



Annual Report 2023

Hope Through Transformation



Innovation
in
Education

Vision

All young children (0-12 years) in Nepal receive developmentally appropriate education and care.

Mission

To realize this vision, ECEC's mission for the coming years is to:

- Educate teachers and caregivers
- Engage in consultation with schools
- Develop child friendly resources
- Develop a network of like-minded stakeholders, who support and co-operate with Nepal government bodies
- Expand ECEC's services in other major cities of Nepal and innovate in providing quality education
- Conduct research for development and innovation in providing quality education

Core Values

Love

- We are committed to being humble, forgiving and compassionate in our relations with others.
- We seek to identify with the needs of each child and each teacher/ caregiver of young children, regardless their social or religious background.

Integrity

- We are committed to being honest and truthful.
- We work responsibly and transparently without seeking personal gain.
- We have integrity both as a company and personally regardless of whether we are being supervised or not.

Creativity

- We are committed to doing our work with professional quality and contextualising the newest developments in the field of basic education.
- We seek to develop in ourselves and others the potential, the gifts and talents that God has given to each of us.

Co-operation

- We appreciate and celebrate the different personalities and tasks we have, and we are committed to work together towards realising our vision.
- We are committed to work together with other organisations and individuals who share our vision.

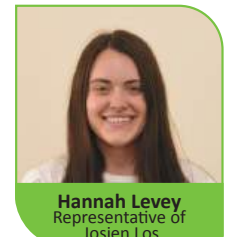
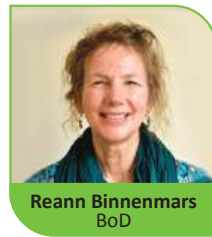
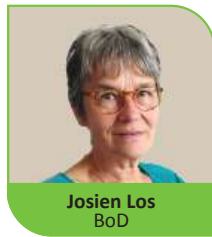
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List of Abbreviations Used

Name	Description
BEdPS	Bachelor of Education in Pedagogical Sciences
CE	Christian Endeavour is an organization, which trains and equips today's young people.
dZi	dZi Foundation is a non-profit organisation that partners with communities in Nepal to achieve shared prosperity by ensuring access to basic needs, catalyzing inclusive economic growth, and creating an environment for lasting change.
ECD	Early Childhood Development
GLS	Global Leadership Summit
HoD	Head of Department
HP	Himal Partner has been working in the Himalayan region since 1938 "We want to be a tool for God's love and therefore focus on mental health, education and work for everyone in the Himalayan region."
HR	Human Resources
ICDP	International Children Development Program
INTENT	Introducing a New Triangle to Education to Nepalese Teacher
KISC	Kathmandu International Study Centre
MoU	Memorandum of Understanding
NORHED	Norwegian Programme for Capacity Development in Higher Education and Research for Development. NORHED aims to strengthen the capacity of higher education institutions in developing countries to produce higher-quality graduates, more and higher-quality research, and more inclusive higher education.
RAP	Reading Acceleration Program
R&D	Research and Development
SAM	Serve and Multiply global is a non-profit organization with a focus on human resources development cooperation.
SMC	School Management Committee
TE&D	Teacher Education and Development
ToF	Trainer of Facilitators
ToT	Trainer of Trainers
TSTEC	Three Star Teacher Education Centre TSTEC is a appointed service provider of ECEC with similar goals and services.
Wilde Ganzen	"We support changemakers all over the world that fight inequality and poverty. We do this by supporting and funding small-scale projects and promoting community philanthropy."
Woord en Daad	"Word and Deed" works on sustainable change for people in poverty. "We connect people, organizations, companies and local partners from all sectors."
UiA	University of Agder, Norway

Greetings from the Board of Directors



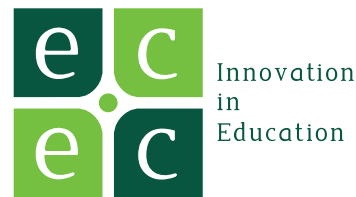
Throughout the 22 years of ECEC's existence, ECEC has witnessed many preschools transform into child friendly learning places. Places where children can actively be involved. Places where children feel appreciated and loved. Places where children like to go because the teachers and school management see them as a person with lots of potential.

In the last few years, ECEC has become more aware of the need to have a more fluid connection between Preschool and the Primary grade levels: the need to not only focus on early childhood education but to also work on the development of the basic education in primary schools. Gradually ECEC has become more and more involved in activities geared to improve the teaching up till grade 5.

The name "Early Childhood Education Centre" did not quite fit any more: a new – more appropriate- name was needed. The name ECEC is well known in Nepal, a name with a good reputation. ECEC did not want to lose the name so many recognise; so ECEC it is, but with a new addition to fit the changed focus.



2001 - 2023



2023 onwards

To commemorate this milestone, an event was held on August 4, 2023 for our educational stake holders and partners. During this celebration, ECEC's guests and staff reflected on the previous years of ECEC and seeing the transformation in education since the beginning of ECEC in 2001. In the last 10 years, in schools there has been a rapid growth of understanding activity based learning for young children, which is a must for a good learning outcome.

The title of this annual report is "Hope through Transformation". In 2023 we have seen hope through transformation as the 1 Year Course had nearly a hundred students in four places in Nepal: Butwal, Pokhara, Chabahil and at our main office in Lalitpur. The last two years were difficult because of COVID.

To ECEC, entering a classroom of a teacher who does understand child appropriate teaching, learning and observing the changes in teachers and children, gives hope: hope for the children's future, hope for the communities they are part of and hope for Nepal. ECEC wants to be an inspiration to the many participants of our programs.

This year ECEC is delighted to introduce Hannah Ruth Levey from the United States as a representative for Josien Los, who is working as an International Relation Officer from the Netherlands. Hannah has expertise in Curriculum Development and English Phonics. She has a background in education and in nonprofit management and is supporting ECEC in those areas.

The Board of Directors are very thankful to ECEC team for their great commitment and hard work. We also sincerely express our thanks to all our partners who have faithfully stayed with us and supported us.

Thank you for your partnership.

Reann Binnenmars
On Behalf of Board of Directors

Greetings from General Manager



Many children get bored or stressed at school and in classrooms. Majority of teachers do not enjoy their jobs and find it meaningless. Parents are worried about their children's learning and future. In all of these situations, transformation is needed to spread hope. Education can be fun and empowering, teaching can be rewarding as well as meaningful and children are developing necessary competences to prepare for life.

To bring hope through transformation, ECEC Innovation in Education is working with schools, teachers, parents and governing authorities who help bring transformation and hope in the lives of children, teachers, parents and authorities. ECEC's focus areas of work are teacher education, parents education, school consultation, model school program and child friendly resource development.

These programs and tools will be useful for the transformation of education in the context of Nepal. A child needs loving and nurturing teachers and parents, well-furnished and resourceful classrooms, child friendly learning resources and supportive leadership as well as governing authorities.

ECEC is committed to continue to bring hope through educational transformation. ECEC extends hands of collaboration to all our partner, trainees, supporters and well wishers to continue to work on bringing hope through educational transformation.

Thank you for your partnership.

Warm greetings,

Pitambar Neupane
General Manager

Celebrating Together ECEC Innovation in Education

Over the past few years, ECEC has broadened its focus from pre-school education to basic education. To align our company name with this expansion, we are now officially registered as ECEC Innovation in Education Pvt. Ltd., effective March 2, 2023. This new direction allows us to better meet the evolving needs in the education sector, marking a significant milestone in our mission. An event was held on August 4 for our educational stakeholders and partners. Prof. Dr. Shilu Bajracharya, Vice Chancellor of Nepal Open University honored the event as the chief guest.



ECEC's Training and Services

Courses	Objectives	Duration	Qualification
ECD (Early Childhood Development) Step 1 Level 1	Creates awareness of the need for change	30 hours	Secondary Education Examination or Equivalent
ECD, Step 1	Build skills to change classroom environments in preschool	160 hours	Secondary Education Examination or Equivalent
1 Year Academic Course in ECD (Early Childhood Development)	Produces confident, competent preschool teachers who can lead ECD forward	1 Year (1050 hours)	+2 or Bachelor Degree
School Consultation Package	Brings transformation in your school	6 months to 1 year	Management and staff must be motivated
Phonics Workshop	Explore and have fun with phonics	18 hours	Secondary Education Examination or Equivalent
Primary Step 1	Builds skills to change teaching environments in primary schools	160 hours	Secondary Education Examination or Equivalent
Inclusive Education	To understand the concept of teaching with adaptations for children of diverse abilities	25 hours	ECEC step 1 Level 1 or Equivalent
ICDP (International Child Development Programme)	To increase psycho-social wellbeing for the children of Nepal through improved parent-child communication	64 hours	+2 or Equivalent
Leadership Training	How to lead in uncertain times	18 hours	+2 or Equivalent
Online Zoom Day to Day Guidance	To equip teachers with knowledge and skills to conduct child friendly online classes (for Nursery-UKG, Grade 1-3 and 4-5)	24 hours	Secondary Education Examination or Equivalent
Workshops (Story telling, Behaviour management and Emotional management)	To equip teachers with knowledge and skill, understand the concept of behaviour and emotional management.	4 hours	Secondary Education Examination or Equivalent

ECEC's training packages have been developed in such a way that trainee teachers have plenty of opportunities to gain experience and to practice the teaching skills in a real school situation.

The courses are conducted at the ECEC training centre in Lalitpur (Bhanimandal), on location in the schools (mostly out of valley) and by the appointed service provider TSTEC (Three Star Teacher Education Centre).

Training Data 2023

Regular Courses	No. of Participants		Grand Total 2023	Grand Total 2022
	ECEC	TSTEC		
Step 1 Level 1 Pre -Primary (5 - days ECD Introduction Course)	367	182	549	597
Step 1 Level 2 - 4 Pre-Primary (Continuation from Introduction Course)	113	73	186	227
Step 1 Level 1 Primary (5 - days training)	143	33	176	260
Step 1 Level 2 - 4 Primary (Continuation from Introduction Course)	64	-	64	191
1 Year Academic Course (Diploma in ECD, in affiliation with Kathmandu University)	75	10	85	55
Phonics Workshop (English)	51	13	64	122
Phonics Workshop (Nepali)	50	4	54	108
Leadership Training (for school Leaders, management committee members, coordinators)	153	-	153	104
Parents' Seminar	1023	129	1152	1885
ICDP Training of Facilitators (ToF)	194	7	201	117
Annual ICDP Network Meeting	151	-	151	79
Motivational Workshop/ Refresher Training	248	-	248	291
Reading Acceleration Program (RAP)	198	-	198	-
Support Staff	20	-	20	20
GRAND TOTAL	2850	451	3301	4056

Training sessions are conducted either at the ECEC office or on- site in the field. Enrollment may be individuals, teachers or sometimes an entire school team.

TSTEC | Appointed Service Provider

Three Star Teacher Education Center Pvt. Ltd. was established in 2020 at Chabahil, Kathmandu. It carries out the vision, 'All children receive an opportunity for holistic development and practical education'. Providing the services for the last 3 years, TSTEC has branched out in Itahari and Pokhara by establishing branch offices. TSTEC has been recognized as a service provider of ECEC. Last year, TSTEC started to make educational materials for schools. For quality assurance and to bring sustainability, both organizations have completed signing an MOU.



TSTEC Chabahil



TSTEC Itahari



TSTEC Pokhara

School Consultation and Projects - TSTEC

Places	No. of Schools	Partner
Kathmandu	2 schools	CE
Itahari	8 schools	Wilde Ganzen
Pokhara	4 schools	SAM

(refer page 6 for training data)

1 Year Accredited Course



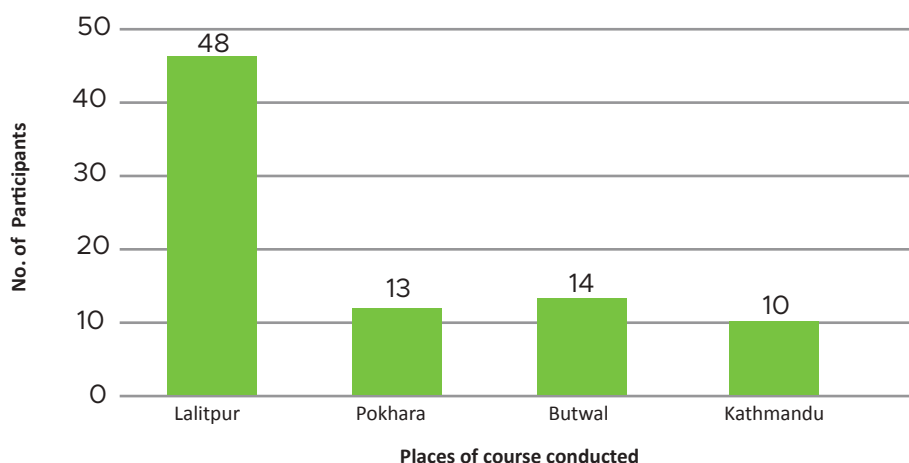
Building expertise in ECD for application in school and beyond

This course has been established by the joint effort of three educational institutions: ECEC, Kathmandu University (Nepal) and NLA University College (Norway) in 2009.

The strength of the course lies in the integration of theory and practice: lessons learned in the classroom are practiced in the field and the experiences lead to exploring new areas of knowledge. This type of training is still quite unique in Nepal. After concluding the 1 Year course at ECEC the students who have already a bachelor degree have the possibility to continue for a Post Graduate Diploma in Early Childhood Development at Kathmandu University.

The graduates of this course have a thorough understanding of child development philosophies and theories on early childhood education and they are able to use this knowledge in teaching young children. They know what they are talking about and they are able to bring sustainable changes in their school. But for many of them, it does not stop there: they are vocal advocates of child-friendly education and the need to improve the education in Nepal.

In 2023 the 15th Cohort of the 1 year course was conducted in 4 places with a total of 85 students who graduated the course, including students from Lalitpur, Kathmandu, Pokhara, Butwal, Bhairawaha, Itahari and Surkhet. Nowadays, this is possible because of the blended mode (combination of virtual and physical attendance) that ECEC has been practicing since some years.



Training Impacts

"I have come from India and I have helped in my mother's school back in India. I have learned more on how to manage and handle a class. During these 5-days learning about role of teachers and classroom management was an eye opener. I have come to know so much about preschools and have understood what we have been doing things back in India."

Yolu Nuvocho
Pre-Primary Level 1

"I have learned so much about the children and preschool. I have learned to appreciate and praise them, love and be a role model. I used to think that we need lots of materials but I came to know about the Low Cost, No Cost and use of waste materials. Most importantly, I came to understand the nature of the children."

China Budha Magar
Pre-Primary Level 1

"Before I treated a child as an adult, as I wanted them to act as a grown-up person. But now I came to know that I should treat a child as a child only, as it is a stage in life that they have go through to become a proper grown up as an adult."

Binita Basnet
Primary Level 1

"I liked the feedback class very much. Learning about giving feedback by giving attention to words, place and time was new to me and I am planning to try to implement in myself too."

Sunmaya Tamang
Primary Level 1

"I understood the importance on English even for Primary level. I feel that phonics is very important to be implemented even in the beginning of the class session. I have learned the correct sounds and feel like the training has changed my perception towards phonics. I am definitely going to apply this in my class. Thank you, ECEC!"

Sanju Blon
English Phonics

Scholarship Data 2023

ECEC has provided scholarship up to 50% to students who have financial needs and cannot pay the full training fee. The scholarship fund is made available through the generosity of various donors who have been contributing to the scholarship for many years.

Courses	No. of Beneficiaries
1 Year Course	20
Step 1 Course	1
Total Beneficiaries	21

"Through this course I have not only learnt about students but about myself too. Now, I know my strengths and weaknesses and that I should build upon it. As a teacher I used to think that children should learn in my way but I was wrong. Every child is unique and has different methods of learning. Through this 1 Year course I have learned that a teacher is not just a teacher but a mother, a nurse, a friend, a role model, and many more. I have also learned on how to take care of hyper active and specially abled children to be able to get the best out of them."

Rojina Dahal
One Year Course



Projects with International Partners

1. NORHED Project

2. INTENT Project

3. Empowering Parenthood in Nepal (ICDP)

4. Teach Nepal Project

1. NORHED Project

NORHED is the Norwegian Programme for Capacity Development in Higher Education and Research for Development. Under this project, ECEC works in collaboration with Nepal Open University (NoU), NLA University College, University of Agder and Driestar Christian College with the aim to Establish Research Based Basic Teacher Education Programmes in Nepal which started in 2021.

The highlights from 2023:

- Collaboration with Konjyosom and Chandragiri municipality for model schools' development with 12 schools from Nursery to Grade 3.
- One day need analysis workshop for 4 Year BEd course development: The Principals, headmasters and teachers from community-based schools and private schools together with ECEC and NOU had a discussion and thought through for the need of 4 Year bachelor program.
- 5-Day Research and Curriculum Development Seminar for Research Based Basic Teacher Education Programmes in Nepal was organised in collaboration with NOU, NLA, UiA and Driestar .
- 1 Year Bachelor of Education in Pedagogical Science (BEdPS): Contact session in Kathmandu, Pokhara and Nepalgunj with the objectives of doing mentoring, school visits and follow up sessions.
- One day workshop with the faculties of NOU for the instructional planning of BEdPs.

Training Impact of

BEdPS (Bachelor of Education in Pedagogical Sciences)

"The experience of being a student of the one-year BEdPS was very refreshing, with an explicit experience of an open education system through complete virtual stimulation complemented by several week-long campus sessions. This course is outstanding as it carries the value of pedagogical transformation in Nepali classrooms, which at present are overwhelmed by traditional teaching and learning practices. I am very optimistic about the paradigm shift of my classmates who testified in every session that with self-reflection of their practices, they were being traditional. The whole experience has rejuvenated the passion inside me to transform the Nepali education system for more inquiry-based teaching and learning."

Sumin Maharjan

Asst. HoD Teacher Education and Development, ECEC

Glimpses of NORHED Project



MoU Signing, Chandragiri



MoU Signing, Konjyosom



5 - Days Research Seminar in Nepal



Presentation at Research Seminar in Nepal



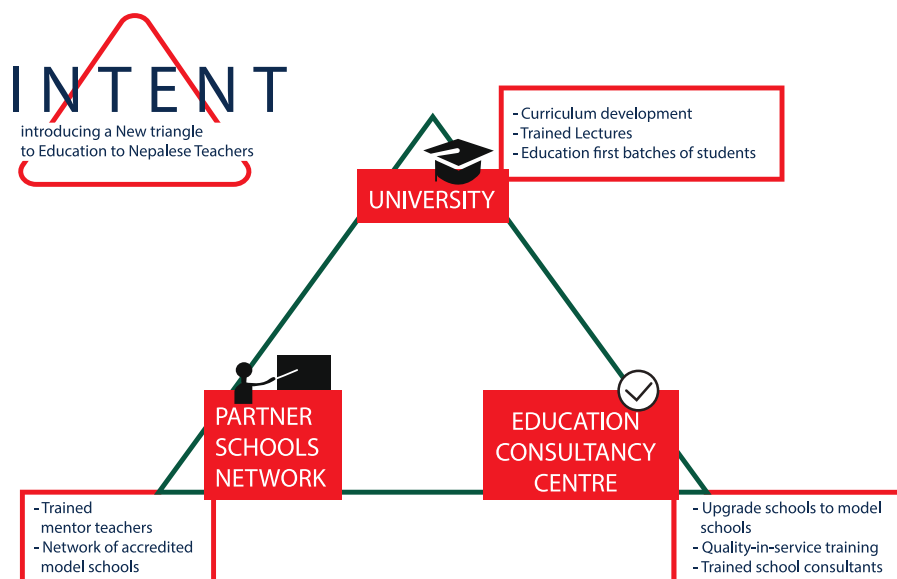
School Leaders' Training at ECEC

2. INTENT Project

Since 2018 ECEC has been working in collaboration with the Dutch organisations Woord en Daad and Driestar University on the INTENT project.

INTENT projects are worked out focusing on creating 'model' schools by a school consultation trajectory, which includes teacher training, follow-up visits, School Management Committee meetings, and targeted workshops on topics like daily planning, scheduling, phonics, classroom management, and resource utilization.

Besides ECEC, since 2023 other like minded organisations have joined the INTENT consortium: REED Nepal, Rato Bangala Foundation and KISC EQUIP.



• INTENT Mahalaxmi/Belbari Project

ECEC has been collaborating with Mahalaxmi Municipality schools in the Kathmandu Valley, and Belbari Municipality schools since 2019.

The project has now been extended through 2023/2024 as a closing process in which the Reading Acceleration Program (RAP) is a key component. The programme is designed to enhance students' reading comprehension skills. This includes literacy training for teachers and the development of reading materials in both English and Nepali.

RAP has been conducted in 50 different schools of Belbari Municipality, Mahalaxmi Municipality and Kathmandu Valley in 2023.



• INTENT Kaski Project

The Kaski project is a new project since 2023 and so there the whole packet of school consultation activities of training, class room improvement, parent education etc. has been started.

In 2023 ECEC has been working in the Pokhara Metropolitan city area with 12 government schools under INTENT consortium.



Activities - INTENT Kaski	Total no. of Participants
Teacher Training (Pre-primary and Primary level)	25
Certified ICDP Facilitators	24
Certified ICDP Caregivers	135
Leadership Training (for School Principal, Chairperson of school Management Committee, Chairperson of Parents Teachers Association)	40

3. Empowering Parenthood in Nepal (ICDP)

With hope through transformation, the International Child Development Programme (ICDP) has taken the similar momentum from the previous year 2022 to steer up the process of empowering parenthood in Nepal by strengthening the relationship between the caregivers and the child. There's no doubt that ECEC ICDP Nepal has played a pivotal role in 2023 in reaching caregivers in many districts in collaboration with the local government and organizations. Since its inception in Nepal in 2014, through the continuous support from HimalPartner, Norway, the goal of ICDP has remained the same: To introduce this program in every province in Nepal, preparing ICDP facilitators in every district, in collaboration with different organizations and municipalities.

• ICDP Project

As planned, the project organized four ICDP facilitator training programmes. In 2023, 65 people graduated as ICDP facilitators. The participating organizations were: Nepal Public Awakening Forum (NPAF, partner organization of UMN), Okhaldhunga Community Hospital, Gauradaha Municipality (teachers from government schools under municipality), Autism Care Nepal Society, Kiran Namaste, Sambhabya Foundation, Hope center, dZi Foundation, Kanti Children's Hospital, Balmandir, Self Help Group for Cerebral Palsy, Tewa.

• Independent Clients

ECEC ICDP Nepal has successfully achieved Hope through transformation. Additionally 119 people graduated as ICDP facilitators in 8 groups of ICDP facilitator training program for independent clients. ECEC ICDP Nepal outreached to caregivers through ICDP facilitators from diverse schools and organizations working for children from inside and outside of Kathmandu valley including 2 groups from Chiang Mai, Thailand.

Caregivers Reached Through (2023)	
Independent Clients	523
ICDP Project	374
Total	897

ICDP Project facilitators group photos



Independent clients facilitators group photos



ICDP Facilitators Network Meeting:

Yet another highlight of ECEC ICDP Nepal in 2023 was the Facilitator Network meeting held in December. A total of 151 participants included ICDP trainers, facilitators and a few representatives of organizations interested in ICDP. The engaging theme, “Mediating Child Development” was brought to life through skits, followed by discussions on parental challenges and effective strategies. Similarly, the session on the “Child Nutrition-Its impact on physical and mental health” explored the current landscape and empowered parents to make informed choices for their children’s physical and mental health, which added more meaning to the theme: Hope through transformation.



Impact Stories of ICDP Training

"I am 22 years old, and it's been 4 years since I got married. I have five members in my family. My daughter is now 3 years old. Prior to ICDP caregivers' meetings, I mistreated my daughter. I used to prioritize daily chores and force my daughter to study by shouting, spanking and threatening. I did not validate her emotions. However, after participating in the caregivers' meeting, I have become aware of my negative behaviour towards my daughter. Now I look at her from a positive perspective."

Sunita Buda
ICDP Caregiver Serawang, Rukum East



"I am very close to my 8-year-old nephew, and I often find myself in situations where he's at odds with his parents. Given our bond, I make a concerted effort to ensure he feels heard, loved, and valued. Through the principles of the ICDP, I've been able to address his emotional needs effectively, ensuring he feels supported and valued. I have shared my learnings from ICDP with my sister-in-law, brother, and new acquaintances. Rather than indulging my nephew with treats, I've shifted towards a pattern of explaining consequences and outcomes when he behaves impolitely towards his parents. Implementing the program's eight guidelines has not only strengthened my bond with my nephew but also improved my relationships with other family members and colleagues. Overall, my family members have benefited from the positive changes brought about by the ICDP training."

Aruna Maharjan
ICDP Caregiver/Pre School Teacher, Lalitpur



4. Teach Nepal Project

Teach Nepal Project is a charity foundation that has a big impact. It is set up by a group of (retired) teachers from the British School in the Netherlands who support education improvement in the Annapurna area by providing them training in Ghachok near Pokhara (Kaski District)

ECEC has been partnering with Teach Nepal project for few years already.

Despite the geographical and time challenges, participants completed the training, teaching practice in schools to get the exposure of practical experience.

Training 2023	Total no. of participants
Primary Level-1	21
Primary Level-1	12



Projects with Local Partners

Siksha Bikash Sanjal

Siksha Bikash Sanjal is an association of 8 schools in Bhaktapur. This year the association collaborated with ECEC to train teachers from different schools.

Both of the trainings were successfully completed. For many of the teachers the 'Playway method' was introduced for the first time and after equipping them with the knowledge and skill of the Playway method, teachers have been applying their learning in daily teaching learning activities. As the experience has been so effective, the association is planning for the remaining teachers from all the schools to take these training sessions.



Training	Total no. of Participants
Pre-Primary Level-1	14
English Phonics	14

School Consultation

For sustainable changes in the school, ECEC's consultation programme has been very effective, since it tackles the education/ care for children at all levels: school (leaders), teachers and parents.

The service consists of training, evaluating, and following the preschool teachers from the schools over an extended time. ECEC has been collaboratively continuing school consultation services with different schools. ECEC provides this service to the schools from outside Kathmandu as well.

School/ Organization	Activities
Bodhi Briksha Elementary School	Observation, evaluation & final summary report submission
Gyan Bagaicha Boarding School	Refresher program
Gyan Sunshine School	Pre & Primary Step-1 training, Observation, Nepali Phonics workshop, Parents seminar, SMC meeting
Nepal Asia Onlus	Preprimary Step-1 training, SMC Knoster model workshop, Parents' seminar, observation, follow-up monitoring
New Horizon School	Preprimary Step-1 training, classroom setup, SMC Knoster model workshop, parents seminar, English & Nepali phonics workshop
Snow Lion Foundation	Preprimary & Primary Step-1 training, Observation & evaluation, follow-up workshop on Multi Grade Teaching, SWOT, Exposure visit to the school

Impact Story of School Consultation

“Circle time, thematic approach, teaching a song, P.E, making lesson plans and most importantly, holistic development was taught. The training included a balance of theory and practical sessions. Making teaching materials out of waste was very much useful for our school as we do not have enough materials for our classrooms.”

Gompo Wangchuk
Snow Lion Foundation



Snow Lion Foundation Refresher Training



School Practical at Snow Lion Foundation

ECEC Story Book Launch

After about 3 years of hard work from different writers, illustrators, editors and graphic designers, ECEC was able to launch its own series of storybooks for children of age 3-8. The storybooks were launched in the presence of the newly graduated 1-year course batch of 2023, the storybooks developers, guests and ECEC team. With ECEC Reading for Life Storybooks, students get an exposure to age-appropriate and contextualised fun stories that will enhance their reading comprehension.



Acknowledgement to the Development Team by Advisory Board and Guests

Staff Conference

On April 17, 2023, ECEC held its first staff conference. The conference was attended by ECEC team members and ECEC's appointed service provider, TSTEC team. The event included, goal-setting, feedback and discussion, team-building activities and future planning.



Glimpses of Staff Conference

Staff Data 2023

Total number of staff in the beginning of 2023: 47

Number of new staff members hired: 11

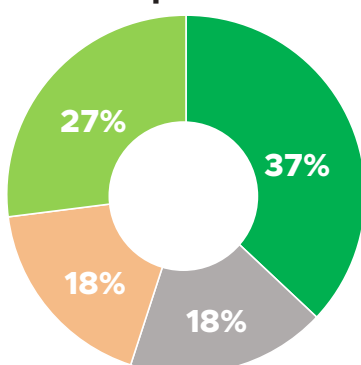
Number of staff members that left: 6

Total number of staff at the end of 2023: 42

Staff Attrition



Separation



- End of Contract
- Resignation
- Relocation Abroad
- Relocation due to marriage

Capacity Building ECEC Staff 2023

Course/Event	Participants	Facilitator/Teacher/ Organization	Duration
Creative and critical thinking training	Head of TE&D	KISC	1 day
Dyslexia and Inclusive Practices	4 Teacher Trainers	Somang Academy	6 hrs
English Phonics	1 Teacher Trainer	ECEC	18 hrs
Global Leadership Summit 2023(English)	17 ECEC Team members	Global Leadership Summit	1 day
ICDP ToF	1 Finance Staff 2 Teacher Trainers	ECEC	9 days
International Class- Christain Education	1 Teacher Trainer	Driestar University, the Netherlands	3 months
Inhouse Session(Math)	1 Teacher Trainer	ECEC	3 hrs
Inhouse Session(Language)	1 Teacher Trainer	ECEC	3 hrs
Inhouse Session(Curriculum)	3 Teacher Trainers	ECEC	1 day
Mental Health and Gender Based Violence	5 ECEC Team members	ECEC	3 days
Nepali Phonics	2 Teacher Trainers	ECEC	8 hrs
Pre-primary Step 1 Level-1	1 Admin Staff 2 Teacher Trainers	ECEC	30 hrs
Primary Step 1 Level 1	2 Teacher Trainers	ECEC	30 hrs
Promoting extensive reading culture in schools	1 IT Staff 4 Teacher Trainer	KU	2 days
Pre-Primary Step 1 Level 2-4	1 Admin Staff 2 Teacher Trainers	ECEC	130 hrs
ToT on Gender Based Violence	4 Teacher Trainers	Mental Health and Human Rights Info	1 day
Learning Through Play	2 Teacher Trainers	ECEC	6 hrs
1 -Year Course	1 Teacher Trainer	ECEC	1050 hrs

ECEC management believes strongly in nurturing her personnel. Therefore many have been strengthened in their capacity through training provided for them.

Capacity Building Impact Stories

International Course



“Being able to enroll in Driestar Christian University for Teacher Education has been one of the best experiences I’ve had in my life. This course allowed me to deepen my knowledge of education in many Asian and European countries. As part of the school observation and practical teaching learning process, this course gave me the opportunity to tour elementary, secondary, and special needs schools. From there, I was able to gather instructional strategies and tactics that instructors employed in a play-based approach. I also had a valuable cross-cultural experience through the conversations, activities and sharing during the sessions. Overall, through a variety of multicultural activities, this course has deepened my understanding of numerous aspects of education. I am thankful to ECEC and the management team for this blessing.”

Esther Rai
Teacher Trainer, ECEC

ICDP Training of Facilitators

“I am grateful to ECEC for giving me an opportunity to participate in ICDP Facilitator’s Training. Initially, I had expected to learn about the ways to improve my relationship with children, as I used to hesitate to be around children. During the training I learned about the foundational concept that children themselves should be taken as individuals who have their own feelings and understanding and not just young ones that copy us. Now, I believe that any interactions that I have with them will help to nurture and develop them. After internalizing these concepts, now I love being with children. Also, while conducting caregivers meetings, I got to exercise steps of ICDP house which helped me in bonding deeply with my son, other children and adults in a friendlier way. I recommend everyone to take this training as it not just improves one’s relationships but shifts our perception by being in another’s shoes. Thank you ICDP!”



Kris Maya Tamang
Stock Incharge, ECEC

Global Leadership Summit 2023

“The theme for GLS 2023 was ‘Lead Where You Are’. With this theme in mind, the prenotation around all the speakers was ‘Leading from whichever position we are in and with all the capacity that we currently possess’. This resonated quite strongly with me as ECEC also encourages doing one’s best from their current role instead of being stuck at one’s job description only. We should strive to be an example in whatever we do. Additionally, all the speakers had a common theme of a having a relationship based on trust, clear communication and emotional safety as a pre-requisite of being a great leader. Great leaders talk about who you are and where you are before talking about what you do and where to go. Having leaders with empathic listening is one of the foundational values that should be engraved even more into our office culture.”



Bibek Shakya
Educational Resource Design Coordinator, ECEC

Training Impact of Dyslexia Workshop

"ECEC educators participated in a training on dyslexia and inclusive practices on September 17, 2023, at Somang Academy in Thecho, Lalitpur. The training had a significant influence on us as it provided insight into dyslexia, its effects on students, and useful strategies for providing support. The ECEC educators were able to relate to and understand the challenges experienced by dyslexic pupils. The hands-on activities and interactive discussions were particularly beneficial after experience and in-depth sharing from the experts. Overall, this workshop made a significant impact by inspiring us and extending our knowledge and skills. The educators of ECEC are determined to use inclusive teaching strategies that benefit every child."

Elizabeth Gurung
Teacher Trainer, ECEC

Extensive Reading

"Five trainers took part in 2-days training organized by the Writing and Communication Centre of KUSOED titled 'Promoting Extensive Reading Culture in the School'. The training centred around understanding the concept of extensive reading, exploring the practices of Extensive reading and lastly developing a proposal for the implementation of extensive reading in school. This training shed some more light on developing a reading program for school consultation program of ECEC. As the main agenda for our participation was to develop a practical reading program in the schools to support the students' reading comprehension and advocate for reading as a whole. The training was very fruitful with it being designed in a workshop model with facilitation done by using blended theory and practice of bringing Nepali contemporary practices and data to substantiate the workshop's concept with implication of Extensive Reading culture in the schools."

Bibek Shakya
Educational Resource Design Coordinator, ECEC

PhD Course Journey

"As the philosopher and educationist Jean Piaget articulates, 'Knowledge is not ready-made. It should be structured and restructured...', I am learning to construct, structure and restructure the knowledge. This year I could prepare on 'Teacher Accountability' and defend my proposal for doctoral study and I wrote a conceptual article entitled; Accountability of Basic School Teachers in Nepal: Opportunities and Challenges and present it in a seminar. As per the requirements and provisions of the university, I attended various sessions via an online environment and face-to-face sessions. I hope the constructed knowledge (research) will be useful to support the teachers and school leaders and to solve the educational issues in Nepal. The Nepali children will receive the developmentally appropriate education and they will grow, develop, and reach in their full potential. I am thankful to ECEC Innovation in Education and NORHED Project II for continuous support and providing me this opportunity of this study."

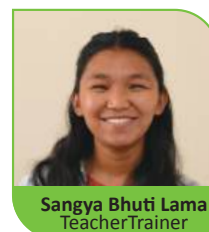
Hiraman Tamang
Teacher Trainer, ECEC

ECEC Team 2023

GENERAL MANAGER



TEACHER EDUCATION AND DEVELOPMENT DEPARTMENT (TE&D)



PROJECT AND HUMAN RESOURCE DEPARTMENT



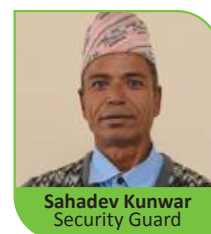
RESEARCH AND DEVELOPMENT DEPARTMENT



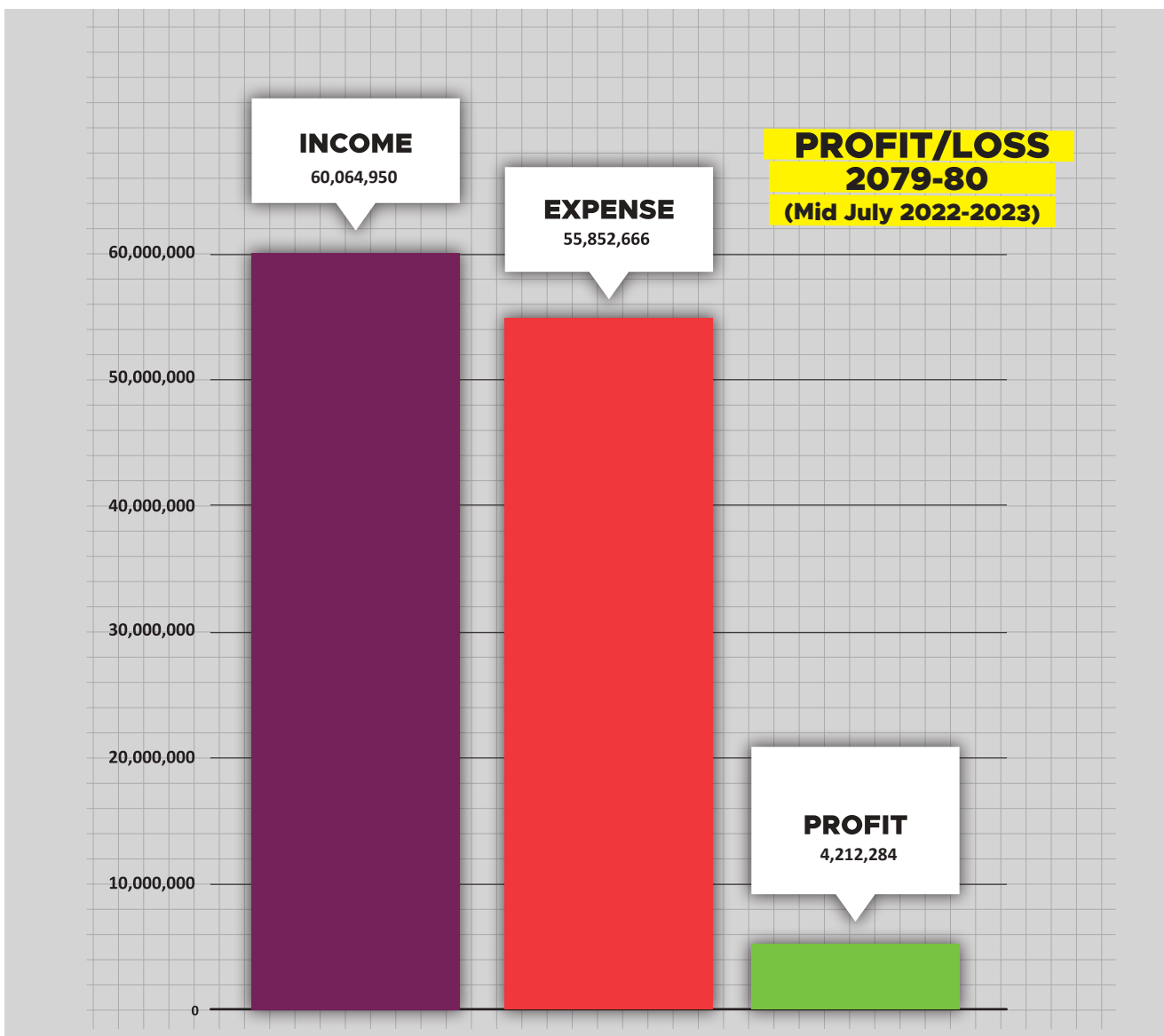
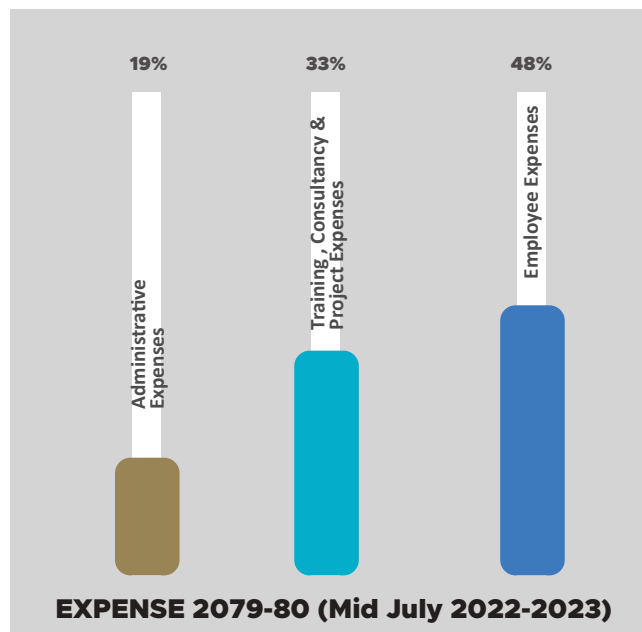
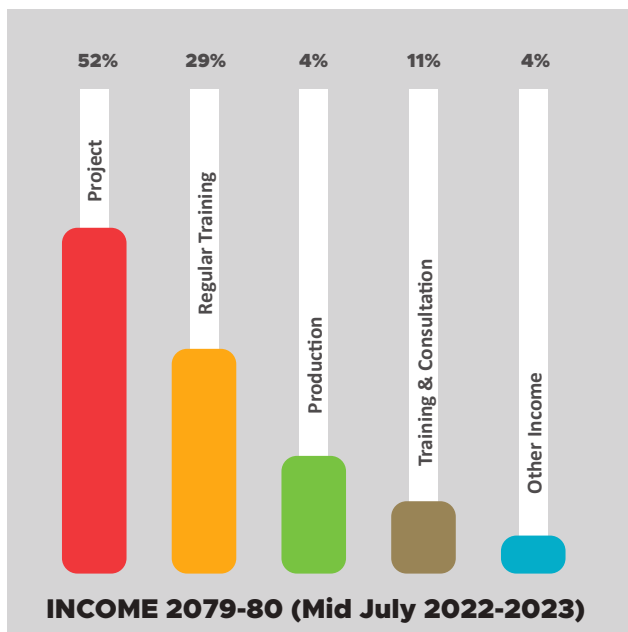
FINANCE DEPARTMENT



ADMINISTRATION DEPARTMENT



Financial Data

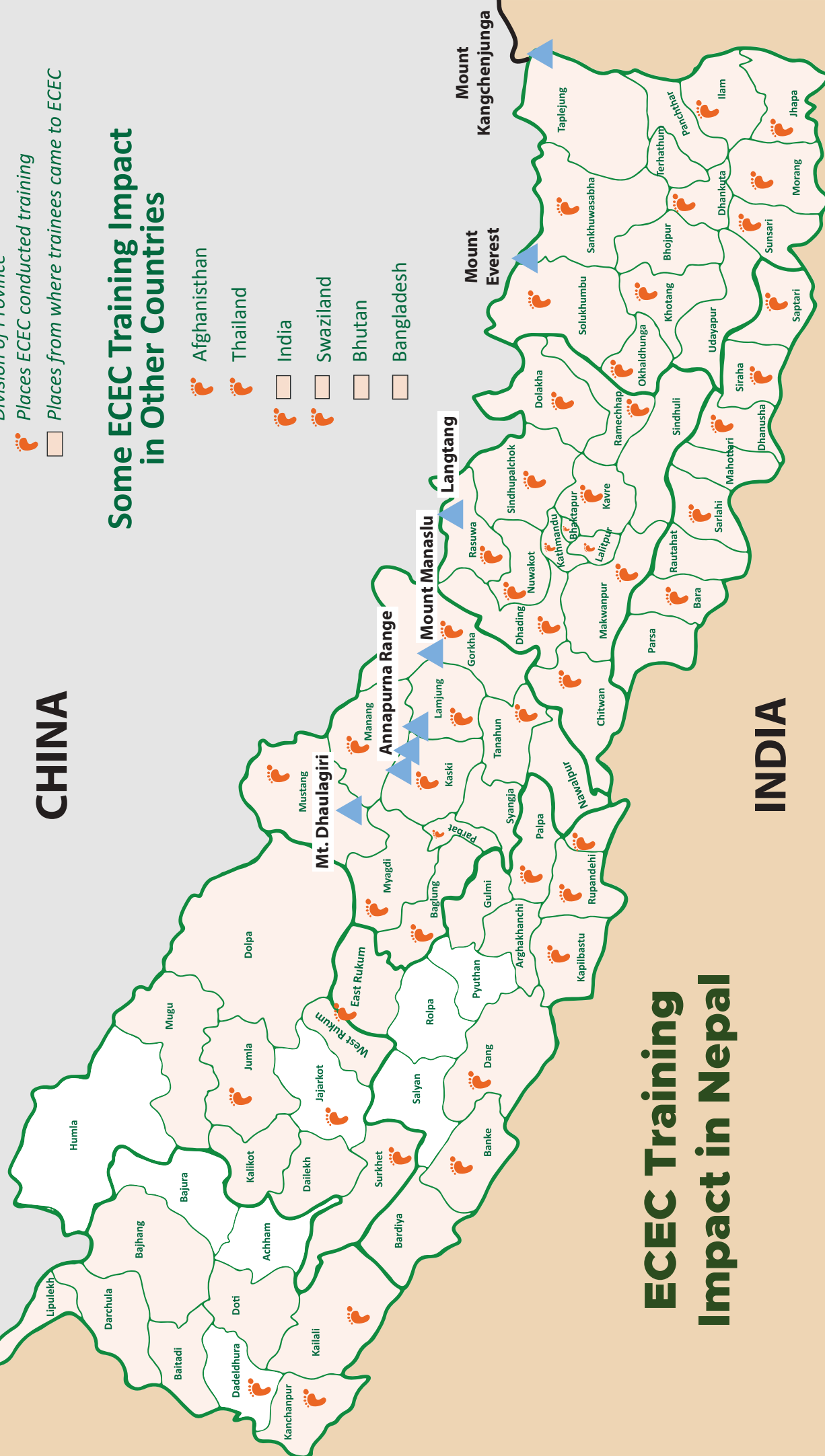
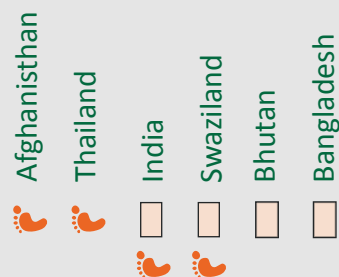


— Division of Province

 Places ECFC conducted training

Places from where trainees came to ECEC

Some ECEC Training Impact in Other Countries





Annual Report 2023

Hope Through Transformation

ECEC Innovation in Education Pvt. Ltd.
(formerly known as Early Childhood Education Centre Pvt. Ltd.) was established in July 2001 with the desire to improve the quality of Pre-and Primary School teaching in Nepal. ECEC believes that every child should receive developmentally appropriate education and care.



(01)-5448439, 5449063
Bhanimandal, Lalitpur
fb.com/ecec.nepal
www.ecec.edu.np