b>SMC</b>	547	609
<b>UNI</b>	3	6
<b>Total</b>	<b>1399</b>	<b>1394</b>

At SMC enrolments have increased and the percentage of students returning from the previous year is 80%. At BK and BSPH2 the rolls have decreased. The percentage of returning students at those schools is approximately 50%.

The difference in the percentage of returning students is a reflection of significant differences between the communities that PIO serves. In Stung Meanchey the population is relatively stable and there is local employment for the parents of the student. Consequently families remain in the district while their children are enrolled at PIO. The other two districts have more transient populations. There is less local employment and consequently families often move to another district or province to find work.

Another significant factor, especially at BK, is that because the students are also attending public school they are under pressure to attend “study classes” run by the public school teachers. Failure to attend those classes (and pay the fee demanded by the teachers) can result in the students being academically disadvantaged. Attending those classes restricts their ability to attend English classes at PIO.

A small number of students leave PIO to attend other schools. Some go to NGOs that offer more material support to the family, in other cases the parents have become more financially secure and send their children to low-cost private schools.



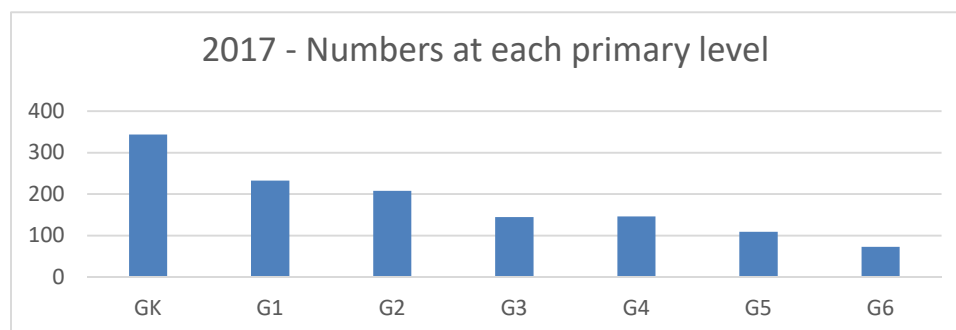
## GENDER BALANCE

PIO endeavours to enrol equal numbers of male and female students

Percentage of enrolments by gender		
Year	F	M
2016	48.3	51.7
2017	49.5	50.5

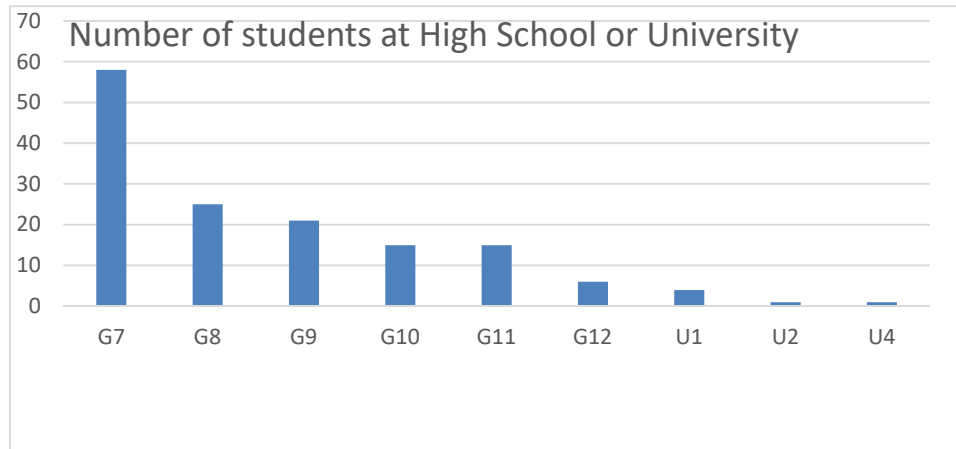
## NUMBERS AT EACH PRIMARY SCHOOL LEVEL (ALL SCHOOLS)

Level	Number	Percent
GK	344	27%
G1	233	19%
G2	208	17%
G3	145	12%
G4	146	12%
G5	109	9%
G6	73	6%
<b>Total</b>	<b>1258</b>	



## HIGH SCHOOL STUDENTS

PIO now supports 146 high school or university students, an increase on the 93 supported in the previous school year. Of those 146, 6 are attending university, 83 attend high school at PIO (Grades 7 and 8) and the remainder attend classes at public high school.



## STAFFING

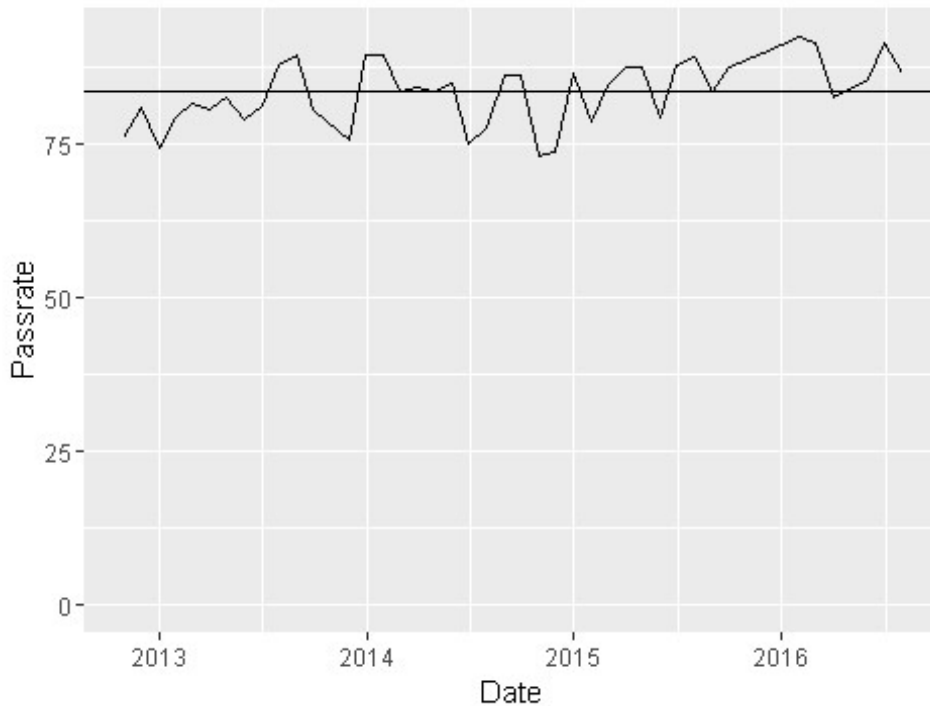
There are 6 classes at BSPH2, 6 at BK and 13 primary classes at SMC. In addition there are 3 high school classes at SMC. All classes have had teachers from the start of the new school year. In addition there are some part-time specialist teachers teaching the high schools classes in subjects not taught by the full-time staff. There are staff on hourly rate to teach other specialist classes such as Maths in English. In addition there are ancillary staff: cleaners; cooks; guards; drivers; librarian; social worker and doctor. There is a small full-time administrative team comprising the Deputy Director, Project Manager, Communications Officer and School Administrator.

## ACADEMIC RESULTS

There are two types of monthly assessed that is used to measure the progress of students at PIO. The pass rate is the percentage of students achieving a mark of 50% or better.



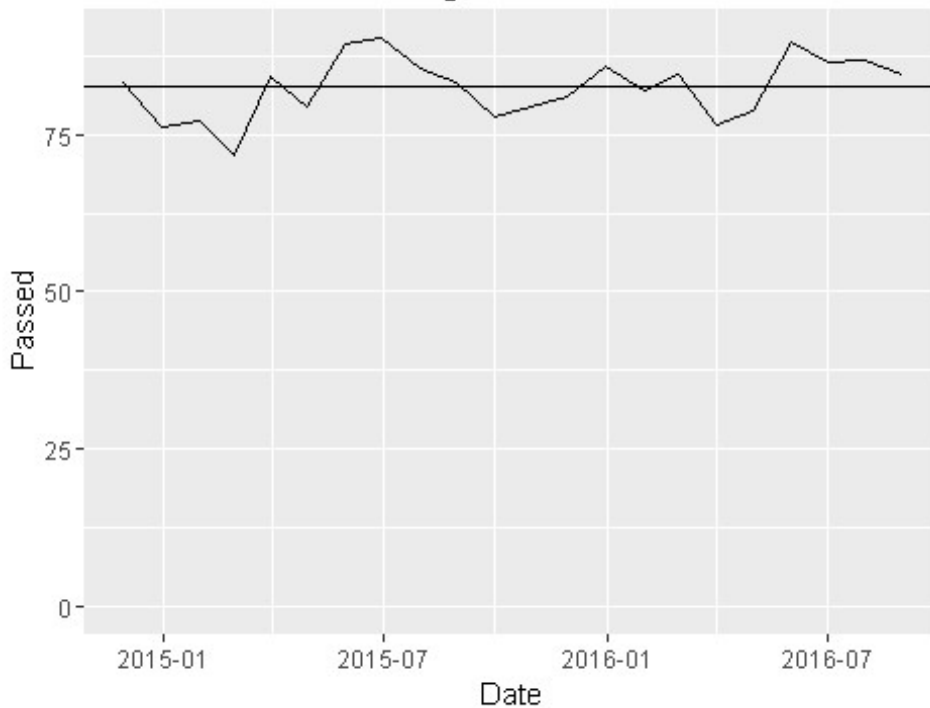
### SMC Khmer Curriculum Pass rates



The horizontal line shows the average of all pass rates - 84%

PIO has been running a more formal method of English assessment over the past two years. All classes sit a monthly test set by the Program Supervisor. The consistency of this assessment allows for more accurate monitoring and evaluation of the students' progress in English for Grades 1 to 8.

### PIO English Pass rates



The horizontal line shows the average of all pass rates - 83%

## UNIFORMS AND SCHOOL SUPPLIES

Children at all three schools have all received uniforms, school books and all necessary equipment for their learning.



## CULTURAL

Up to 35 students living at the Shelter receive three hours instruction in Apsara dance. They are taught by an experienced teacher. The dance lessons are an important part of their education, keeping them in touch with their culture and providing a wonderful opportunity for creative expression. The group performs on a regular basis for visitors to PIO and at special events where there are invited dignitaries from government or international organizations.

Recent performances have been given the Canadian International School from Singapore other school groups that visit PIO. Over Khmer New Year they gave public performances at local venues

The highlight this year were performances for corporate visitors Maybank and Samsung. The dances performed for the honoured guests who included senior executives from the companies. The students had worked hard preparing for the performances and produced a very polished performances that were enjoyed by all.

## SOCIAL WORKER

PIO staff works with disadvantaged families and at-risk children. Experience has shown that effective education requires engagement with families and local communities. In February 2014 a new Social Worker was appointed. She regularly visits families in the communities served by PIO schools. In 2016 there were an average of 20 new families visited each month. The families visited are often very poor and are struggling to keep their children at school. Many are affected by chronic health and social problems which limit their ability to provide for their children. In working with each family a negotiated action plan is put in place. A plan which states what PIO can do for the family and the action required by the family to uphold their part of the agreement.

## NUTRITION REPORT

All children at Borey Keila and Stung Meanchey continue to receive a daily nutritious lunch comprising rice, vegetables and meat or fish.

Students at Borey Keila and Stung Meanchey continue to receive a daily nutritious lunch comprising rice, vegetables and meat or fish. In addition there is now a nutrition program for classes at Borey Santepheap.

Under the nutrition program food is available to the following groups

- 609 students enrolled at SMC - Nursery to Grade 6 - Lunch (Monday to Friday)
- 341 students enrolled at BK - Kindergarten to Grade 6 - Lunch (Monday - Friday)
- 298 students at BSPH2 – Nursery to Grade 5 - Lunch (Monday to Friday)
- 83 - PIO – high school - Grade 7 and Grade 8 students (Monday to Friday)
- 30 - Staff at all three schools (Monday – Friday)
- 70 - Students living at the PIO Shelter - Three meals per day 7 days a week

In addition rice is provided to families in special need and to those whose children are PIO graduates supported by PIO in their studies.





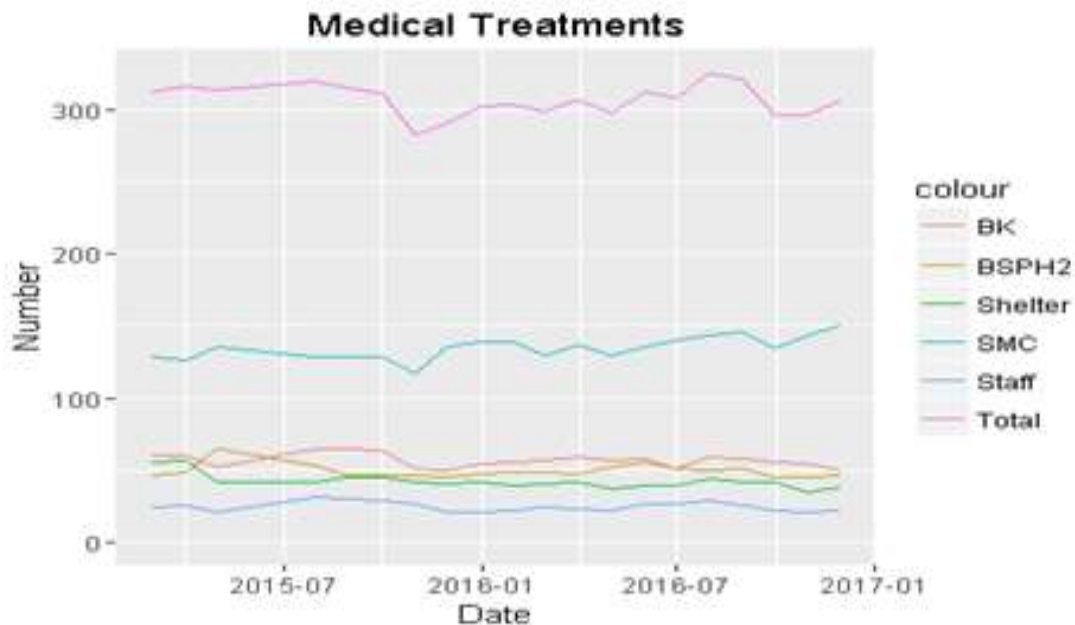
## MEDICAL PROGRAM

The provision of medical care is crucial in ensuring that children have ready access to professional care. Where more specialized help is needed PIO continues to pay for medical or dental treatment as needed.

PIO has been fortunate to have the services of Dr. Vuthy, a recent medical school graduate specializing in pediatrics. Through his work at the three schools the quality of medical care has improved and he attends to over 300 patients (including some staff) each month.

Dr. Vuthy also provides valuable assistance in liaising with the various health professional groups that come to the school to treat the students. When a child presents with a serious illness Dr. Vuthy arranges treatment for them at a local clinic or hospital.

The medical program is supplemented by the work of Healthy Kids Cambodia. An initiative organized by the One2One Charitable Trust. Through that program we have nursing and dental students visit PIO every six months to assess and treat the children. We also have regular visits from the student and staff of the Puthisastra University Dental School.



## VOCATIONAL TRAINING

PIO has a 5 year MOU with the Ministry of Labor allowing the school to provide vocational training in a number of fields. The most popular are dressmaking and IT. With the completion of the new building at SMC it is hoped that in 2017 PIO will be able to extend both of these training programs.

## LIBRARIES

The Stung Meanchey library now has over 5,000 books. 90% of the books are in English, the remainder in Khmer.

There are smaller collections of reading books at the other two schools.

The main library has now been re-located to the new building and should be operational again early in 2017

## SPONSORSHIP

There are currently 44 sponsors supporting 58 children. Most of the sponsored students live at the PIO Shelter. Maybank have increased their sponsorship and are now supporting 30 High School students. In addition some other students are supported in their secondary studies by individual sponsors. If you have questions about sponsoring a child at PIO please email PIO's Public Relations and Sponsorship Officer at [sponsorship@peopleimprovement.org](mailto:sponsorship@peopleimprovement.org)

## THANK YOU TO ALL OF OUR SPONSORS

Ali Hindell (CIS)	AMUR	Andrew Forsyth
Anthony McClean	Begg Kelso	Benjamin Grundy (CIS)
Bourgeois family	Celia Langouste	Cheryl McCartney
Chia Vera	Daniel Higgins	Dianne Westall
Dom Decressain	Evelina Fredricksson	Frank Carney
Greg & Cherie Baker	Herve Louchet	Hok Winson
Jacquie McGreath	Flynn McGreath	Jennifer Lavin
Jeremy Decressain	Justin Regan	Katherine Lee
Kendra Jones (CIS)	Keriann O'Rourke	Kylie Norris
Lauren Dannay	Lisa Miller	Lizzie Hunt
Maybank	Melanie Grills	Michael Keller
Michelle Dabbs	Monica Lamb	Natalie Ng
Noi Liang	Patricia Shield	PS William
Rachel Deschenes	Raymond Heath	Robert Bell
Steve and Robin Cohn	Tara Delgado	Tomoyuki Hiragushi

## VOLUNTEERS

PIO continues to benefit from the work and support of volunteers. In 2016 there were 120 volunteers from 14 different countries. Most volunteers taught English and the average stay was four weeks. Several has stayed for three months or more. There were also teams of nursing volunteers from Australia and Cambodian volunteers from Pannasastra University. The volunteer work is mostly at the Stung placed through the Mean Chey School with the some placements at Borey Keila and Borey Santepheap 2.

Their work teaching the children and supporting the work of PIO is most valued. Volunteers are supported in their work by the Khmer teachers and by the Project Supervisor who coordinates volunteer activity and mentors volunteers at PIO.

Thank you to JWI, Cambodia Volunteer Foundation, Star Kampuchea, Antipodean's Abroad, the University of Puthisastra and Pannasastra University for sending volunteers to PIO. The children of PIO benefit greatly from the help they receive from volunteers.

We have high standards for volunteers because the children of PIO deserve the best! All volunteers must have experience in working with children. Before coming to PIO volunteers must a current CV and a police record check showing no criminal convictions. Volunteers for both teaching and health services are invited to apply to offer their services as a volunteer at PIO. The length of service is negotiable but for teaching it is best if volunteers stay for one to three months.

The children of PIO benefit greatly from the help they receive from volunteers. For more information about volunteering, contact John Thompson [john@peopleimprovement.org](mailto:john@peopleimprovement.org)

## DONORS

Thank you to the many individuals and organizations who have contributed their time and money to supporting the children at PIO. Your efforts will ensure that the children face a better future through education

Our major donor continues to be **Just World International (JWI)**. JWI has supported PIO for the past 12 years and provides the majority of the funding for the Stung Meanchey School and all of the funding for Borey Keila. JWI support specifically includes funding for education, nutrition, health, social work, cultural development and leadership.

### **Other donors are**

**Samsung** - Samsung Care and Love Program team of 75 people came to PIO October 2016 donated supplies and equipment like Microwave, fridge, TV and 25 students table.

**Canadian International School (Singapore)** - Teachers from the school have been supporting PIO for the past 10 years. This year 18 teachers donated used uniform and used school supplies and they donated \$1500 to fund the health insurance policy for PIO staff.

**Horseware** – Horseware have supported PIO for a number of years. This year they donated a set of solar panels for the new building at Stung Meanchey.

**Maybank** - In July at PIO, there are 65 people join from Maybank and media. Maybank expands sponsorship of our high school students to 30.

**Herve Louchet** from France donated iron front door and fence on the ground floor for the new school building

**Antipodeans Abroad** – For the past three years this organisation has been sending teaching and health care volunteers to PIO. Each time they donate medical and school supplies.

**The Bourgeois family** – For their child sponsorship and donation for the PIO children’s Christmas party

## CONCLUSION

The 2016 / 2017 school year has commenced with an expanded roll and for the first time, high school classes taught at a PIO school. There are also classes in Vocational Training, additional English, IT and Mathematics together with Art and Dance programs at the Shelter.

PIO continues to grow to support increasing demand from the local communities. It receives wide interest and support from many local and international visitors, volunteers, sponsors and donors. Those groups, together with established donors and sponsors provide essential support moral, practical and financial, all of which is crucial to the development of PIO.

In January 2017 the new building at Stung Meanchey will be officially opened and PIO will enter the next phase of its development in serving the needs of the children of Cambodia as it creates a brighter future for them through education. To do that it needs the continuing support of its donors, supporters, volunteers and friends who have worked so hard in the past to make the school what it is today.