"COMMUNITY SERVICES TO VULNERABLE GROUPS"
USAID Cooperative Agreement Number: AID-121-A-00-05-00703

QUARTERLY PERFORMANCE REPORT
Reporting period: 1 January – 31 March 2013

Component III "Expanding Participation of People with Disabilities"

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I. PROJECT GOAL AND OBJECTIVES

The number of persons with disabilities in Belarus exceeds 500,000. There are 119,000 children with special needs, including about 30,000 children with disabilities among them. Discrimination and marginalization of adults and young people with disabilities is a typical social phenomenon for Belarus - while adults are often excluded from social and economic life, and decision-making practices, children with disabilities suffer from insufficient access to education and appropriate quality of services as well as social exclusion and lack of participation opportunities.
From October, 2008 – September, 2012, ChildFund Belarus implemented the four-year project "Expanding Participation of People with Disabilities" funded by USAID in Belarus under the Community Services to Vulnerable Groups cooperative agreement. The project component aimed to include Belarusian people with disabilities into mainstream society and to strengthen capacity of organizations of persons with disabilities.

In October, 2012, ChildFund-Belarus entered the next three-year project phase. The People with Disabilities Component aims to increase the integration of people with disabilities (PWD) through development of innovative services and strengthening the capacity of grassroots PWD organizations.

The project has three main objectives:

1. Build the organizational, networking and advocacy capacity of grassroots organizations supporting PWD and their families;
2. Support advocacy efforts by PWD grassroots organizations to promote inclusion;
3. Support I of introduction and development of inclusive education of children and young people with disabilities.

II. PROJECT HIGHLIGHTS

This quarter, the project was implemented according to its plan and budget. The semi-annual PMEP review was conducted this quarter, and it showed sufficient progress in achieving annual project targets.

One of the main achievements of this quarter is the success of targeted advocacy efforts for inclusive education conducted by ChildFund and its partner DPOs. The development of the Master Plan on Development of Inclusive Education in Belarus, round table discussions, meetings with decision makers, and sensitization workshops conducted within the course of project implementation influenced policy formulation in the area of inclusive education. These efforts resulted in the Ministry of Education's development and adoption of a new policy document, 'On Performance of Special Education Institutions under Modern Conditions'. The document defines the state policy with respect to the national special education system for 2013-2016. Three of the 35 articles of the document address the burning issues of inclusive education. They are:

- Development and adoption of the 'Plan of Development of Inclusive Education in Belarus' (2013-2014)
- Incorporation of indicators of inclusiveness into the set of evaluation criteria for primary and secondary schools
- Testing of inclusive approaches in selected pilot schools and preschools

These articles create a platform for further development of inclusive education and align PWD project activities with national priorities. ChildFund will take advantage of this milestone decision by organizing meetings with the Ministry of Education to suggest opportunities for cooperation and coordination in executing the articles mentioned above.

This quarter, ChildFund completed formation of the National Trainers' Team on Inclusive Education. In addition to the TOT workshop conducted in the previous quarter, this quarter, a series of working meetings of the Trainers' Team was conducted. These meetings resulted in the development of a training program on inclusive education that addresses the main interests and roles of the different groups of stakeholders (teachers, parents, educational authorities). The training program was piloted with the group of masters of schools from all Belarus and received their positive feedback. Three project proposals for the introduction of inclusive education were prepared and submitted by the participants of this training program: 50% of all project proposals submitted to ChildFund's call for proposals this quarter.

Parents are the main driving force in of the promotion of inclusive education. The next step in mobilization of parents' communities in remote areas was the launch of self-help groups for parents of children with disabilities in five communities. These self-help groups were established by alumni of TOT conducted in the previous quarter. Self-help groups will help parents of young children with disabilities overcome isolation and self-isolation, co-dependence, and multiple stresses. Parents and participants of self-help groups applied to ChildFund's Leadership Course that will be conducted next quarter.

The rights of people with disabilities to inclusive education, equality, and non-discrimination were promoted by participants of training courses through 9 advocacy efforts (press-conference, appeal writing, and publications).

According to the semi-annual PMEP, the number of children with and without disabilities who participated in inclusive school and out-of-school activities conducted within the Project Component has already exceeded the annual target by 50% (365 children against 244 planned annually). Considering the fact that this year, the project does not allocate any significant financial resources for sub-grants and new services, this fact should be interpreted as a great success.
The success can be attributed to the follow-up activities conducted by graduates of ChildFund's course, 'Leadership without Limitation for Children and Youth'. The young people with disabilities who participated in the course are empowered and confident to self-advocate and educate their peers about inclusion and rights of people with disabilities. The sustainability and relatively straightforward replication of services established with the past sub-grants also contributed to this success: half the PWD services were delivered by DPO alumni of ChildFund's sub-grant program that incorporated services created with sub-grants into their regular activities.

The figures below illustrate the main outputs of the project implementation during the period between January 1 and March 31, 2013:

- Two (2) training events, and seven (7) working meetings were conducted by ChildFund Belarus;
- 133 (1 man and 132 women) PWD-related specialists from 115 organizations were trained;
- Two (2) inclusive events for children with and without disabilities and their family members were supported by ChildFund Belarus;
- One call for proposals was announced and 6 applications received. Three (3) projects for a total amount of $9171 were selected.
- Three (3) training events for practitioners were supported by ChildFund Belarus;
- 292 (142 boys and 150 girls) children with and without disabilities participated in inclusive activities conducted within the Project Component.
- 9 advocacy efforts aimed at introduction of inclusive education were taken;

III. CHALLENGES/ CONSTRAINTS/OPPORTUNITIES

- The abnormal weather conditions (cold and snowy spring with the occasional snowstorm) affected the schedule of self-help group meetings for parents of children with disabilities as these families' mobility is sensitive to the weather conditions.

- For two of the three months, the workload for the PWD project team increased due to re-distribution of roles and responsibilities.

IV. LESSONS LEARNED

- While the concept of self-help groups for parents of children with disability is needed and appreciated by both leaders and participants, it appears that introduction of this practice might not happen evenly. Time will be necessary for the practice to evolve into a sustainable, long-term service that satisfies the specific needs of the target-group.

V. SPECIFIC ACTIVITIES

OBJECTIVE 1: BUILD THE ORGANIZATIONAL, NETWORKING AND ADVOCACY CAPACITY OF GRASSROOTS ORGANIZATIONS SUPPORTING PWD AND THEIR FAMILIES

In order to build the organizational, networking and advocacy capacity of grassroots organizations supporting PWD and their families:

- Seven (7) working group meetings of experts on inclusive education were conducted by ChildFund;
- Four (4) training sessions for educators were supported by ChildFund Belarus as follow-up activities of alumni of training courses;

According to the semi-annual PMEP, by March 30, 2013:
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- Representatives of 147 PWD services organizations (against 116 planned annually) were trained, including 115 organizations trained this quarter (12 organizations were trained by ChildFund and 103 by the alumni of ChildFund training programs);
- 188 PWD-related specialists (against 227 planned annually) were trained, including 133 (1 man and 132 women) PWD-related specialists trained this quarter (12 specialists were trained by ChildFund and 121 through the follow-up activities of alumni);
- 365 children (against 244 planned annually) with and without disabilities participated in inclusive activities, including 292 children served this quarter;
- 150 family members of PWD and adults with disabilities (against 314 planned annually) were covered by new/improved PWD services, including 150 people served this quarter;
- 52 DPOs (against 45 planned annually) participated in partnership / networking initiatives.

ACTIVITY: *Seven working group meetings of experts on inclusive education (January 12, 26; February 8, 26; March 2, 15, 21).*	
Planned	*Actual targets achieved*
Four (4) one-day working meetings to compose a draft of two training modules and a manual on inclusive education for parents and authorities.	Seven (7) one-day meetings of a group of twelve (12) experts were conducted to compose a draft of two training modules and a manual on inclusive education for parents and authorities.
Outcomes: Materials for the three training modules on inclusive education: Module 1.Inclusive Education Basics (for parents, teachers and authorities), Module 2. Meeting Special Educational Needs of Each Child (for teachers), and Module 3. Managing Change for Inclusive Education (for authorities) developed. While the draft is being edited, the trainers actively inform stakeholders of education across the country about the opportunity to take advantage of trainers' team's expertise. ChildFund also disseminates information about the training services the team can provide. The first training group of educational authorities (masters of school and pre-schools) was trained	

ACTIVITY: Needs assessment of partner Parents' Association	
Planned	*Actual targets achieved*
Information regarding the needs in organizational development collected / analyzed by ChildFund Belarus project staff to provide background for the development of the training course.	Information regarding the needs in organizational development collected / analyzed by ChildFund Belarus project staff. The survey was designed for preliminary assessment of the needs of the organizations that are actively working and interested in partnership with ChildFund. Responses from four (4) organizations were received and processed, and the organizational profiles were created. These profiles will serve as the basis for developing the training course that will be tailored to these organizations' specific needs.

ACTIVITY: Four (4) training sessions for educators were supported by ChildFund Belarus as follow-up activities of alumni of training courses conducted in FY 2012 (30 Jan, 21 Feb, 13 Mar, 30 Mar) *
Specialists trained by ChildFund within the ToT course and alumni of the course, "Leadership without Limitations" initiated and organized workshops at their localities to apply new knowledge and skills: 1,2. Tatyana Odynets, a graduate of the ToT course, initiated a series of sensitization workshops, "The Way to Inclusive Education" (30 Jan, Krichev, 21 Feb, Mogilev) to introduce the inclusive approach in education to 73 specialists of Mogilev Oblast. Specialists targeted by the meetings represented an assortment of education bodies: preschools, primary schools and special education institutions from villages, small towns and major regional centers. 3. Inna Telyak, a graduate of the ToT course, organized a sensitization workshop, "Accept and Help Succeed – the Basics of Inclusive Education" (13 Mar, Smorgon) that engaged18 local school and preschool specialists. The workshop educated them about the basic concepts of inclusion and discussed possibilities of translating the novel approach into regular education practice. 4. Natalya Byakova and Nataliya Susko, teenage alumni of the leadership course, delivered a training for teenagers "Inclusion or Illusion" at Nesvizh library (30 Mar, Nesvizh, Minsk Region) to expose their peers to the idea of inclusion in life in general and in education in particular.
Notes:*unplanned activity

SELF-HELP GROUPS (FOLLOW -UPS TO THE TRAINING ON METHODOLOGY)

In November, 2012, ChildFund-Belarus facilitated a training session for specialists on the methodology of organizing regular self-help groups for parents of children with disabilities. This quarter, 5 graduates of the course launched groups in their respective areas that engage 41 participants (Krichev, Kobrin, Mogilev, Bobruisk, Vitebsk) in groups of 4-6 parents. To make the gatherings more available and attractive to the target audience, the Kobrin leader invited volunteers to take care of participants' children during the group's gathering.

The other leader (Tatyana Pukalo, Bobruisk) exploits the potential of a mixed group: the group transformed into a club that unites parents of children with and without disabilities and invites experts to discuss the topics of interest. The leaders informed participants of the opportunity to engage in a set of trainings by ChildFund, "Leadership for Parents of Children with Disabilities," which is to be held in the next stages of the project.

DEMAND FOR THE EXPERTISE OF NATIONAL TEAM OF TRAINERS ON INCLUSIVE EDUCATION

In the previous quarter ChildFund created a national team of trainers on inclusive education that got TOT workshop. This quarter, the team of twelve (12) experts participated in seven (7) working meetings to produce a draft copy of a manual on inclusion. While the draft is being revised and edited, the group is actively promoting the availability of their unique training service to all interested parties (authorities, educators, parents of children with disabilities). Out of several demands for training from different audiences, two (2) were satisfied this quarter:

- Elena Serkulskaya, a national trainer trained by ChildFund, was invited by Minsk City Habilitation Center to lead its regular workshop for educators. Elena (who uses a wheelchair herself) conducted a session for 25 physical training teachers representing 10 schools, 10 special education institutions, 1 orphanage and 4 preschools on study methods that should be applied in an inclusive classroom during physical training lessons.
- Vera Khitryuk, a national trainer by ChildFund, was invited to conduct a session on inclusion as part of an international seminar, "Special People in Education and Society in Belarus". The 6-day international seminar was organized and funded by Baranovichi State University in partnership with DAAD, Bosch Foundation, and the Embassy of Germany to Belarus. The seminar provided education opportunities to 50 special needs education students from Belarus and Germany. The participating students from Germany were selected out of many applications received from several German universities that teach special needs education during the call by Baranovichi University.

ChildFund Belarus' team provided technical assistance, conducted monitoring visits, and interviewed the partners and event participants in order to monitor and assess the result of local interventions.

NETWROKING AND COOPERATION BETWEEN DPOS

The forum "Partnership without Limitations" conducted by ChildFund in September, 2012 encouraged further development of networking and cooperation between 48 DPOs. During the reported period, these organizations initiated new partnerships that strengthened already existed ties between them and also attracted new partner organizations in networking activities:

- One of the new partners, Baranovichi State University, collaborated with DPO 'Special world' in an international seminar, "Special People in Education and Society in Belarus." The same partner collaborated with DPO 'Otkrovenie' in composing a project proposal that is now ready to be submitted.
- Forum participant Zhitkovichi BelAPDI branch expanded its partnership network and cooperated with NGO 'Center for Social Innovations' and Zhitkovichi Community Center for Social Services to organize a roundtable meeting on enhancement of employment opportunities for people with disabilities.
- One of the forum participants, St Johann Brotherhood, offered DPOs IT-training for people with disabilities. In this quarter, these sessions were organized for 5 representatives of DPO "Special World" (Minsk) and for 19 participants of a self-help club organizedby Tatyana Pukalo, analumni of the training on methodology of self-help groups, in Bobruisk. Brotherhood claims that the choice of people with disability as the target group is the direct outcome of their participation in forum "Partnership without Limitations."

OBJECTIVE 2*:* SUPPORT ADVOCACY EFFORTS BY PWD GRASSROOTS ORGANIZATIONS TO PROMOTE INCLUSION

In order to support advocacy efforts by PWD grassroots organization alumni of ChildFund capacity building events to promote inclusion, the project staff provided its technical support in the form of targeted consultations, sub-grants, organizational and financial support..

- One call for proposals announced, 6 applications received
- Three (3) projects for the total amount of $9171 were selected

According to the semi-annual PMEP, by March 30, 2013:

- 20 advocacy efforts (against 21 planned annually) including 9 advocacy efforts organized this quarter by the alumni of the training courses conducted by ChildFund Belarus

- 4 official decisions (against 7 planned annually) related to better inclusion of enforcement of the right to education of children and young people with disabilities were implemented, including 3 decisions issued this quarter

ADVOCACY EFFORTS FOR INCLUSIVE EDUCATION

ChildFund Belarus offered financial and technical support for the graduates of its training programs to organize local follow-up activities (round tables, sensitization workshops) aimed at raising awareness of inclusive education among the different stakeholders (parents, education specialists).

- Tatyana Odynets conducted trainings introducing the concept of inclusion to 51 specialists in Krichev district;
- Inna Talyak conducted a sensitization workshop, "Accept and Help Succeed: the Basics of Inclusive Education" for 18 specialists of Smorgon.
- Nataliya Byakova, and Nataliya Susko (17-year-old girls with disabilities), are graduates of the training course "Leadership without Limitations." The girls took the lead in conducting a training session, "Inclusion or Illusion" for peers without disabilities in Minsk. Nataliya sensitized the participants (28 people) to the problems of children and adults with disabilities in Belarus. They promoted the idea of true inclusion. The UN Convention on the Rights of People with Disabilities was introduced to the participants. The event helped children with and without disabilities to understand each other's problems, become closer, and see ways to make friends with peers with disabilities.
  The event was highlighted on the web-site of partner DPO 'Otkroveniye"http://www.otkrovenie.by/project/integration-help/inklyuziya/

  For more information, please see Annex 4: Success Story

PROMOTION OF INCLUSIVE SOCIETY

The development of the Master Plan on Development of Inclusive Education in Belarus, round table discussions, meetings with decision makers, and sensitization workshops conducted within the course of project implementation influenced policy formulation in the area of inclusive education. These efforts resulted in the Ministry of Education's development and adoption of a new policy document, 'On Performance of Special Education Institutions under Modern Conditions'. The document defines the state policy with respect to the national special education system for 2013-2016. Three of the 35 articles of the document address the burning issues of inclusive education. They are:

- Development and adoption of the 'Plan of Development of Inclusive Education in Belarus' (2013-2014)
- Incorporation of indicators of inclusiveness into the set of evaluation criteria for primary and secondary schools
- Testing of inclusive approaches in selected pilot schools and preschools

These articles create a platform for further development of inclusive education and align PWD project activities with national priorities. ChildFund will take advantage of this milestone decision by organizing meetings with the Ministry of Education to suggest opportunities for cooperation and coordination in executing the articles mentioned above.

- DPO "Children. Autism. Parents" undertook two advocacy efforts in March 2013. They organized a meeting with the State Education Committee to discuss the prospect of creating inclusive schools open for children with autism. Then, the DPO initiated a round table meeting with Minsk Executive Committee to discuss the system of providing support to children with autism. Sadly, the meetings did not bring immediate results: none of the ideas suggested were transformed into tangible future plans. DPO discussed the outcomes and their concerns with ChildFund specialists. They were advised to diversify their target audience (general public, NGOs, general educators), to use a rights-based as opposed to needs-based approach to advocacy, and to team with other DPOs in order to jointly advocate for the rights and inclusion of children with disabilities rather than focusing on the needs of children with autism.
- ChildFund supported the efforts of a student, Alexandra Titova, who prepared a research paper 'Common People' that was awarded the Minsk City Conference on Sociology Prize in March, 2013. Alexandra has a

strong interest in the issue as her brother has a disability. While researching for the contest, she asked for ChildFund expertise and materials.

PROMOTION OF THE PWD RIGHT TO EMPLOYMENT

- Baran branch of BELAPDIMI, an alumnus of the ChildFund sub-grant program, successfully advocated for the reduction of the rent payment for their factory for young people with disabilities within a sub-grant supported by ChildFund in the previous project year. This quarter, the Baran branch of BELAPDIMI prepared and sent an appeal to the Parliament of Belarus. As a result, they received a reduced rate for renting the working premises, which is a critical factor for its functioning.

- Zhitkovichi branch of BelAPDI (an alumnus of the ChildFund sub-grant program) organized a roundtable meeting in partnership with the local Social Protection Center and a small enterprise, "The Road to Life" that employs people with Disabilities. The participants discussed the issues of social economics: means of developing a labor market in which people with disabilities can equally participate. The event was covered by the local press 'Novae Palesse' and raised awareness of general public about employment problems faced by people with disabilities.

PROMOTION OF THE RIGHT TO PARTICIPATION IN CULTURE

- Baran branch of BELAPDIMI send an appeal to Vitebsk Oblast Committee on Cultural Affairs to advocate for the right of the people with disabilities to full inclusion into community cultural life and events. As a result, a ramp was constructed at the entrance of a local cultural center.

ACTIVITY: Call for project proposals to establish services aimed at introduction of inclusive education, March 14, 2013	
Planned	*Actual targets achieved*
A call for proposals was announced to inform all the potential applicants about the grant competition on inclusive education.	A call for proposals on inclusive education was announced through ChildFund list-serves, the national NGO portal, and at the training session for practitioners and decision-makers.
App. 2-3 projects to create a supportive environment for inclusive education (promotion of rights for equality and non-discrimination, barrier-free environment, sensitizing local communities) for the total amount of 8500 USD awarded.	Out of six (6) submitted applications, three (3) projects for the total amount of $9171* were selected. The awarded projects will be implemented in a preschool, a school, and a university located in three different regions of the country (Brest, Grodno and Gomel Oblasts). Such selection of grantee organizations presents a favorable opportunity to test the implementation of the inclusive education approach at all the major levels of education.
Note ChildFund offered counseling on proposal writing for the applicants. Together with regular phone calls, three meetings were organized to assist partners in translating their innovative ideas into well-articulated proposals (Baranovichi State University, Mozyr school #10, and Gomel Regional Habilitation Center).	

OBJECTIVE 3 : SUPPORT INTRODUCTION AND DEVELOPMENT OF INCLUSIVE EDUCATION OF CHILDREN AND YOUNG PEOPLE WITH DISABILITIES

In order to support introduction and development of inclusive education of children and youth with disabilities, from January 1 to March 31:

- two (2) training events were conducted by ChildFund Belarus
- 24 authorities (against 30 planned annually) were trained by the trainers team on inclusive education
- 4 educational settings (against 4 planned annually) started introducing inclusive approaches

ACTIVITY: Task group meeting on inclusive education, January 30, 2013	
Planned	*Actual targets achieved*
Two meetings for a group of 15 people (parents of children with disabilities, practitioners, policy makers) to outline and monitor the progress of implementation of the Master Plan on Inclusive Education, define the next steps, and suggest the necessary adjustments for the next year.	One meeting of a group of 14 participants (parents of children with disabilities, managers of both state education institutions and DPOs) was conducted *; The participants were introduced to the Master Plan on Inclusive Education and progress of its implementation in Belarus. The group identified the next steps of its implementation, i.e. training for educational authorities (masters of schools, directors of kindergartens) that would be interested in piloting inclusive education in their settings. The current activities by ChildFund coupled with its expertise and organizational resources were presented to the participants as a sound foundation for developing cooperation.
Note: *The next meeting of the Task Group will be conducted in Quarter 4 according to Annual Implementation Plan	

ACTIVITY: Training program on inclusive education, March 25-27, 2013	
Planned	*Actual targets achieved*
One three-day session to promote the idea of inclusive education among educational authorities and practitioners.	One three-day session engaged 14 educational authorities from 5 out of 6 regions of the country. The comprehensive range of participating organizations included preschools and universities, mainstream schools and special education institutions. The course contents were designed jointly by trainers of the national team and ChildFund specialists. The participants gained knowledge and developed competencies required for organization and promotion of inclusion in education, attempted to define the model of inclusive education in its implementation and practice.

Note:
Initially the training program was planned to focus on Brest Oblast solely; however, the meeting's agenda generated deep interest from specialists and decision-makers from across the country, most of whom were participants of the Task Group Meeting.

Outcomes:
The meeting nurtured new contacts and partnerships between the participants, led to collaboration of several participants, and resulted in 3 project proposals that were submitted to ChildFund's sub-grant contest.

The series of training meetings for education authorities nourished new connections between participants that are expected to translate into productive cooperation. For instance,

- Minsk School #12 that teaches students with disabilities in a mainstream classroom will serve as a formal practicum placement for students of Belarusian State Pedagogic University; the school will also collaborate with Baranovichi State University to launch a career counseling service for high school students with disabilities and their parents.
- Zhodino school #4 will invite faculties of Belarusian State Pedagogic University to provide counseling on methods of managing children with disabilities;
- Sign language specialists of Belarusian State Pedagogic University will advise teachers of Mozyr School #10 on adapting study materials to the needs of students with hearing impairments.

- DPO 'Otkrovenie' and specialists of Baranoivichi State University pooled their resources in writing a project proposal on development of a trainer's guide on inclusive education.

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VI. COORDINATION AND COOPERATION

COORDINATION WITH USAID

Irina Mironova, ChildFund's COP and Jahor Novikau, USAID AOTR, communicated regularly through meetings, e-mails and phone calls.

Cooperation with ChildFund International Headquarters –

ChildFund Belarus was in regular communication with ChildFund International's Headquarters in Richmond via e-mail and Skype.

Coordination with the other organizations

The Ministry of Education started a TEMPUS project 'Eastern Partnership in Pedagogical Innovations in Inclusive Education.' ChildFund initiated a meeting with the project's representative, Veronika Radygina, to discuss opportunities for cooperation. The parties agreed to collaborate on upcoming project activities.

VII. PROJECT MANAGEMENT & STAFF DEVELOPMENT

ChildFund Belarus introduced a new system of staff performance development. Performance planning and evaluation meetings were scheduled for every project employee and conducted according to ChildFund guidelines. As a result of these meetings, starting in March, 2013, all project staff have personal performance development plans that will be revisited in June, 2013. These plans reflect the defined learning goals, resources, and competences necessary for the employees to achieve growth within respective key result areas.

Annex 1: PWD Project Map
(October 1, 2012 – March 31, 2012)

I. Localities covered by advocacy training
! Localities covered by advocacy follow up activities

II. Localities covered by training on proposal writing
! Localities that applied for small grants in calls for proposals

III. Localities covered by Leadership without Limitations Training Course (LLTC)
! Localities covered by follow ups by LLTC alumni

IV. Localities covered by TOT on Social Interactive Theatre (SIT) Program
! Localities having SIT groups

V. Localities covered by TOT on Parenting Skills Enhancement Program
! Localities covered by self help group for parents

VI. Localities covered by Leadership for Youth with Disabilities Training Course

VII. Localities covered by Management of Volunteers Training Course

VIII. ChildFund Belarus' grantees-2009\2012

IX. Localities having councils for disability issues

X. Partner organizations for inclusive education

XI. ! Localities, covered by replication training on inclusive education

XII. Localities covered by the training of self-help group methodology

XIII. Localities covered by TOT on Inclusive Education

Annex 2: Performance Measurement and Evaluation Plan

Component III "Expanding Participation of People with Disabilities"

USAID Cooperative Agreement Number: AID-121-A-00-05-00703

Reporting period: October 1, 2012 - March 31, 2013

Objective 1: Build the organizational, networking and advocacy capacity of grassroots organizations supporting PWD and their families

Indicator		Definition & Unit of Measure	Baseline		*Annual Planned Targets*	Achieved Targets
1.1.	Number of PWD-service organizations served in the project	Number of PWD-service organizations (DPOs, parents' associations, CBOs, initiative groups)representatives which have been trained in organizational development, cooperation, advocacy, and inclusion of children with disabilities or received publications/materials produced within the Project Component	Oct 2012	**352**	**116**	**147**
1.2.	Number of PWD-related specialists (sex-disaggregated) trained in the project	Number of PWD-related specialists (parents of children with disabilities, DPO activists, CBO staff) who were trained within the Project Component	Oct 2012	**782**	**227**	**188 (4m/184f)**
1.3.	Percent of PWD-related specialists trained in the project who have applied acquired knowledge and skills in practice	Percent of PWD-related specialists (parents of children with disabilities, DPO activists, CBO staff) trained within the Project Component who have reported application of acquired knowledge and skills in practice and produced evidence of it.	Oct 2012	**88%**	**75%**	**71.5%**

1.4.	Number of DPOs that participated in partnership/networking initiatives and events	Number DPOs that reported participation in DPOs councils in the last year; hosted or participated in exchange visits by DPOs in the last 2 years; collaborated on joint projects/alliances with at least 3 different organizations in the last 3 years.	Oct 2012	**43**	**45**	**52**
1.5.	Number of children with and without disabilities (sex-disaggregated) who participated in inclusive activities	Number of children with and without disabilities (sex-disaggregated) who participated in inclusive school and out-of-school activities conducted within the Project Component	Oct 2012	**228**	**244**	**365 (172m/193f)**
1.6.	Number of PWD family members and adults with disabilities (sex-disaggregated) covered by PWD's new/improved services.	Number of parents and other members of families raising children with disabilities (sex-disaggregated), and adults with disabilities who have accessed new/improved services created/improved within the Project component	Oct 2012	**438**	**314**	**150 (52m/98f)**

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Objective 2: Support of advocacy efforts by PWD grassroots organizations

Indicator		**Definition & Unit of Measure**	**Baseline**		***Planned Targets***	**Achieved Targets**
2.1.	Number of advocacy efforts aimed at better inclusion of children and young people with disabilities	Number of efforts aimed at promotion of inclusion of children and young people with disabilities into school and out-of-school activities implemented by and/or with participation of PWDs and their family members within the Project Component	Oct 2012	**20**	**21**	**20**
2.2.	Number of official decisions related to better enforcement of the right to education of children and young people with disabilities	Number of official decisions related to better enforcement of the right to education of children and young people with disabilities influenced by and/or with the participation of PWDs and their family-members within the Project Component	Oct 2012	**7**	**7**	**4**

Objective 3: Support introduction and development of inclusive education of children and young people with disabilities

Indicator		Definition & Unit of Measure	Baseline		*Planned Targets*	Achieved Targets
3.1.	Number of specialists, authorities, parents, students, volunteers, community members (sex-disaggregated)served by Resource Centers on Inclusive Education	Number of specialists, authorities, parents, students, volunteers, community members (sex-disaggregated who got information services from Resource Centers on Inclusive Education that have been established within the Project Component	Oct 2012	**n/a**	**n/a**	**n/a**
3.2.	Number of authorities(sex-disaggregated) trained by the trainers team on inclusive education	Number of authorities of educational system (sex-disaggregated) that have been trained on inclusive education by the national trainers team on inclusive education within the Project Component	Oct 2012	**n/a**	**30**	**24 (0m/24f)**
3.3.	Number of educational settings where inclusive approaches were incorporated into the practice	Number of educational settings that introduced inclusive approaches that can include but are not limited to: adaptation of teaching methods and physical environment to the educational needs of children; inclusion of children with disabilities in school and out-of-school activity; promotion of non-discriminatory attitudes among staff, parents and children.	Oct 2012	**n/a**	**4**	**4**

Annex 3: Comments to PMEP semi-annual report

Component III "Expanding Participation of People with Disabilities"

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Reporting period: October 1, 2012 - March 31, 2013

OBJECTIVE 1:
BUILD THE ORGANIZATIONAL, NETWORKING AND ADVOCACY CAPACITY OF GRASSROOTS ORGANIZATIONS SUPPORTING PWD AND THEIR FAMILIES

Indicator 1.1.: Number of PWD-service organizations served in the project

The target number is **116**
The current number is **147.**

The indicator measures the number of PWD-service organizations (DPOs, parents' associations, CBOs, initiative groups) representatives that have been trained in organizational development, cooperation, advocacy, and inclusion of children with disabilities or received publications/materials produced within the Project Component It also accounts for the organizations that partook in the follow-up activities of project capacity building events.

The current measure exceeds the annual target 128% due to the concentrated follow-up activities performed by the graduates of the courses by ChildFund (ToT for trainer's group, Leadership without Limitations): 57% of the serviced organizations were outreached within this kind of independent action.

List of organizations served by the project

Organization		Service provided	Provider
1	Krichev preschool #19	ToT for trainers on inclusive education, Training on methodology of self-help groups, Working group meetings; Training "The way to inclusive education" (Krichev)	ChildFund
2	Association of people with disability, Minsk branch	ToT for trainers on inclusive education, Working group meetings	ChildFund
3	Smorgon habilitation center for children with disability	ToT for trainers on inclusive education; Training "Accept and help succeed – the basics of inclusive education" (Smorgon); Exclusive education material on inclusive education distributed (video)	ChildFund
4	BelAPDI, Minsk branch	ToT for trainers on inclusive education; Training on methodology of self-help groups; Working group meetings; Exclusive education material on inclusive education distributed (video)	ChildFund

5	'Otkrovenie', Minsk branch	ToT for trainers on inclusive education; Working group meetings	ChildFund
6	'Children. Autism. Parents.', Minsk branch	ToT for trainers on inclusive education; Working group meetings	ChildFund
7	Brest habilitation center for children with disability	ToT for trainers on inclusive education; Working group meetings	ChildFund
8	Belarus State Pedagogic University	ToT for trainers on inclusive education; Working group meetings; A round table "Multidiscilinary Cooperation for the Benefit of the Children with Dishabilles"; Exclusive education material on inclusive education distributed (video)	ChildFund
9	Baranovichi State University	ToT for trainers on inclusive education; Working group meetings	ChildFund
10	Gomel habilitation center for children with disability	ToT for trainers on inclusive education; Working group meetings	ChildFund
11	Zhodino habilitation center for children with disability	ToT for trainers on inclusive education; Working group meetings	ChildFund
12	Minsk National Institute of Education	ToT for trainers on inclusive education; Working group meetings	ChildFund
13	Gomel association of people on wheelchair 'Invalidy-spinalniki'	Training on methodology of self-help groups	ChildFund
14	'Children. Autism. Parents.', Gomel branch	Training on methodology of self-help groups	ChildFund
15	Grodno children hospice	Training on methodology of self-help groups	ChildFund
16	Kobrin Community center of social services	Training on methodology of self-help groups	ChildFund
17	Kobrin habilitation center for children with disabilities	Training on methodology of self-help groups	ChildFund
18	Belarus State University of Physical Training	Training on methodology of self-help groups; Exclusive education material on inclusive education distributed (video)	ChildFund
19	Minsk school #25	Training on methodology of self-help groups; Exclusive education material on inclusive education distributed (video)	ChildFund
20	'Special World'	Training on methodology of self-help groups	ChildFund
21	Mogilev habilitation center for children with disabilities	Training on methodology of self-help groups; A workshop 'Conceptual basics of inclusive education'; Training "The way to inclusive education" (Krichev)	ChildFund
22	Minsk habilitation center for children with disabilities	Training on methodology of self-help groups; A workshop 'Conceptual basics of inclusive education'	ChildFund
23	Rogachiov habilitation center for children with disabilities	A workshop 'Conceptual basics of inclusive education'	By ChildFund specialist on inclusive education Irina Kuksik
24	Novopolotsk habilitation center for children with disabilities	A workshop 'Conceptual basics of inclusive education'	By ChildFund specialist on inclusive education Irina Kuksik

25	Zhabinka habilitation center for children with disabilities	A workshop 'Conceptual basics of inclusive education'	By ChildFund specialist on inclusive education Irina Kuksik
26	Osipovichi habilitation center for children with disabilities	A workshop 'Conceptual basics of inclusive education'	By ChildFund specialist on inclusive education Irina Kuksik
27	Kalinkovichi habilitation center for children with disabilities	A workshop 'Conceptual basics of inclusive education'	By ChildFund specialist on inclusive education Irina Kuksik
28	Pukhovichi habilitation center for children with disabilities	A workshop 'Conceptual basics of inclusive education'	By ChildFund specialist on inclusive education Irina Kuksik
29	Klichev habilitation center for children with disabilities	A workshop 'Conceptual basics of inclusive education'	By ChildFund specialist on inclusive education Irina Kuksik
30	Slonim habilitation center for children with disabilities	A workshop 'Conceptual basics of inclusive education'	By ChildFund specialist on inclusive education Irina Kuksik
31	Pinsk habilitation center for children with disabilities	A workshop 'Conceptual basics of inclusive education'	By ChildFund specialist on inclusive education Irina Kuksik
32	Republic children health center 'Nadezhda'	A round table "Multidisciplinary Cooperation for the Benefit of the Children with Dishabilles"	Supported by ChildFund follow up, by Svetlana Byakova, alumni of ToT course
33	'Legal initiative', Minsk	A round table "Multidisciplinary Cooperation for the Benefit of the Children with Dishabilles"	Supported by ChildFund follow up, by Svetlana Byakova, alumni of ToT course
34	Republic community and events center, Minsk	A round table "Multidisciplinary Cooperation for the Benefit of the Children with Dishabilles"	Supported by ChildFund follow up, by Svetlana Byakova, alumni of ToT course
35	Republic institute for vocational learning	A round table "Multidisciplinary Cooperation for the Benefit of the Children with Dishabilles"	Supported by ChildFund follow up, by Svetlana Byakova, alumni of ToT course
36	Republic research center of medical rehabilitation	A round table "Multidisciplinary Cooperation for the Benefit of the Children with Dishabilles"	Supported by ChildFund follow up, by Svetlana Byakova, alumni of ToT course
37	Office for the right of people with disability	A round table "Multidisciplinary Cooperation for the Benefit of the Children with Dishabilles"; Exclusive education material on inclusive education distributed (video)	Supported by ChildFund follow up, by Svetlana Byakova, alumni of ToT course
38	Ministry of Education	A round table "Multidisciplinary Cooperation for the Benefit of the Children with Dishabilles"	Supported by ChildFund follow up, by Svetlana Byakova, alumni of ToT course
39	Minsk school #30	Training session for teenagers "Inclusion or Illusion" (Minsk)	Supported by ChildFund follow up, by Natalya Byakova (17), alumni of

			Leadership course
40	Minsk school #213	Training session for teenagers "Inclusion or Illusion" (Minsk)	Supported by ChildFund follow up, by Natalya Byakova (17), alumni of Leadership course
41	Academy of post-graduate education, Minsk	Training session for teenagers "Inclusion or Illusion" (Minsk)	Supported by ChildFund follow up, by Natalya Byakova (17), alumni of Leadership course
42	Khotimsk preschool #1	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
43	Khotimsk preschool #3	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
44	Dashkovka preschool	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
45	Klimovichi preschool #3	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
46	Klimovichi preschool #4	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
47	Klimovichi preschool #6	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
48	Klimovichi preschool #1	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
49	Klimovichi department of teaching methods	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
50	Krasnopolie preschool #1	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
51	Krasnopolie preschool #3	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
52	Krichev habilitation center for children with disability	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets

			Tatyana, alumni of ToT course
53	Krichev preschool #4	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
54	Krichev preschool #7	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
55	Krichev preschool #2	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
56	Klichev preschool #2	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
57	Metislavl preschool #1	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
58	Metislavl preschool #2	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
59	Metislavl preschool #4	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
60	Mogilev preschool #1	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
61	Mogilev preschool #4	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
62	Mogilev preschool #102	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
63	Mogilev preschool #110	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
64	Mogilev preschool #34	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
65	Mogilev preschool #20	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets

			Tatyana, alumni of ToT course
66	Mogilev preschool #52	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
67	Mogilev preschool #79	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
68	Mogilev preschool #8	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
69	Slavgorod preschool #1	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
70	Slavgorod preschool #3	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
71	Slavgorod preschool #6	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
72	Chausy preschool #5	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
73	Chausy preschool #6	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
74	Cherikov preschool #5	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
75	Cherikov preschool #4	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
76	Cherikov preschool #3	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
77	Shklov preschool #14	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
78	Shklov preschool #5	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets

			Tatyana, alumni of ToT course
79	Shklov preschool #8	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
80	Krugloe preschool #1	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
81	Krugloe preschool #2	Training "The way to inclusive education" (Krichev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
82	Mozhiseiki preschool	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
83	Belynichi preschool #3	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
84	Belynichi preschool #6	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
85	Bobruisk orphanage	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
86	Bobruisk preschool #49	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
87	Bobruisk Education Committee	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
88	Bobruisk preschool #9 for children with special needs	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
89	Bobruisk habilitation center for children with disabilities	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
90	Bobruisk preschool #10	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
91	Bobruisk preschool #19	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets

			Tatyana, alumni of ToT course
92	Bobruisk preschool #31	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
93	Bobruisk preschool #67	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
94	Bobruisk preschool #69	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
95	Bobruisk preschool #73	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
96	Bobruisk preschool #1	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
97	Bobruisk preschool #68	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
98	Bobruisk preschool #74	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
99	Bobruisk preschool#81	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
100	Bykhov preschool #5	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
101	Bykhov preschool #6	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
102	Dribin preschool #1	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
103	Dribin preschool #3	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
104	Glusk preschool #1	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets

			Tatyana, alumni of ToT course
105	Glusk preschool #3	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
106	Kirovsk preschool	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
107	Klichev preschool #1	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
108	Klichev preschool #3	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
109	Mogilev oblast Retraining institute	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
110	Mogilev children community center # 2	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
111	Mogilev children community center # 3	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
112	Mogilev preschool #46	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
113	Mogilev preschool #37	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
114	Mogilev preschool #69	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
115	Mogilev preschool # 18	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
116	Mogilev preschool # 38	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
117	Mogilev preschool # 98	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets

			Tatyana, alumni of ToT course
118	Mogilev preschool # 42	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
119	Mogilev preschool # 77	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
120	Mogilev preschool # 106	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
121	Myshkovichi preschool #1	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
122	Myshkovichi preschool 'Raduga'	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
123	Osipovichi preschool #9	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
124	Osipovichi preschool #12	Training "The way to inclusive education" (Mogilev)	Supported by ChildFund follow up, by Odynets Tatyana, alumni of ToT course
125	Smorgon school #6	Training "Accept and help succeed – the basics of inclusive education" (Smorgon)	Supported by ChildFund follow up, by Inna Telyak, alumni of ToT course
126	Smorgon preschool #14	Training "Accept and help succeed – the basics of inclusive education" (Smorgon)	Supported by ChildFund follow up, by Inna Telyak, alumni of ToT course
127	Smorgon Education Committee	Training "Accept and help succeed – the basics of inclusive education" (Smorgon)	Supported by ChildFund follow up, by Inna Telyak, alumni of ToT course
128	Borisov school #18	Training "Inclusion or illusion" (Nezvizh)	Supported by ChildFund follow up, by Natalya Byakova (17), alumni of Leadership course
129	Borisov habilitation center for children with disabilities	Training "Inclusion or illusion" (Nezvizh)	Supported by ChildFund follow up, by Natalya Byakova (17), alumni of Leadership course
130	Dzerzhinsk habilitation center for children with disability	Training "Inclusion or illusion" (Nezvizh)	Supported by ChildFund follow up, by Natalya Byakova (17), alumni of Leadership course

131	Minsk school #130	Training “Inclusion or illusion” (Nezvizh)	Supported by ChildFund follow up, by Natalya Byakova (17), alumni of Leadership course
132	Minsk rayon habilitation center for children with disability	Training “Inclusion or illusion” (Nezvizh)	Supported by ChildFund follow up, by Natalya Byakova (17), alumni of Leadership course
133	Molodechno habilitation center for children with disability	Training “Inclusion or illusion” (Nezvizh)	Supported by ChildFund follow up, by Natalya Byakova (17), alumni of Leadership course
134	Nesvizh habilitation center for children with disability	Training “Inclusion or illusion” (Nezvizh)	Supported by ChildFund follow up, by Natalya Byakova (17), alumni of Leadership course
135	Gomel school #5	Exclusive education material on inclusive education distributed (video)	ChildFund
136	Gomel habilitation center for children with disability	Exclusive education material on inclusive education distributed (video)	ChildFund
137	Zhlobin school #12	Exclusive education material on inclusive education distributed (video)	ChildFund
138	Minsk preschool #200	Exclusive education material on inclusive education distributed (video)	ChildFund
139	Minsk orphanage #3	Exclusive education material on inclusive education distributed (video)	ChildFund
140	Belarus union of people with disability	Exclusive education material on inclusive education distributed (video)	ChildFund
141	Minsk school #12	Exclusive education material on inclusive education distributed (video)	ChildFund
142	Minsk school #164	Exclusive education material on inclusive education distributed (video)	ChildFund
143	Minsk school #53	Exclusive education material on inclusive education distributed (video)	ChildFund
144	Pinsk preschool #10	Exclusive education material on inclusive education distributed (video)	ChildFund
145	Pinsk volunteer group ‘Advocacy’	Exclusive education material on inclusive education distributed (video)	ChildFund
146	Polotsk ‘Strumok’	Exclusive education material on inclusive education distributed (video)	ChildFund
147	Soligorsk preschool #1	Exclusive education material on inclusive education distributed (video)	ChildFund

Indicator 1.2.: Number of PWD-related specialists (sex-disaggregated) trained in the project.

The target number is ***227****.*

The current number is ***188*** *(****4 male****/* ***184*** *female).*

This indicator measures the number of PWD-related specialists (parents of children with disabilities, DPO activists, CBO staff) who were trained within the Project Component as well as the specialists that were trained within the follow up activities.

The current measure approaches the annual target due to the growing interest and active attitude to introduction of inclusive education among the professional audience: trainings on inclusive education by ChildFund appeal to practitioners, parents and decision makers from across the country engaging 5 out of 6 regions (Minsk oblast, Grodno oblast, Brest oblast, Gomel oblast, and Mogilev oblast). The knowledge and skills specialists acquire during the trainings supported by the mentioned attitude result in the dynamic follow-up activity that disseminate the values of inclusive education to the many more PWD-related specialists.

Note: List of the participants available at the ChildFund-Belarus office upon request.

Training/capacity building events		Provider	Number of Beneficiaries
1	Working group meetings	ChildFund	12 (0m/12f)
2	ToT for Trainer's Group on Inclusive Education	ChildFund	13 (0m/13f)
3	Training on methodology of Self- help Groups	ChildFund	20 (1m/19f)
4	Exclusive education material on inclusive education distributed (video)	ChildFund	23 (1m/22f)
5	A workshop 'Conceptual basics of inclusive education' (Minsk)	ChildFund	13 (0m/13f)
6	Training "The way to inclusive education" (Krichev)	Follow up activity, by Tatyana Odynets, alumni of the ToT course on inclusion	51 (0m/51f)
7	Training "The way to inclusive education" (Mogilev)	Follow up activity, by Tatyana Odynets, alumni of the ToT course on inclusion	22 (0m/22f)
8	Training "Accept and help succeed – the basics of inclusive education"	Follow up activity, by Inna Telyak, alumni of the ToT course on inclusion	18 (0m/18f)
9	Training session for teenagers "Inclusion or Illusion" (Nesvizh)	Follow up activity, by alumni of ChildFund training course Natalya Byakova (17)	10 (0m/10f)
10	A round table "Multidisciplinary Cooperation for the Benefit of the Children with Dishabilles"	Follow up activity, by alumini of TOT on Inlcusive education Svetlana Byakova	16 (2m/14f)
11	Training session for teenagers "Inclusion or Illusion" (Minsk)	Follow up activity, by alumni of ChildFund training course Natalya Byakova (17)	5 (0m/5f)

Indicator 1.3: Percent of PWD-related specialists trained in the project who have applied acquired knowledge and skills in practice.

The annual target is *75%.*
The current value is *71.5%.*

The indicator measures per cent of PWD-related specialists (parents of children with disabilities, DPO activists, CBO staff) trained within the Project Component who have reported application of acquired knowledge and skills in practice and produced evidence of it.

Note:
ChildFund does not monitor application of new knowledge and skills acquired by specialists trained by partner organizations within follow-up activities or sub-grant post activity.
Only PWD-related specialists trained by ChildFund at least two-three months after the training event were taken into account for this indicator. The results of the training for authorities will be evaluated next quarter

Service	Knowledge and skills applied
ToT for Trainer's Group on Inclusive Education	92.3
Training on methodology of Self- help Groups	50%

Indicator 1.4: Number of DPOs that participated in partnership/networking initiatives and events

The annual target is *45.*
The current value is *52*

The indicator measures number DPOs that reported participation in DPOs councils in the last year; hosted or participated in exchange visits by DPOs in the last 2 years; collaborated on joint projects/alliances with at least 3 different organizations in the last 3 years.

The current measure exceeds the annual target 115%. The accomplishment was facilitated by the mode of ChildFund activities that intentionally united representatives of all interested parties by this creating an environment that stimulated partnerships. The participants of the forum 'Partnership without Limitations' (by ChildFund, Sept 2012) succeeded in developing new connections within the pool of 48 organizations that participated. The activities presented in the list below reflect the strengthening of mutually beneficial ties between them, as well as reveal that new partners were attracted and involved into networking activities (Baranovichi State University, Gomel branch of DPO 'Children. Autism. Parents', Zhitkovichi Community Center of Social Services, and NGO 'Center of Social Initiatives').

Activity	Participating partners
Organization of a regional meeting 'Perspectives of inclusive education for people with disabilities"	Gomel habilitation center for children with disability. DPO "Invalidy-spinalniki'
First regional meeting of DPO 'Children. Autism. Parents.'	Gomel branch of DPO 'Children. Autism. Parents". Gomel habilitation center
A working meeting with representative of TACIS project	Belarus State Pedagogic University. ChildFund-Belarus

Participation in an international conference “Special people in education and society in Belarus”	Baranovichi State University. DPO 'Special world'
A project proposal "Inclusive education: Trainer’ manual set"	Baranovichi State University. DPO “Otkrovenie”
Training for physical training teachers on methods of including children with disabilities, by Elena Serkulskaya, ChildFund graduate	DPO “Special world”. Minsk city habilitation center for children with disability
Providing opportunities for volunteer activities for children with autism	Brotherhood of St Johann. DPO ‘Children. Autism. Parents’.
A round table meeting "Labour market for people with disability”,	Zhitkovichi branch of BelAPDI (national DPO), Zhitkovichi community center of social services, NGO ‘Center of social initiatives’

Indicator 1.5: Number of children with and without disabilities (sex-disaggregated) who participated in inclusive activities

The annual target is *244.*
The current value is *365 (172 boys/193 girls).*

The indicator measures the number of children with and without disabilities (sex-disaggregated) who participated in inclusive school and out-of-school activities conducted within the Project Component.

The current measure exceeds the annual target 150%. The figure represents the outstanding achievements by the graduates of ChildFund course ‘Leadership without Limits” – teenagers with disabilities that were empowered and confident to self-advocate and educate their peers about inclusive lifestyle. Among other factors contributing to the 730% excess is also the sustainability and relatively straightforward replication of services established with the past subgrants (‘The healing magic” by UNESCO clubs).

Service		Number of Beneficiaries	Provider
1	Training for teenagers “Inclusion or Illusion”, at Nesvizh library, (Nesvizh, Minsk region)	18 (10 boys/8 girls)	Follow up activity, by alumni of ChildFund training course Natalya Byakova (17)
2	Training for teenagers “Inclusion or Illusion”, at Minsk School #30	28 (9 boys/19 girls)	follow up activity, by alumni of ChildFund training course Natalya Byakova (17)
3	Talent show “Singing hearts”	30 (15 boys/ 15 girls)	follow up activity, by alumni of ChildFund training course Alex Askerko (19) and Yevgeny Stepuro (16)
4	A round table “Multidiscilinary Cooperation for the Benefit of the Children with Dishabilles”	15 (6 boys/9 girls)	Follow up activity, by alumini of TOT on Inlcusive education

			Svetlana Byakova
5	The healing magic, by UNESCO clubs	235 (113 boys/122 girls)	Post subgrant activity
6	Respite care, by Belarusian children hospice	20 (10 boys/ 10 girls)	Post -subgrant activity
7	Manufactory for youth with disability, Baran branch of BelAPDI (national DPO)	8 (5 boys/3 girls)	Post subgrant activity
8	Wheelchair dancing classes, by DPO 'Special world'	11 (4 boys/7 girls)	Post -subgrant activity

Indicator 1.6: Number of PWD family members and adults with disabilities (sex-disaggregated) covered by PWD's new/improved services.

The annual target is *314.*
The current value is *150 (52 male/98 female).*

The indicator measures the number of parents and other members of families raising children with disabilities (sex-disaggregated), and adults with disabilities who have accessed new/improved services created/improved within the Project component.

The current value approaches the annual target 48%. Half the services that benefited adults with disabilities and families raising children with disabilities were delivered by the alumni of ChildFund sub- grant program within the activities that have been successfully incorporated into DPOs' regular activities.

Service	Number of family members/ PWDs
A round table "Multidiscilinary Cooperation for the Benefit of the Children with Dishabilles"	17 (14f/3m)
Training session for teenagers 'Inclusion or Illusion'	3 (1f/2m)
Training 'Accept and help succeed – the basics of inclusive education'	6 (6f/0m)
A working meeting for the initiative group of parents with children with Down syndrome	9 (9f/0m)
Wheelchair dancing classes, by DPO 'Special world'	9 (8f/1m)
Courses of computer literacy, by Association of people with disability on wheelchair, Pinsk branch	21 (9f/12m)
Counseling service to people recently traumatized, by Association of people with disability on wheelchair, Minsk branch	41 (30f/11m)
Training course for people with disabilities and their families, by DPO 'Invalidy-spinalniki'	44 (21f/23m)

A list of the participants is available upon request at the ChildFund Belarus office.

OBJECTIVE 2:
SUPPORT OF ADVOCACY EFFORTS BY PWD GRASSROOTS ORGANIZATIONS

Indicator 2.1: Number of advocacy efforts aimed at better inclusion of children and young people with disabilities

The annual target is *21.*
The current value is *20.*

This indicator measures the number of efforts aimed at promotion of inclusion of children and young people with disabilities in school and out-of-school activities implemented by and/or with participation of PWDs and their family members within the Project Component.

The current measure nears the annual target. The events that contributed to the advancement were conducted by both organizations and persons empowered by the respective leadership courses by ChildFund. It is rarely the case that organization/person limit themselves to one initiative only. As the table below demonstrates, the trend is to test a learned skill of advocating and then multiply the efforts with growing confidence and success. Among the contributions to the figure are also the trainings arranged by the ToT course graduates as a follow up activity at their respective localities (see Obj.1) as these meetings presented an innovative instrument of sensitizing the professional community about the values of inclusion.

20 advocacy initiatives were undertaken:

Initiative		Date	Outcome
1	A working meeting with the Board of Baranovichi State University ,	2 Nov 2012	The participants discussed existing opportunities, resources and challenges to establish a resource center to help introduce inclusion to preschool education of the region.
2	A round table “Multidisciplinary cooperation for the benefit of children with disabilities”, by ChildFund course graduate Svetlana Byakova	28 Oct 2012	The participants discussed needs, requirements and conditions for getting vocational and higher education by school-graduates with disabilities.
3	Presentation and publication “Inclusive Education”, Republican conference “Lifelong learning education”, by childFund specialist Irina Kuksik	29-30 Nov 2012	ChildFund presented philosophy, approaches and advantages of inclusive education to 50 leading researchers, practitioners and specialists in the field of providing education to people with disabilities.
4	Training “Inclusion or Illusion”, by ChildFund course alumni Natalya Byakova and Natalya Susko (both 17, with disabilities)	12 Oct 2012	Introduced the idea of inclusion to 28 peers
5	Talent show “Singing hearts”, by ChildFund and alumni of ChildFund training course Alex Askerko (19) and Yevgeny Stepuro (16)	19-20 Oct 2012	The event united children with and without disability providing an opportunity for everyone to show own talent and appreciate the talents of others regardless their conventional set of abilities.
6	A workshop ‘Conceptual basics of inclusive education’ at the training in Minsk Habilitation Center for PWD-related specialists representing habilitation centers from across the country, by Irina Kuksik, ChildFund specialist on inclusive education	16 Nov 2012	The specialists learned the basic principles of inclusive education
7	Publication "Major approaches in introducing inclusive education", III International conference "Special needs education: Traditions and Innovation", by Svetlakova Olga, a national trainer by ChildFund	Dec 2012	The participants of the international conference (researchers, practitioners, and decision makers) sensitized about trends in inclusive education

8	Organization of a regional meeting 'Perspectives of inclusive education for people with disabilities, by Gomel habilitation center	1 Dec 2012	The event discussed the problems people with disabilities face when realizing their right to higher education. The participating representatives of local administration, NGOs and general public considered the strategies to ensure this right to people with disabilities.
9	Photo exhibition at the round table meeting by partner DPO 'Otkrovenie', by Oleg Miroshnikov (15), ChildFund course graduate	25-28 Oct 2012	The exhibition is part of the self-advocacy campaign that challenges the prejudices and promote non-discriminating attitude towards people with disabilities
10	Photo exhibition in Minsk School #12, by Oleg Miroshnikov (15), ChildFund course graduate	Dec 2012	The exhibition is part of the self-advocacy campaign that challenges the prejudices and promote non-discriminating attitude towards people with disabilities
11	A meeting with the Minister of Education, by partner DPO 'Children. Autism. Parents'.	5 Dec 2012	The participants discussed opportunities for establishing an education center for children with autism
12	A meeting with State education committee, by partner DPO 'Children. Autism. Parents'.	Mar 2013	The participants considered the perspective of creating inclusive schools open for children with autism.
13	A round table meeting with Minsk executive committee, by partner DPO 'Children. Autism. Parents'.	Mar 2013	The participant discussed the system of providing support to children with autism.
14	Research paper "Common people" , by Aleksandra Titova, student of Minsk Gymnasium #1	Mar 2013	The paper competed in the city conference on sociology, was awarded the prize.
15	Sensitization workshop "The way to inclusive education" (Krichev), by Tatyana Odynets, alumni of ToT course on inclusive education	30 Jan 2013	The local community of practitioners was sensitized about the key concepts of inclusion in education
16	Sensitization workshop "The way to inclusive education" (Mogilev), by Tatyana Odynets, alumni of ToT course on inclusive education	21 Feb 2013	The local community of practitioners was sensitized about the key concepts of inclusion in education
17	Sensitization workshop "Accept and help succeed – the basics of inclusive education" (Smorgon), by Inna Talyak, alumni of ToT course on inclusive education	13 Mar 2013	The local community of practitioners was sensitized about the key concepts of inclusion in education
18	A round table "Labor market for people with disability", by Zhitkovichi BelAPDI branch (national DPO)	Feb 2013	The participants addressed the issues of social economics, opportunities to develop the labour market in which people with disabilities can equally participate.
19	Appeal to the Parliament of the Republic, by Baran BelAPDI branch (national DPO).	Jan 2013	A reduced rate to rent the premises remained unchanged.
20	Appeal to Vitebsk regional culture committee, by Baran BelAPDI branch (national DPO).	Nov 2013	A rampant to enter the community center was constructed.

Indicator 2.2.: Number of official decisions related to better enforcement of the right to education of children and young people with disabilities.

The annual target is *7.*

The current value is *4.*

This indicator measures the number of official decisions related to better enforcement of the right to education of children and young people with disabilities influenced by and/or with the participation of PWDs and their family members within the Project Component.

On March 26, the Board of Ministry of Education adopted a Regulation 'On Performance of Special Education Institutions under Modern Conditions'. The document defines the states policy with respect to special education and regulates the development of special education system nationwide for years 2013-2016. Out of 35 articles, three address the burning issues of inclusive education:

4.3 'To secure the development and adoption of 'Plan of inclusive education development in Belarus' (2013-2014);

5. 'To obligate Department of information and analysis to include the criterion of inclusiveness in the performance evaluation of primary and secondary education institutions' (May 2013);

Note: The article introduces the changes that will neutralize the concern education institutions demonstrate about the effect students with disability usually make on a school's output score. These changes will increase the willingness of education institutions to enroll a student with disability.

7.2 'To identify and establish education sites to pilot-test inclusive approaches' (2013-2015).

This official stance is a result of targeted efforts by PWD grassroots organizations that are long-term partners of ChildFund (DPOs 'BelAPDI', 'Otkrovenie', 'Special world', 'Children. Autism. Parents'). The responsibilities allocated to governing bodies are to produce opportunities for children with disability that would not otherwise occur. Their potential as a platform for promotion of inclusive education in Belarus cannot be overestimated. ChildFund will take advantage of this milestone decision by organizing meetings with Ministry's representatives to suggest opportunities for cooperation in executing articles 4.3 and 7.2: in the course of project activities, ChildFund developed a Master Plan on Inclusive Education. Many of the ChildFund partner organizations could be considered an optimum choice for pilot testing the innovative approaches.

Baran branch of the national DPO 'BelAPDI' issued an appeal to Vitebsk regional culture committee requesting that a barrier-free environment be created at the local community center. The appeal was satisfied by erecting a ramp at the center's entrance.

OBJECTIVE 3:
SUPPORT INTRODUCTION AND DEVELOPMENT OF INCLUSIVE EDUCATION OF CHILDREN AND YOUNG PEOPLE WITH DISABILITIES

Indicator 3.1.*:* Number of specialists, authorities, parents, students, volunteers, community members (sex-disaggregated) served by Resource Centers on Inclusive Education

The annual targetis *n/a.*

The current value is ***n/a***

The indicator measures the number of specialists, authorities, parents, students, volunteers, community members (sex-disaggregated who got information services from Resource Centers on Inclusive Education that have been established within the Project Component.

In the course of the project at least three special habilitation centers in three different regions of the country have been working towards acquiring an expertise and function of resource centers (Smorgon, Mozyr, and Zhodino). Specialists of these institutions actively partake in the trainings by ChildFund and make extensive use of the materials and ideas

produced within them. One of the centers was granted a status of experiment base on inclusive education by the Ministry of Education (Mozyr). It is hoped that the experience and achievements accumulated within the project by the end of Year 1 will allow these institutions develop into resource centers on inclusive education.

Indicator 3.2.: Number of authorities (sex-disaggregated) trained by the trainers team on inclusive education

The target value is *30*
The current value is *24 (0m/24f)*

Number of authorities of educational system (sex-disaggregated) that have been trained on inclusive education by the National Trainers' Team on Inclusive Education within the Project Component.

Two meetings arranged by ChildFund united 24 decision-makers who represented education institutions of different kinds and scale: from preschool to university, from special institution to executive committee to NGO. The course contents were designed jointly by trainers of the national team Irina Kutzepalova and Olga Svetlakova and ChildFund specialists. When planning, it was deemed optimal to focus such trainings on the most progressive region (Brest Oblast), however the initiative met a high demand and appreciation for trainings on inclusive education by PWD-related organizations across the country, hence the meetings gathered specialists from 5 out of 6 six administrative areas of Belarus. Besides providing education, the meeting nurtured new contacts and partnerships between the participants, collaboration of several of them translated into 6 project proposals they submitted within the sub-grant scheme by ChildFund.

Service		Number of Beneficiaries
1	Task group on Inclusive Education	14 (0m/14f)
2	Training Program on Inclusive Education for educational authorities	14 (0m/14f)

	Authority person	Position	Location	Service
1	Domanchuk Tatyana	Director	Gomel school #5	Task group on Inclusive Education; Training Program on Inclusive Education for educational authorities
2	Makal Tatyana	Director	Zhodino school #4	Training Program on Inclusive Education for educational authorities
3	Pyatakova Tatyana	Head of Chair of Foreign Languages	Baranovichi State University	Training Program on Inclusive Education for educational authorities
4	Kutzepalova Irina	Director	Zhodino habilitation center for children with disabilitites	Task group on Inclusive Education; Training Program on Inclusive Education for educational authorities
5	Makarenko Irina	Headmaster	Smorgon preschool #6	Task group on Inclusive Education; Training Program on Inclusive Education for educational authorities
6	Rodko Svetlana	Teaching methods specialists	Smorgon habilitation center for children with disabilitites	Task group on Inclusive Education; Training Program on Inclusive Education for educational authorities
7	Trukhan Anna	Deputy director	Minsk school #12	Training Program on Inclusive Education for educational authorities
8	Kiseliova Oksana	Deputy director	DPO 'Otkrovenie'	Task group on Inclusive Education; Training Program on Inclusive Education for educational authorities

9	Muraveinikova Alla	Deputy director	Zhlobin school #12	Task group on Inclusive Education; Training Program on Inclusive Education for educational authorities
10	Chusheva Maria	Headmaster	Pinsk preschool #10	Training Program on Inclusive Education for educational authorities
11	Lichenkova Natalia	Deputy director	Minsk school #9	Training Program on Inclusive Education for educational authorities
12	Gorbachiova Irina	Headmaster	Soligorsk preschool #1	Task group on Inclusive Education; Training Program on Inclusive Education for educational authorities
13	Kravets Natalia	Director	Mozyr habilitation center for children with disabilitites	Training Program on Inclusive Education for educational authorities
14	Kozlovskaya Anzhela	Deputy director	Mozyr school #10	Training Program on Inclusive Education for educational authorities
15	Radygina Veronika	Head of Chair of Defectology	Belarusian State Pedagogic University	Training Program on Inclusive Education for educational authorities
16	Svetlakova Olga	University professor	Belarusian State Pedagogic University	Training Program on Inclusive Education for educational authorities
17	Khotko Inna	Deputy director	Zhodino school #4	Task group on Inclusive Education
18	Kurak Natalia	Head of department of preschool education	Smorgon education committee	Task group on Inclusive Education
19	Kashevich Irina	Deputy director	Minsk school #12	Task group on Inclusive Education
20	Churbanova Svetlana	Director	Minsk school #30	Task group on Inclusive Education
21	Yakovleva Tatyana	Director	NGO 'Children. Autism. Parents'	Task group on Inclusive Education
22	Letoshko Marina	Teaching methods specialist	Gomel regional habilitation center for children with disabilitites	Task group on Inclusive Education
23	Bondarenko Tatyana	Deputy director	Minsk school #25	Task group on Inclusive Education
24	Lubaeva Lubov	Headmaster deputy	Pinsk preschool #10	Task group on Inclusive Education

Indicator 3.3: Number of educational settings where inclusive approaches were incorporated into the practice

The target value is *4*
The current value is *4*

Number of educational settings that introduced inclusive approaches that can include but are not limited to: adaptation of teaching methods and physical environment to the educational needs of children; inclusion of children with disabilities in school and out-of-school activity; promotion of non-discriminatory attitudes among staff, parents and children.

School	Initiatives

1	Baranovichi State University	The university provides a service of higher education to a student with cerebral palsy, the accomplishment made real by complex measures: entry exam procedures, assignments and on-going exams, as well as evaluation process – all needed to be adopted for special needs students. The distance traveled on the way to inclusive institution puts Baranovichi University among the leaders. The specialists use and create opportunities to disseminate the pioneering experience as well as to sensitize the university public (both students and academic staff) about inclusive education. The transformation of the University into inclusive educational setting is led by Vera Khitryuk, its Vice-Rector, a member of ChildFund trainers' group on Inclusive Education
2	Zhodino School #4	The school headed by Makal Tatyana and Khotko Inna, alumni of the ChildFund training course on inclusive education, work towards preparing the school community to becoming an inclusive education institution by conducting a series of trainings for teachers on inclusive education. Also, the teachers are planning to train students on the key values of inclusive education in the 3d quarter.
3	Minsk School #25	The school headed by Marina Ilyina and Bondarenko Tatyana, alumni of ChildFund training course on inclusive education, is undergoing the fundamental transformation from being an integrative institution to becoming an inclusive one. Participation in the trainings enhanced professional capacity and confidence of school specialists and they won the status of a pilot site on inclusive education in the project by TEMPUS and Ministry of Education. Its specialists use materials they received at ChildFund trainings to provide regular counseling to teachers and parents of children with and without disabilities, assist them in adapting to the changing environment and in changing their own perspectives.
4	Minsk School #12	The school holds regular trainings for teachers on inclusive education that were arranged in partnership with Belarus State Pedagogic University and are conducted by the ChildFund's Trainers Team.

Annex 4. Grooming leaders: ChildFund inspires youth with disability and their parents

"Ideals survive through change. They die through inertia in the face of challenge." Tony Blair

Natasha is a 17–year-old girl. She was born with cerebral palsy. She walks with walkers, but most of the time the girl has to use a wheelchair. Generally, the talents and abilities of children with disabilities to play an active role in planning and controlling their lives are underestimated, and interaction of such children with their peers is fairly limited. One of the reasons this practice persists is the overprotecting attitude adopted by parents of children with disabilities that coupled with excessive social pressures to achieve "normal development" and academic success negatively impact social and emotional development of children with disabilities. Being under this pressure, Natasha's mom used to conform to the special education model as the safest and best option to meet the needs of her daughter. The mom emphasized the disadvantages of joint education of children with and without disabilities, because in her opinion, it could put her daughter at risk of stigma and discrimination, and decrease her academic achievements and opportunities for physical therapy and medical activities. Similar to the other parents of children with disabilities, she strongly believed that consistent targeted medical efforts could bring a near-miraculous recovery for her child. This approach overwhelms children and parents with too many stimulation activities, does not allow children to assume leadership roles, and effectively segregates them from the rest of the community.

Natasha and her mom

In 2012, Natasha and her mom participated in the training, 'Leadership without Limitations' for young people, an activity within the 'Expanding Participation of People with Disabilities' component of the USAID funded project, "Community Services to Vulnerable Groups." The course led the whole family through an uneasy transition. Natasha discovered her own personality, her rights and opportunities to fulfill them, and recognized the variety of choices she could own. Natasha's mom participated in training for parents (held simultaneously with the leadership sessions for children) that focused on parenting knowledge and skills, ways of coming to grips with the medical diagnosis and the emotional upheaval, and provided tools parents need to boost their child's self-esteem and to help their children become independent and conscious social beings. Both the mom and the daughter fostered self-acceptance, learned to identify behaviors and environments that are stigmatizing and discriminatory and deal with them. They also discovered methods for building cooperation and partnerships with the community.

ChildFund assisted the course alumni in following up with advocacy interventions to start changing long-held stereotypes about disability. This opportunity determined Natasha's choice: Natasha and her mom developed a training 'Inclusion or Illusion' that educates typical children about the life in a diverse society where every single person is worthwhile and deserves their chances regardless their abilities. They started with the school where Natasha studied. While Natasha did training for the children, her mom educated parents and teachers.

Breaking new ground by educating children about disability and inclusion did not happen quickly. Not until many attempts later did the training meet interest and then – demand. To appeal to the audience, the family team worked proactively to create opportunities for workshops, adjusted the training material, diversified the activities, and complemented them with videos. To become a better advocate for her child, Natasha's mom enrolled in a ToT by ChildFund to become a trainer; today she is a member of a National Trainers' Team on Inclusive Education established and trained by ChildFund.

The hard work Natasha and her mom put in has begun to pay off: today, the training tour's map is expanding. In the last six months, they educated the audience of children and specialists at the Republic Conference and conducted trainings for 136 students of 5 schools in Minsk and small towns. Every meeting is a new challenge, and every one finishes with children and adults approaching the trainers to express appreciation for the inspiration they receive at the training.

Natasha says: *"I recognized that my condition is not a disadvantage, but a gift. If you take your condition as a disadvantage, you may spend all your life behind closed doors. I choose another way. I think about my condition as a gift that helps me to pass on to other people the idea that all people have unlimited abilities and should have equal opportunities regardless of their conditions."*