

UNITED STATES GOVERNMENT

Memorandum

2980 157 / # 81

PD-AAL-390

TO : See Distribution

DATE: March 26, 1982

FROM : NE/TECH/SARD, Ann Gooch *af*

SUBJECT: Proposal - Holy Land Christian Mission - Gaza Pre-School Education

The subject proposal was received in AID/W on March 23, 1982.

Attachment: Proposal

Distribution:

AA/NE, Ms. W. A. Ford, 6724, NS
DAA/NE, Mr. B. Langmaid, 6724, NS
AA/NE, Mr. E. Vinson, 6732, NS
AA/NE, Ms. D. Enos, 6728, NS
NE/DP, Mr. C. Johnson, 6723, NS (5)
NE/PD, Mr. S. Taubenblatt, 4720, NS
NE/PD, Mr. R. Bell, 4720, NS
NE/TECH, Mr. L. Reade, 4443, NS
NE/TECH, Mr. A. Wilburn, 4443, NS
NE/TECH, Mr. K. Sherper, 4443, NS
NE/TECH/SARD, Mr. J. Lewis, 3316, NS
NE/PD, Mr. L. Rosenberg, 4712, NS
NE/PD, Mr. S. Lintner, 4709, NS
NE/PD, Mr. J. Habron, 4712, NS
GC/NE, Mr. J. Kessler, 2638, NS
NE/PD, Ms. G. Shivers, 4709, NS (1)
A/AID, Mr. M. P. McPherson (Deliver to G. Shivers) (1)
AAA/PPC/PDPR, (Deliver to G. Shivers) (1)
PPC/PB, (Deliver to G. Shivers) (2)
NE/EI, Mr. G. Kamens, 5318, NS
PPC/WID, Ms. P. Goddard, 3245, NS
CM/ROD/NE, Ms. K. Cunningham, 731, SA-14
AA/PRE, Mr. D. Levintow, 5883, NS
SER/COM/NE, Mr. R. Looper, 811D, SA-18
A-AA/S&T, Mr. C. Farrar, 4942, NS
SAA/S&T, Dr. N. C. Brady, 4942, NS
S&T/DIU/DI, Mr. B. Ashton, 570, SA-14 (4)
S&T/IT, Ms. L. Mogannam, 419, SA-8



TITLE: Preschool Program in the Gaza Strip

PROJECT LOCATION: Gaza Strip

PVO: Holy Land Christian Mission International
2000 East Red Bridge Road
Kansas City, Missouri 64131

CONTACT PERSON: Patrick McDonnell, 816-942-2000

DATE OF SUBMISSION: March 17, 1982

Purpose of Request and History of Holy Land Christian Mission Involvement

A program of pre-school education for five-year-old children living in refugee camps in the Gaza Strip was initiated in 1966 by the United Nations Relief and Works Agency (UNRWA). In 1970, at the request of UNRWA, administrative control of the program was transferred to the American Friends Service Committee (AFSC). Control of the program was returned to UNRWA on September 1, 1980 with the stipulation that the American Friends Service Committee will continue to use its best efforts to raise and provide funds to cover the cost of the program at least through calendar year 1984.

We have received assurances that the American Friends Service Committee has a strong, continuing interest in the program. Its commitment to continue financing the program through 1984 was reaffirmed at a meeting of the International Division Executive Committee on December 4, 1981. However, interim financial difficulties related directly to the September, 1980 reorganization of the program under UNRWA auspices have produced a funding shortfall which threatens to interrupt or abbreviate classroom activities during the 1981/1982 and 1982/1983 school years.

Because of its experience with similar preschool programs in the West Bank, Holy Land Christian Mission International was asked to consider serving as a coordinating agency and administrative conduit for supplemental funding. We have agreed to do this on a one-time-only basis with the understanding that once current financial difficulties have been overcome every effort will be made to maintain operation of the program at its present level. Assurances to this effect have been given by the agency which retains primary financial responsibility, the American Friends Service Committee.

Holy Land Christian Mission International is interested in helping to ensure the continuation of these vitally needed educational services. Our involvement has two purposes:

- 1) To give the AFSC enough time to generate additional long-term funding from private sources, and
- 2) To facilitate the transmittal of emergency funds to the program through well-established channels of communication with the Israeli authorities, the United States government and the local Palestinian community.

Consequently, Holy Land Christian Mission International is seeking a grant of emergency supplemental funding from U.S.A.I.D. in the amount of \$ 215,000.

A.I.D. approval of this emergency, one-time grant will fill the anticipated gap in funds for calendar year 1982 and will give the American Friends Service Committee a further opportunity to seek new sources of funds.

To avoid bureaucratic delays commonly experienced in obtaining local approval of foreign assistance activities in the occupied territory of the Gaza Strip, funds will be transferred directly to UNRWA headquarters in Vienna, Austria for disbursement to the project in accordance with the standard administrative policies of the operating agency.

Preschool Program in the Gaza Strip: Background and Description

There are roughly 368,000 Palestinian refugees in the Gaza Strip. Half the population is under 14. Refugees outnumber the indigenous population two to one. Thirty-five percent of the refugee population resides in eight established refugee camps. Almost all the children served by the program live in camps where they are crowded together in small areas reserved for residences. Education is a primary need among the refugees.

As mentioned above, the Preschool Program in the Gaza Strip was begun by the United Nations Relief and Works Agency in 1966. By 1968, however, only a few kindergartens were in operation. UNRWA sought the assistance of the American Friends Service Committee and in 1970 a complete reorganization of the program was undertaken. The following objectives were adopted:

- 1) To prepare five-year-old refugee children for entrance to UNRWA elementary schools;
- 2) To provide refugee women with opportunities for employment as teachers and supervisors, for in-service training, and for the upgrading of their professional skills;
- 3) To operate kindergartens which could be seen as models for pre-school programs which will be initiated and supported by the local community in the future; and
- 4) To devolve AFSC administration of the program and to place the responsibility upon the parents and the teachers.

The program, as presently constituted, was begun in 1970 under an agreement between the American Friends Service Committee and the United Nations Relief and Works Agency. Now operated solely by UNRWA, approximately 1,350 children are served in 15 kindergartens. The program serves 15% of all five-year-olds in the refugee population. Field staff includes one administrator, 3 supervisors, 53 teachers and 15 attendants.

The curriculum has been modified from a basic developmental package to more specifically meet the needs of Palestinian children. Inter-relatedness of curricula is stressed along with language skills and the establishment of a strong self-concept. Pre-math and pre-reading skills are taught as well as space-relation concepts, arts, crafts and music. Each class has about 35 pupils. Classes are held from 7:30 a.m. until noon six days a week during the regular school year.

Program facilities are owned and operated by UNRWA. All of the centers have play-grounds equipped with merry-go-rounds, swings, seesaws and climbing frames built by local craftsmen. Each classroom is arranged in such a way that the class is divided into four groups for the following activities: pre-reading or pre-math, arts and crafts, free play and library activities. Such an arrangement enables the large number of pupils in each class to be divided into manageable groups and is ideal for the short attention span of the young children.

Each group spends about 20 minutes on one activity, then the groups change to another activity. On the average, three teachers are present for every two classes. Since nearly all the children come within the UNRWA feeding program, provision is made for them to break for a UNRWA-provided meal which is taken either at the school or at the nearest feeding center. Daily vitamin capsules are provided by UNRWA, and medical services are available at UNRWA health centers.

As stated, one of the objectives of the program is to provide refugee women with opportunities for employment as teachers and supervisors. In addition to the favorable impact on the local economy these jobs represent, upgrading the professional skills of local women will be of lasting benefit to the refugee community. Mothers are encouraged to participate in the program in a structured way through Mothers' Committees. Fathers and other young men from the community are involved in helping to maintain kindergarten facilities and in providing other assistance as required. So far, 16,000 five-year-olds have attended the kindergartens and about 100 Palestinian refugee men and women have participated in various capacities.

Finally, with regard to the developmental characteristics of the Preschool Program in the Gaza Strip, the following comment was offered by the AFSC coordinator for field projects in the Middle East:

"We see our work with children among the Palestinian refugees of the Gaza Strip primarily as a program for the development of the skills of Palestinian women. We believe that the most important long-term contribution made by the program is what has happened to the well over 100 Palestinian refugee women who have served in the Preschool Program since its beginning in 1970. The increasing parent participation in the kindergartens is another factor that has a bearing on the future of the Palestinian people in the Gaza Strip."

Description of the Problem

In 1979, funds were received from the Interchurch Coordinating Committee for Development Projects, the Netherlands, to upgrade the salaries of the project's employees to a level commensurate with wages paid to persons with similar skills elsewhere in the region. A new salary scale with escalator clauses to allow for high inflation in the area was adopted. The program budget was increased to \$ 365,000, and funds were available to cover all expenses.

In connection with UNRWA's acceptance of total responsibility for management of the project in September of 1980, a Comprehensive Pay Survey was undertaken by the International Civil Service Commission for the purpose of evaluating the payscale of UNRWA employees. The survey resulted in a finding that the agency's payscale was an estimated 5% to 60% below that of other international agencies. (The schedule of raises was tilted in favor of the lower grades. Thus, Grade 1--attendants'--salaries were raised by a factor of 35%.) As a result, the program's salary scale was again upgraded.

5

For kindergarten personnel, the increase averaged 45% due to the fact that kindergarten staff had been placed at the lower grades in the salary scale of the agency.

These cumulative re-alignments of salary scales and the effects of inflation combined to raise the entire kindergarten budget 45% above estimated costs for the current year. Like most pre-school programs around the world, 90% of the cost of this project is for personnel. The project has, therefore, been hit doubly hard by these dramatic increases.

Specifically, total expenditures of the Preschool Program are expected to reach \$ 456,900 by the end of 1982. Funding in the amount of \$ 241,900 is assured, leaving a projected deficit of \$ 215,000.

Calendar Year 1982 Budget

1. Program supplies and equipment	\$ 20,350
2. Transport	16,250
3. Local salaries and benefits	334,600
4. Maintenance of expatriate	15,200
5. Miscellaneous	500
6. Project reporting and fundraising	<u>35,000</u>
	\$ 421,900
Deficit to be carried forward from 1981 school year	<u>35,000</u>
Total expenses through 12/31/82	<u>\$ 456,900</u>

Assured income from private sources:

Fees from parents	\$ 18,000	
Interchurch Coordinating Committee for Development Projects	119,150	
Redd Barna (Sweden)	52,000	
Norwegian Refugee Council	8,600	
Mensen in Nood (Holland)	36,650	
Miscellaneous contributions	1,500	
Transfer from MUMS program	<u>6,000</u>	
	\$ 241,900	<u>\$ 241,900</u>

Anticipated shortfall by 12/31/82 \$ 215,000

Strategy to Ensure Survival of the Program

Efforts are underway both to reduce operating expenses and to increase available financial resources. Anticipated expenditures for 1982 are \$ 43,000 lower than actual expenditures for 1981 due to the replacement of a number of salaried teachers with university graduate interns. AFSC fundraisers are in Europe this very moment seeking new sources of funding and asking for supplemental assistance from the private organizations which have supported the program in the past. (Note list of foundations under "assured income" section of the calendar year 1982 budget.) To date, these efforts have been successful in reducing a \$ 70,000 deficit which will be carried over from the 1981 school year by a total of \$ 35,000.

The official word on the subject from the AFSC International Division Executive Committee is one of strong support for the kindergarten program:

"A maximum effort is currently being made to line up sources of substantial support which will enable the program to continue at its present level. There is absolutely no likelihood that the program will be closed down in the immediate future."

Holy Land Christian Mission International: Description and Background

Holy Land Christian Mission International is organized under the general not-for-profit statutes of the State of Missouri as a non-denominational, charitable organization having its international headquarters in Kansas City, Missouri. Founded in 1936, the Mission has long been dedicated to meeting the basic human needs of the poorest of the poor throughout the world. It oversees an 18-building complex in Bethlehem, Hashemite Kingdom of Jordan, where it also maintains an orphan home, the Mount of David Crippled Children's Hospital, two outreach physiotherapy clinics and an elementary school. Through its international sponsorship and self-help projects, the Mission reaches out to poor people in Latin America and Asia with projects in Honduras, Guatemala, Colombia, Chile, the Dominican Republic, India, Thailand and the Philippines.

Overall responsibility for the organization is held by a seven-member board of directors which meets every other month. Operational control is exercised by a president who is a member of the board and serves as chief executive officer. Financial management is governed by sound business principles and is carried out by a staff headed by a Certified Public Accountant. The staff at Mission headquarters in Kansas City includes 76 persons.

The Mission is registered with the Advisory Committee on Voluntary Foreign Aid as a private voluntary organization. The Mission has filed all necessary information with the National Information Bureau and is listed in the NIB's "Wise Giving Guide." It is a charter member of the Evangelical Council for Financial Accountability and it demonstrates strict compliance with ECFA's seven standards of financial disclosure and accountability. Annual financial audits are performed by Deloitte, Haskins and Sells, and these reports are readily available.

Previous Relationships with A.I.D.

In 1977, A.I.D. awarded funds to the Mission for the purpose of increasing the capacity of the Mount of David Crippled Children's Hospital by establishing two outreach clinics. By providing post-operative rehabilitative therapy in outlying areas, where 75% of the hospital's patients reside, the clinics made it possible for patients to be released after shorter periods of in-patient treatment at the overcrowded facility. As a result, the average length of in-patient treatment was reduced from 43 to 21 days.

The Mount of David facility itself was inadequate to meet the growing needs of the area. A special fund-raising effort by the Mission, supplemented by an A.I.D./A.S.H.A. grant of \$ 2,250,000, helped finance the construction of a new hospital which is scheduled to open this summer.

A \$ 180,000 A.I.D. grant was awarded in 1979 in support of the Mission's Mothers' In-home Teaching program. The program was intended to heighten the readiness of young children to begin their academic training, to enhance the status and self-image of West Bank mothers and to increase parental acceptance of an educational alternative to rote-learning patterns.

A.I.D. also underwrote a study of the research of Dr. A.F. Zuaiter of the Mount of David Crippled Children's Hospital into the treatment of congenital bone deformities. A single-incision technique which resolves many of the difficulties associated with the surgical correction of these deformities was developed by Dr. Zuaiter. The A.I.D. study was undertaken to determine the feasibility of disseminating information about the technique into other underdeveloped countries.

LIST OF ATTACHMENTS

- 1) December 9, 1981 letter from Larry Miller, AFSC Coordinator for Field Projects Middle East Program, to R. Joseph Gripkey, President, Holy Land Christian Mission International.
- 2) AFSC Project Report, Preschool Program in the Gaza Strip, Winter 1981.
- 3) UNRWA Kindergarten Program in the Gaza Strip, 1981 Annual Report.
- 4) Agreement between the United Nations Relief and Works Agency for Palestine Refugees in the Near East and the American Friends Service Committee, dated August 22, 1980.



American Friends Service Committee

1501 Cherry Street Philadelphia Pennsylvania 19102 • Phone (215) 241-7000

Stephen G. Carly
Chairperson

Asia A. Bennett
Executive Secretary

Colin W. Bell
Executive Secretary Emeritus

December 9, 1981

Joseph Gripke
Executive Director
Holy Land Christian Mission
200 East Red Bridge Road
Kansas City, Missouri 64131

Dear Joe,

It was good to talk with you on the telephone last Monday. Let me in this letter put into writing some of the points I made and let me reassure you in regard to funding from the American Friends Service Committee for the UNRWA Preschool Program in the Gaza Strip.

I indicated to you that our staff and relevant committees feel comfortable about the UNRWA Preschool Program accepting contributions for the program from sources which the AFSC itself would not feel easy about accepting. The possible contribution from US AID through the Holy Land Christian Mission for the Preschool Program is a case in point. While we have been assuming here that the contribution of the Holy Land Christian Mission would be going to the headquarters of UNRWA in Vienna, as do our contributions, we leave that matter entirely to you. Beryl Cheal and Mary Khass are aware from their conversations with you and your associates that procedures must be established to verify expenditures, and this again is something that you need to work out with UNRWA officials either in the Gaza Strip or in Vienna.

I want to assure you that the American Friends Service Committee has a strong continuing interest in and commitment to the Preschool Program. To be quite specific, we expect total expenditures of the Kindergarten Program (not including the Mothers Understanding Methods of Schooling Program) to have expenses in calendar year 1981 totaling \$465,000. Of this amount the AFSC is currently assured of being able to cover, from various sources including participants' fees, \$395,000, leaving a currently estimated deficit in the 1981 calendar year of \$70,000. As I indicated to you on the phone, we are constantly in the process of raising money for AFSC projects, not always being completely assured at the beginning of a fiscal or calendar year that all the necessary funds are available.

As we look at calendar year 1982 we anticipate expenditures for the Kindergarten Program in the amount of \$422,000, down from 1981 because we have reduced the number of teachers in the kindergartens and replaced them with

Joseph Gripke
page 2
December 9, 1981

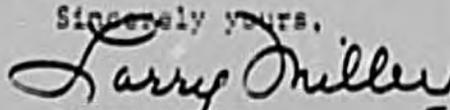
university graduate internes whose minimal salaries are being covered by some UNRWA special funds. At the moment we are reasonably assured of receiving from a number of funding sources \$242,000, leaving a gap of \$180,000. You can see that the rough estimate that Mary Khass made last summer of our deficit, in the amount of \$250,000, proves to be very much on the mark. I have used calendar year figures, even though the AFSC in its budgeting process operates on a fiscal year basis from October 1 to September 30 (using in the case of the Kindergarten Program September 1 to August 31 figures in order to coincide with the school year), because most funding agencies operate on a calendar year basis and want to know what our situation is on that basis rather than a fiscal year basis. In the event that an emergency grant from the Holy Land Christian Mission was available only for 1982, we would consult with one or more of the regular funding agencies to gain permission to apply part of their 1982 grants to offset the 1981 deficit.

Let me say a word about the developmental characteristics of the Preschool Program in the Gaza Strip, which, as you may recall, is really two programs, the kindergartens and the Mothers Understanding Methods of Schooling (MUMS) Program. I enclose descriptions of both of these programs, descriptions which I may have already sent you. We see our work with children among the Palestinian refugees of the Gaza Strip primarily as a program for the development of the skills and roles of Palestinian women. We believe that the most important long-term contribution made by both programs is what has happened to the well over 100 Palestinian refugee women who have served in the Preschool Program since its beginning in 1970. The increasing parent participation in the kindergartens is another factor that has a bearing on the future of the Palestinian people in the Gaza Strip.

The American Friends Service Committee on December 4 through its International Division Executive Committee reaffirmed its strong commitment at this critical time in political events to the Palestinians of the Gaza Strip, and we are convinced that that commitment should at this time be demonstrated by a continuance of the 15 UNRWA kindergartens for which the AFSC has the primary financial responsibility.

Let me express appreciation for the personal interest you have shown in the program and for your understanding of the dilemmas it has been necessary for us to sort through in respect to support to UNRWA for the Preschool Program from US AID through the Holy Land Christian Mission. I will look forward to your phone call next week. There are two days when I shall be out of the office: Wednesday and Thursday.

Sincerely yours,



Larry Miller
Coordinator for Field Projects
Middle East Program

AFSC PROJECT REPORT

PRESCHOOL PROGRAM IN THE GAZA STRIP

WINTER 1981



United Nations Relief
Works Agency map.
UNRWA cautions: "Not to
be considered an authority
on the delineation of
international boundaries."

In the Gaza Strip, one of the most densely populated areas of the world, refugees outnumber the indigenous population two to one. The area is poor in soil, water and mineral resources, and the more than 350,000 refugees are completely dependent on either the uncertain Israeli economy or the relief aid of the United Nations Relief and Works Agency (UNRWA). The birth rate is very high; half of the population is under 14. Though many fathers and some mothers are literate, they have little time to teach their skills to their children. Thus, education is a primary need among the refugees.

By 1968, UNRWA was operating a few kindergartens, but their U.N. mandate spelled out services only for children under three and those over six. UNRWA officials welcomed plans for preschool centers that would prepare five-year-olds for entry into the UNRWA first grade. By 1970, the American Friends Service Committee program was under way.

THE PROGRAM

The training and employment for the teachers is as much a goal of the kindergartens as is preschool education for the children. Thus far approximately 16,000 five-year-olds have benefited from the program, and about 100 Palestinian refugee men and women, serving as custodians and teachers respectively, have been involved in the kindergartens. Currently there are 1,550 children in 15 kindergartens.

A former Associate Director of the program said: "Our Palestinian staff are looked upon by their communities as professional educators, women of importance, and as models for other young Palestinian women to follow. Possibly the most lasting effect of the program will be seen in the lives of these women."

The play centers are housed in buildings with two to four classrooms each. Each class has about 35 pupils, and the program includes about 15 per cent of the five-year-olds in the refugee population. All of the centers have playgrounds equipped with merry-go-rounds, swings, seesaws, and climbing frames built by local craftsmen. Six mornings a week the pupils learn pre-math, pre-reading skills, space-relation concepts, language development, arts and crafts and music.





ACCOMPLISHMENTS

The kindergarten program has been so successful that teachers in the local schools vie for its graduates. One Palestinian official said, "I believe that the Quaker Service kindergartens give our children a fair head-start on the road to good education. It is a most merciful program, keeping the little ones out of the streets, taking care of their health and welfare."

It may also be listed as an accomplishment that some Palestinian leaders include kindergartens "similar in style and methods to the play centers in Gaza" in their plans for the future.



FUTURE PLANS

Extension of the teachers' in-service training is planned, whereby they can attend courses at the nearby Hebrew University and other schools. With the remodeling of the centers now complete, allowing the classes to break into groups of eight or ten for work in a Teaching Station, Arts and Crafts area, Free Play area, and Library, the next step is to improve the exteriors of the buildings.

The AFSC's policy of eventually transferring program control entirely to independent local management by Palestinians is not being followed in this case because Israeli government registration and supervisory arrangements would make independent operation difficult or impossible. The AFSC, therefore, has entered into a "seconding" relationship with UNRWA, whereby the kindergarten staff have become employees of UNRWA and the financing of the centers continues to be the responsibility of the AFSC.

As a Quaker organization, the AFSC carries on its programs as an expression of a belief in the dignity and worth of each person, and in a faith in the power of love and nonviolence to bring about change. In keeping with Quaker tradition the Service Committee works with people on all sides in areas of conflict. The work of the AFSC is supported financially by individuals of different persuasions who care about service, development, justice and peace. For more information, please call or write to the AFSC office nearest you.



American Friends Service Committee

1501 Cherry Street, Philadelphia, Pennsylvania 19102 • Phone (215) 241-7000

Stephen G. Cary
Chairperson

Asia A. Bennett
Executive Secretary

Colin W. Bell
Executive Secretary Emeritus

INTERNATIONAL DIVISION

MIDDLE EAST PROGRAM

UNRWA KINDERGARTEN PROGRAM IN THE GAZA STRIP

1981 Annual Report

1. Consolidation of the New Program Relationship with UNRWA
2. The Political Situation in the Occupied Territories
3. Program Implications of Economic Problems
4. The Impact of Political Disturbances
5. Kindergarten Information and Statistics

Since 1948 the American Friends Service Committee has had programs in the Middle East. From 1948 to 1950 the Service Committee, at the request of the United Nations, provided food, shelter and medical care for 250,000 Palestinian refugees in the Gaza Strip. Building on this experience the Committee established in 1970 a network of kindergartens in the refugee camps of the Strip under an agreement with the United Nations Relief and Works Agency (UNRWA). In September, 1980, under a new agreement with UNRWA, the Quaker Service kindergartens were transferred to UNRWA, with the AFSC retaining an important role in the program, including full responsibility for funding.

1. Consolidation of the New Program Relationship with UNRWA

The year 1981 was the first full year during which the kindergartens in the Palestinian refugee camps of the Gaza Strip were administered under the agreement entered into between the American Friends Service Committee (AFSC) and the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) as of September 1, 1980. That agreement called for the transfer of the Quaker Service Preschool Program to UNRWA, with all staff members, including any expatriates, becoming UNRWA employees, but with full funding responsibility remaining in the hands of the AFSC.

After sixteen months of operation under this new agreement, it can be clearly stated that the new administrative relationship of the Preschool Program is working well. The new Director of UNRWA Operations in Gaza, who began his duties in June, 1981, is very supportive of the Preschool Program and gives positive direction to the field office staff. Most of the administrative details have been worked out so that greater cooperation among the Preschool Program and the rest of UNRWA has become evident. The Director of Education and his Deputy in UNRWA headquarters in Vienna have been most helpful and supportive in this evolving relationship. No one within the UNRWA organization, either in Vienna or in Gaza, has direct expertise in respect to preschool education, so that their involvement is almost exclusively in the area of the technical administration of the Program rather than the education of children or the training of teachers. The Preschool Program administrative staff keep their superiors informed of developments in the Program, and these superiors have not interfered with the programmatic aspects of the operation of the kindergartens.

Beginning in September, 1981 there developed the opportunity to use university graduates in most of the classrooms as additional staff, with no cost to the Preschool Program. These graduates are not trained in preschool education, but they attend teacher-training meetings and have become very useful in the classrooms and helpful to the teachers. Furthermore, one of the internes is giving attention to children with special needs. It is not clear how long the Preschool Program can draw on these university resources, but, as long as these graduates are available and can give assistance to the Program, their services will be well used.

Parents and community people are becoming more of an integral part of the Preschool Program. Mothers' meetings continue in the kindergarten centers as well as in connection with the home teaching program. The involvement of parents is important for several reasons: (1) to help them learn more about the education of their children; (2) to follow up at home on the learning that takes place in the kindergarten center; and (3) to help parents know that the center is really

theirs and that they should support its continuation. Responding to these goals, parents have whitewashed each center, made minor repairs, made dolls for the dolls' corner, and visited the centers to observe the activities and the methods of working with children. Administrative staff encourage parent visits, which are usually made by mothers. Mothers have also helped with parties and picnics. Fathers and other men in the community did much of the whitewashing and made the minor repairs. Additional emphasis will be placed on parent and community involvement during the next year.

2. The Political Situation in the Occupied Territories

The year 1981 was one of frustration for Palestinian refugees in the Gaza Strip, and this had an effect upon the Preschool Program. Politically, the issues that result in refugee status for approximately 350,000 Palestinians in the Gaza Strip seemed at the close of the year as far from being solved as ever.

In December, 1981 Gail Pressberg, Coordinator of the AFSC Middle East Program, drawing on very recent experiences in Israel and the Occupied Territories, wrote AFSC's home office in Philadelphia as follows:

The situation in the Occupied Territories has never been graver. Collective punishment is used on a regular basis and for alleged offenses (14 and 15-year old boys in the town of Bet Sahur were alleged to have thrown rocks and molotov cocktails at an Israeli bus; before they were tried in the courts the Israeli military demolished the houses of the families of the boys). A Palestinian newspaper was closed by the West Bank Military Governor, as was Bir Zeit University.

In Gaza 15 physicians have been jailed for refusing to pay three years back payments of value added taxes they should have collected from their patients. Many of the physicians were not even practicing three years ago, but all of them were slapped with the same tax bill regardless of the amount of business they had done. The only school for mentally retarded children in Gaza has been denied a permit to build a new center. Gaza political leaders cannot travel to the West Bank; many West Bank journalists and mayors are under "town arrest"; and many East Jerusalem political figures are not allowed to travel to the West Bank.

Palestinians with whom I talked are extremely frustrated, angry, cynical and worn out. Virtually,

all mayors, mukhtars, newspaper editors and political figures--whether they are politically left, right or center--believe that the aim of the Israeli government is to drive the Palestinians off their lands in the villages and create conditions in which they will have to live in ghettos in the midst of West Bank cities while Israeli settlers live in the agricultural-rich land of the West Bank. It is with great pain and anguish that I believe this analysis to be true.

Prior to the 1967 Six Day War, the Canada Camp area in the Sinai, geographically very close to the Gaza Strip, so named because Canadian troops as part of a United Nations Emergency Force had been camped there following the Suez Canal crisis and war in 1956, was in Egyptian territory as was the Gaza Strip. Subsequent to 1967 the Sinai was occupied by Israel, and the Israelis built a government housing project on the Canada Camp land, resettling refugees in houses that families were required to purchase. Now, next April under the terms of the Egyptian-Israeli Peace Treaty, the Sinai will be returned to Egypt, but Egypt does not want Palestinians living within its borders.

Many Palestinian families have used their life savings to purchase and maintain the homes they must now leave. Their future is unclear. For at least two years the Israeli government has been holding discussions with the Jewish settlers in nearby Yamit in regard to the compensation they will receive when they abandon their homes, and those discussions are often reported in the public press. But the residents of Canada Camp have had no such discussions with either the Israelis or the Egyptians. Time is running out, and the Canada Camp residents still do not know what the future holds for them. Furthermore, relocating has more than financial implications. There are also the disruptions in family life, removal from friends, neighbors, services, schools and health clinics. It might appear that refugees are practiced at coping with disruptions in their lives because they have been forced to do it so often, but it is never easy. Families do not become uprooted without trauma.

The future of people living in Canada Camp is a concern of many people living on the Gaza Strip, not only those who are directly affected. Families in refugee camps as far away as Beach Camp, for instance, have family or friends living in Canada Camp. People are tense. Preschool Program administrative staff can feel the tension when they talk with preschool teachers and mothers of preschool children. The apprehension and concern are building. What will happen? No one knows. What happens to one group of refugees is a concern to all.

3. Program Implications of Economic Problems

In 1981 the fiscal crises in Israel and the devaluation of the Israeli shekel in relationship to the U.S. dollar resulted in greater

financial pressures on Gaza families. More mothers are working with their husbands in small workshops, thereby laying off the hired worker. More older children are also working in these workshops. In prior years only those mothers who knew they had someone available to care for the children at home (grandmother, grandfather, aunt, older child) would work outside of their homes. But that arrangement was something of a luxury; now for many working has become a necessity.

There are many implications for the Preschool Program resulting in these economic problems. With the mother and older children out of the house early in the morning, often there is no one to prepare breakfast for the younger children, including the kindergarten child. There is no one to get the child ready for school. More and more children are coming to the kindergarten centers hungry, dirty and ill-kempt. In the field of nutrition, the feeding program remains an integral part of the Preschool Program and may be even more important now than before. UNRWA provides a meal which is planned in response to the nutritional needs of children. Teachers are finding that almost all of the children are now eating all of their meal rather than leaving some of it as in times past.

Even with less money available to families, children continue to bring to the center a shekel or two each day to purchase a midmorning snack. Because of the anticipated added nutritional needs of children, the attendants who provide the snacks that can be purchased are being asked to provide only fresh fruit or vegetables rather than the confection or sweet pastry previously available. When items purchased are not easily peeled attendants are instructed about adequate washing of the fruit or vegetable.

The general health of the children is of particular concern to the Preschool Program. Teachers are being instructed to be alert to sores that do not heal and to any unusual coughs or continued runny noses. It is early to say, but it may be that with mothers out of the home longer and more often, child health problems will increase significantly. The usual health check by UNRWA doctors takes place for each child, and any negative results are shared with parents.

Of concern, also, to the Program are the effects of possible parental neglect on the behavior of the child. The Program currently has a university graduate in psychology observing classrooms and working with individual children who have problems. Of course, behavior problems occur without financial pressures, but the likelihood of additional problems occurring is greater now than it has been.

The financial pressures seem also to have affected the mothers' committees. Whereas in the past refugee mothers from a broad scope

of refugee financial statuses attended meetings, of late mothers attending meetings seem to have been those who are financially better off, those that do not have to work outside of the home. If this trend continues, the emphasis of the meetings could change. Affected also might be the general input from mothers into the Program.

4. The Impact of Political Disturbances

In the Gaza Strip during the first half of December there was a general strike. The issues that sparked the strike, which resulted in protests and demonstrations, were the taxes being imposed by the authorities and Palestinian objections to the Camp David Agreements. When such situations occur, school children are usually some of the first to take to the streets. Older children in particular congregate in groups, becoming more excited as they talk together. Eventually the groups move down the streets mostly in or near the camps, becoming larger as they progress.

This last December, during demonstrations linked to the general strike, young people threw rocks at some kindergarten centers with general disregard that younger brothers and sisters might be in those centers. Danger came not only from rocks being thrown, but also from broken roof tiles falling inside the classrooms, rooms which rarely have ceilings. Israeli soldiers usually came rather quickly to the scene of the demonstrations, and then young people dispersed, but not before they had to some extent turned on their own people.

Some parents sent their kindergarten children to the centers throughout the disturbances. Except in a few cases the centers were open, and teachers were on duty, but often a couple of hours after the school day began, older boys came to the centers and compelled the teachers to send the children out of the centers. Arguments by the teachers that the five-year-old children were safer in the centers than in the streets were disregarded. Periodic threats were made to teachers if they hesitated, but in only one instance was a teacher harmed, and that in a minor way only.

Just as the frustrations of Palestinians are not limited to young boys and girls, so the reactions in December were not limited only to school children. Women and men also became involved. As with many expressions of discontent and anger on the part of persons who feel oppressed, the authorities reacted punitively. For example, the authorities required the men in Beit Hancun to come out of their homes in the middle of a cold night and squat silently on the ground for an hour prior to listening to a forty-five minute lecture shouted through a bullhorn by an Israeli official. This action was in response to a demonstration by the women in the community the day before.

The Rafah area was put under curfew for several days on two different occasions during the disturbances. On such occasions no one

can leave the area except for those officials with curfew passes. Two kindergarten teachers who work in Rafah live in other parts of the Strip and were unable to go to their jobs during the curfew. Instead they assisted in other centers near their homes.

Obviously unrest such as is expressed in demonstrations creates an atmosphere in which it is very difficult for a child to study and learn. In such circumstances the greatest service a kindergarten center can offer is to provide a place of safety for its students, a center of normality.

5. Kindergarten Information and Statistics

Detailed information on each kindergarten, including updated field costs on a monthly and annual basis, is attached.

6. Financial Statement for 1981

Attached is the financial statement for the kindergarten program for calendar year 1981.

KINDERGARTEN INFORMATION AND STATISTICS
(as of end of 1981)

Bait Hanoun

Teachers : Intisar Al Sharif (Head Teacher), Wasfia Wisahh, Amneh Odwan.
2 university graduates with the special program.

Attendant : Suhaila Amsha

Classrooms : 3

Average Daily Attendance : 99

Estimated monthly field costs : \$ 3,352

Estimated annual field costs : \$30,170

An agreement has been reached with the Relief Services Department of UNRWA to allow them to use some of the space the kindergarten program had been using in exchange for their taking out an unusable wall in the middle of the play yard and making some repairs to the old building now used for the feeding program.

Bait Hanoun was the first center to complete the white-washing. It was done by a group of six young men, some fathers, the others interested community men, who call themselves "The Volunteer Group of Bait Hanoun." They have been involved in other community improvement projects like building a new room on the activity center, starting sports activities in the village, starting a library and reading room in the young people's club. Two days after completing the white-washing of the kindergarten center they were arrested and put in jail for "political activities." To date no one knows their whereabouts.

Jabalila A

Teachers : Siham Kuzzaz (Head Teacher), Nilma Abu Hassanain, Souad El How.
3 university graduates with the special program.

Attendant : Awad Muslah

Classrooms : 3

Average Daily Attendance : 87

Estimated monthly field costs : \$ 2,946

Estimated annual field costs : \$26,513

In the spring five houses very near the center were demolished by the authorities. With no immediate place to go several families moved into the center compound. The play yard and storage room were full but the attendant and teaching staff were very supportive and scheduled outdoor activities around them until they could be re-settled in the community.

Jabalia B

Teachers : Amneh Thamer (Head Teacher), Zainab Issayed,
1 university graduate with the special program.

Attendant : Zina Al Hirsh

Classrooms : 1

Average Daily Attendance : 47

Estimated monthly field costs : \$ 1,591

Estimated annual field costs : \$14,323

There was particularly good cooperation at this center between the fathers of children and the staff for the white-washing. The attendant and her family all helped with the preparation, white-washing and clean up. Teachers planned well for trips out of the center with the children, studying their environment, during the two days needed to complete the job. It's back to normal now, but certainly with a brighter look. Somehow when you visit this center you get the feeling of a family who enjoy each other and work well together. It's reflected in the children also. It's a relaxed atmosphere, where it feels as if people know what they need to do and do it quietly, efficiently and with pleasure.

Beach A

Teachers : Fawziyya Barakat (Head Teacher), Adiba Halabi,
2 university graduates with the special program.

Attendant : Amneh Hassan

Classrooms : 2

Average Daily Attendance : 72

Estimated monthly field costs : \$ 2,438

Estimated annual field costs : \$21,942

When a visitor walks from the street in this poorer area of Beach Camp, with its miserable and sad appearance, into the compound of Beach A he/she is struck with the pleasant and free atmosphere. The flowers and vegetables grown by the attendant break the endless beige color of the sand, with beautiful green and brightly flowering plants. Then as one walks up the slight incline to the building or even further to the other end of the play yard it's good to turn around and look at where you have been for now you can see beyond the compound walls to the Mediterranean Sea - so beautiful and blue. Being there feels like being in an oasis, away from the dirt and rubbish and the frustrations of the refugee camp.

Best Available Document

Beach 3

Teachers : Fehima Ghoul (Head Teacher), In'am Al Was, Fathia Judda, Wijdan Muhana.
3 university graduates with the special program.

Attendant : Fatma Al Sharaf

Classrooms : 3

Average Daily Attendance : 123

Estimated monthly field costs : \$ 4,165

Estimated annual field costs : \$37,434

The teachers at this center are doing a particularly good job of working with the child and family worker. She finds children with special needs and together they visit homes to talk with the parents and work with them on additional help they might give the child.

It's an interesting combination of teachers at Beach 3. For instance, they all seem unusually creative and imaginative in their presentations of songs and stories. Special ways of presenting information often catch the imagination of children. They enjoy learning and may never forget it. Watching the children play act the story of "Little Red Ridinghood" with Arab clothing - kufia, veil and all - it's obvious everyone is having fun. Dressing in Arab clothing makes the story more real and gives an international flavor to this children's classic.

Shaja'iya

Teachers : Nabila Yaziji (Head Teacher), Aziza Newaf, Yusra Abdel Rahman.
1 university graduate with the special program.

Attendant : Muhammad Musalem

Classrooms : 3

Average Daily Attendance : 75

Estimated monthly field costs : \$ 2,540

Estimated annual field costs : \$22,856.

The white-washing of this center has taken place rather recently. It is such a large building and was in such poor condition that it took more planning and skilled workers than some of the others. There was good cooperation between parents, community people and the attendant in particular.

The attendant is very dedicated to his job and does his work regardless of the odds against him. He lives in Jabalia Camp and must travel to Gaza town where the area called Shaja'iya is located. During the time Jabalia was under curfew in the spring he sneaked out and walked some 5 $\frac{1}{2}$ kilometers around the camp to get to his job. When asked why he took the chance of being caught by the authorities, he said, "The children in Shaja'iya still have to go to school. And I have the keys to the center. No one would have been able to get in." If Muhammad Musalem says he will do something, it's as good as being done.

Bureau A

Teachers : MURMA Abu Shanab (Head Teacher), Amnon Ayesh, Munira Gwaissi, Fatma Yasin.
3 university graduates with the special program.

Attendant : Nayef 'Auda

Classrooms : 3

Average Daily Attendance : 112

Estimated monthly field costs : \$ 3,792

Estimated annual field costs : \$34,132

The white-washing at this center was done quietly but well by parents with the assistance of the attendant. The building looks particularly nice both inside and out.

The one big problem here is the fact that the neighbors feel the center is located on their property. They would like to use the large play yard for growing vegetables and fruit to sell. Obviously using space for children's activities and growing produce are not compatible. Negotiations continue but at the moment it's unclear how the problem will be solved. The head teacher is giving good leadership in a difficult situation.

Bureau B

Teachers : Fathia Abu Al'amana (Head Teacher), Inshazah Kunnail.
2 university graduates with the special program.

Attendant : Aminah Ahmed

Classrooms : 2

Average Daily Attendance : 71

Estimated monthly field costs : \$ 2,404

Estimated annual field costs : \$21,637

The white-washing went well at this center, thanks to the attendant who did an excellent job of cleaning up and preparing the center again for children's use.

Bureau B is located at a crossroad of two rather main streets in Bureau Camp. It is more exposed to happenings in the street. During the demonstrations there was particular concern about the children because just outside the gate sizes were being burned and people were angrily gathering. The kindergarten children remained safe but frightened.

Nusierat A

Teachers : Safia Saadi (Head Teacher), Fathia Hefal, Souad Hajjar,
2 university graduates with the special program.

Attendant : Khader Muhaisen

Classrooms : 2

Average Daily Attendance : 76

Estimated monthly field costs : J 2,573

Estimated annual field costs : J23,161

There has been no solution to the feeding problem. Children still must walk the long distance to the UNRWA feeding center.

During the summer the local YMCA used this center for a very successful program. Volunteers were here from England to work with local leaders to organize activities for camp children five days a week during August.

Nusierat B

Teachers : Fadhana Tawil (Head Teacher), Salma Abu Shamis, Yusra Hajjalawi,
2 university graduates with the special program.

Attendant : Mohammad al Zubaydi

Classrooms : 2

Average Daily Attendance : 97

Estimated monthly field costs : J 3,288

Estimated annual field costs : J29,560

To save on transport costs this year teachers and head teachers were assigned, when possible, to teach in the camp in which they live. Fadhana Tawil became the head teacher at Nusierat B - transferring from being a very successful head teacher at Buzelij A. This year is not the same for her. She is not doing as good a job. Whether it's because she is so close to her family, or she is having family problems this year, or possibly the combination of teachers at this center does not work as well together. It's hard to tell. As sometimes happens, however, someone else makes sure the work gets done. In this case it is Salma Abu Shamis who is quietly and efficiently playing the role of head teacher. And doing it well.

Machazi

Teachers : Hadba Abu Ayesh (head Teacher), Fatma Rifalil,
2 university graduates with the special program.

Attendant : Ahmad Haban

Classrooms : 2

Average Daily Attendance : 73

Estimated monthly field costs : \$ 2,472

Estimated annual field costs : 322,247

Ahmed Rabah is a new attendant with the program, hired this year through the UNRWA hiring system. He is exceptionally good. He works very hard, somehow managing to do what needs to be done. He anticipates problems and works at solving them before they become crucial. Things work around this center because he repairs those little things like faucets, door handles and locks that can be so frustrating when they don't work.

Maghazi center was also used during August by the YMCA for their recreational activities.

Deir El Salah

Teachers : Zainab Najjar (Head Teacher), Taman Abu Mu'aleq, Zuhdia Rabah.
2 university graduates with the special program.

Attendant : Ahmed Abu Sharif

Classrooms : 2

Average Daily Attendance : 72

Estimated monthly field costs : \$ 2,438

Estimated annual field costs : 221,942

The attendant, parents, community people and teachers worked very hard on the white-washing at Deir El salah. They organized it well and did a very good painting job.

Ahmed Abu Sharif, the attendant, takes pride in the play yard and arranges the equipment and his gardens in a very attractive way. He, like Ahmed Rabah at Maghazi, is a real handyman. Things are always repaired and in good working order. It's much easier to do your job at a center when things work!

Khan Yunis

Teachers : Mubina Abdella (Head Teacher), Aziza Owaini, Itaf Da'od, Hafisa Mukhasimar.
3 university graduates with special program.

Attendant : Salah Abu 'Anez

Average Daily Attendance : 123

Estimated monthly field costs : 4,165
 Estimated annual field costs : 50,434

Because this center is near the preparatory schools and the activity center the kindergarten staff had a difficult time during the demonstrations. The big boys tended to run through the play yard on their way to hide somewhere. Often the military followed close behind. People frantically running around or through a kindergarten compound greatly disturbs the younger children. There is also a street just outside the yard which can be plainly seen from the play yard. The tanks and other armored vehicles travelling along it were very frightening to the children. Younger children in the immediate vicinity also became frightened and ran into the center compound for safety. Teachers took them in and quieted them until the street was safer and then took them home or found an older brother or sister to do so.

Rafah A

Teachers : Fatma Awad (Head Teacher), Fatma Abu Issa, Sinam Jiridli.
 2 university graduates with the special program.

Attendant : Nuzha 'Afaneh

Classrooms : 2

Average Daily Attendance : 69

Estimated monthly field costs : \$ 2,336
 Estimated annual field costs : 28,028

Rafah had particular problems during the demonstrations because the entire town was under curfew for several days on two occasions. Teachers were extremely concerned for the children and for one of the teachers who was pregnant. They were, understandably, also concerned about their own children because schools were closed and children were on the streets. Because of the curfew Fatma Awad could not get into Rafah for work so she assisted in the Shaja'iyah center until the curfew was lifted. Even before curfew was imposed it was difficult to get in or out because of the road-blocks and people in the streets.

Rafah B

Teachers : Haljeh Qandil (Head Teacher), Amnah Abu Ghali.
 1 university graduate with the special program.

Attendant : Fawziyeh Akhzas

Classrooms : 1

Average Daily Attendance : 55

Estimated monthly field costs : \$ 1,862
 Estimated annual field costs : 22,344

Also this center had particular problems during the demonstrations. A young community boy was killed during that time and he happened to live very near Nafan U. After that many more people filled the streets, with demonstrations by women as well as school classmates of the boy. The large clear area in front of the center became crowded with community and military people. Armoured vehicles were nearby, seemingly ready for action. It looked like a battle ready to begin. Comforting children was very difficult for they crouched in corners at the center, almost too frightened to come out.

PRE-SCHOOL TEACHING PROGRAMS

KINDERGARTEN PROGRAMS

NAME OF CENTER	ACCOM.	NO. OF CLASSES	AVERAGE NO. OF PUPILS (REGISTERED)		TOTAL REGISTERED	AVERAGE DAILY ATTENDANCE (ADA)	PERCENT OF ADA	TOTAL NUMBER OF PUPILS			TEACHER/CHILD RATIO	CONTRACTING
			BOYS	GIRLS				HEAD TEACHER	TEACHER	SCHOOL ATTENDANT		
Bait Mamon	J	3	39	77	216	210	95%	1	2	1	1 : 38.6	3
Jabalina "A"	A	2	51	46	97	90	92%	1	2	1	1 : 32.3	3
Jabalina "B"	A	1	31	38	49	45	92%	1	1	1	1 : 24.5	1
Beach "A"	A	2	30	82	72	65	90%	1	1	1	1 : 30.00	2
Beach "B"	A	3	72	88	120	112	93%	1	3	1	1 : 38.00	3
Shaja'iya	B	2	54	23	77	74	96%	1	2	1	1 : 25.6	2
Buceij "A"	A	3	62	52	114	105	92%	1	3	1	1 : 28.5	3
Buceij "B"	A	2	44	27	71	70	99%	1	1	1	1 : 35.5	2
Musirat "A"	A	2	41	39	80	78	97%	1	2	1	1 : 26.6	2
Musirat "B"	A	2	37	86	83	75	90%	1	2	1	1 : 27.6	2
Napuzi	B	2	38	39	73	70	96%	1	1	1	1 : 36.5	2
Imat El-Balat	A	2	36	39	75	67	89%	1	1	1	1 : 37.5	2
Shaw Yemin	A	3	63	53	116	110	95%	1	3	1	1 : 29.00	3
Kafah "A"	A	2	32	30	72	67	93%	1	2	1	1 : 24.00	2
Kafah "B"	A	1	30	18	48	46	96%	1	1	1	1 : 24.00	1
			656	587	1263		93.6	13	21	15	AVER 30.4	

(A) Agency Building, (B) Hospital/Prison, (C) Town Council

SCHOOL YEAR 1981-1982
October 15, 1981

ED/113

15 January 1981

To : Director of Education
 From : Senior Programme Officer & Asst. to DE
 Subject : Report on Visit to Gaza

1. My schedule was as follows :

Saturday 10 January 1981 : (a) Discussions at Field Office with O/C Education Department (Mr. Hillis) and with DUC/G.

(b) Transfer to old Field Office compound to meet pre-school staff and have discussions with Pre-School Programme Officer and Asst. Pre-School Programme Officer.

(c) Visit to Beach "A" and Beach "B" pre-school centers to observe their operation.

(d) Return to Field Office for discussions with education staff.

Sunday 11 January 1981 :

(a) Proceeded direct to Middle Camps and visited four pre-school centers to observe their operation - Nuseirat "A" and "B", El Bureij "A" and "B".

(b) Returned to Field Office - attended meeting of O/C Education Department with FAD on advertisement of Head EDC and Asst. Head EDC.

Monday 12 January 1981.

(a) Proceeded direct to Rafah and visited Rafah "A" and "B" pre-school centers.

(b) Returned to Gaza for meeting with Redde Barnen representative (Mr. McDowell) and Pre-School staff.

(c) Moved to Field Office for discussions with O/C Education Department.

(d) Brief meeting with Principal, VTC.

2. Description of and Comments on Pre-School Programme & Centers.

(a) Each classroom in each center is arranged in such a way that the class is divided into four groups for the following activities :

- pre-reading or pre-maths,
- art and craft,
- free play,
- dolls house or book corner.

Such an arrangement center for the short attention span of the young

children and enables the large number of pupils in each class to be divided into manageable groups. Each group spends about 20 minutes on one activity, then the groups change to another activity. On an average, three teachers including the headteacher are present for every two classes. At recess time (15 minutes), the children go to the playground for play activities which are directed by the teachers.

(b) Since all the pre school children (with a few exceptions) come within the UNRWA feeding programme, provision is made for the children to break for their UNRWA - provided meal. Depending on both the facilities at the pre-school center and the proximity of the pre-school to the nearest feeding center, the meal is taken either at the school or the feeding center. In either case the pre-school teachers are fully involved in the control and transit arrangements of the pre-school children,

(c) The classrooms are well provided with a multiplicity of charts, cards, sheets with designs, and toys and models, paints and brushes, glue, crayons etc. for the various activities, the charts, cards and design sheets are prepared in advance of the lessons by the teachers, either at home or in after-school workshops. With children of pre-school age, much of the instruction has to be through illustrations of various kinds and simple activities such as painting, drawing, pasting etc., and consequently there has to be a ready supply of the necessary materials. All the pre-school classes were well provided for in this respect.

(d) The furniture in the classrooms and the equipment in the playgrounds is appropriate in design and function and mostly adequate in quantity. One playground (Rafah "B" pre-school center) suffered from the following defects which the staff are trying to eradicate :

- an open drain flowing into the playground,
- a number of citrus and olive trees which restrict the playing area and create an injury - hazard for the children,
- a thoroughfare for nearby camp residents,
- as a receptacle for rubbish thrown from adjacent and overlooking refugee shelters.

(e) The three supervisors' responsibilities are divided as follows : one has responsibilities for pre-reading and maths, one for art and craft, and one for music and environment (including directed play activities). As with our supervisors, the pre-school supervisors spend most of their time visiting teachers to observe their lessons and to give guidance to them. They prepare evaluations of teachers' performance and hold evaluation sessions with them. The supervisors are also involved in in-service training activities and also spend some time in preparing teaching learning materials, especially adapting and translating imported instructional materials, supplied by the AFSC.

...../3

(f) I was impressed by the pre-school centers I visited. They were well organized for the activities they carried out and were well provided for in terms of the teaching/learning aids and other instructional materials needed. The teachers I observed seemed active and enthusiastic. In most cases, the numbers of pupils in each class were over-large for optimum learning and control - a situation which, unfortunately, is all too common in our system.

... (g) As regards the pre-school curriculum (see copy enclosed), I offer no technical comments as I am not specialized in this area of education, except that it seems an appropriate and common sense curriculum for pre-school children.

(h) with reference to UNRWA's take-over the pre-school programme from the AFSC, I discussed several points of the co-ordination on admin. and educational matters, first with DUC/G and later with the Pre-School Program Officer (Mrs Cheal). To the latter, I made some suggestions about points of co-ordination, especially about seeking the advice of Admin. Asst. (Mr. Nasr) on the details of registering and ordering school furniture and supplies. I came away with the impression that some previous points of difference and misunderstanding were no longer at issue, and that the "take-over" was now working reasonably well.

J. H. Clark

JHC/sk

between

THE UNITED NATIONS RELIEF AND WORKS AGENCY FOR
PALESTINE REFUGEES IN THE NEAR EAST
and
THE AMERICAN FRIENDS SERVICE COMMITTEE

WHEREAS the United Nations Relief and Works Agency for Palestine Refugees in the Near East (hereinafter referred to as the Agency and whose address is Vienna International Centre, P.O. Box 700, A-1400, Vienna, Austria) is desirous of continuing the existing pre-school programme for refugee children in the Gaza Strip (hereinafter referred to as the programme) subject always to the terms and conditions of its mandate from the United Nations General Assembly; and

WHEREAS the American Friends Service Committee (hereinafter referred to as the AFSC and whose headquarters address is 1501 Cherry Street, Philadelphia, Pennsylvania, 19102, USA) has been cooperating with the Agency since 1969 in providing the programme and is desirous of continuing this cooperation; and

WHEREAS the Agency and the AFSC recognize the value of the programme to the refugees in the Gaza Strip:

NOW, THEREFORE, THE AGENCY AND THE AFSC DO HEREBY AGREE AS FOLLOWS:-

1. This agreement supersedes all previous agreements, and amendments or extensions thereto, between the Agency and the AFSC relating to the programme and shall take effect on 1 September 1980.
2. The programme consists of pre-school activity centres for five-year-old Palestine refugee children and an ancillary home headstart education programme for four-year-old refugee children.
3. The size and the content of the programme shall be the subject of prior consultation between the Agency and the AFSC, and the Agency shall make no substantial changes therein without prior agreement with the AFSC.
4. On 1 September 1980 the AFSC shall turn over to the Agency, for use in the programme, all premises, furniture, equipment, vehicles, supplies and other property held and used by it for the programme, and all such items as are not already Agency property (or owned by a third party) shall on that date become Agency property, provided that any supplies still usable in the programme shall be valued at cost to the Agency and considered as part of AFSC's financing of the programme after 31 August 1980 in accordance with para 5 following. If this agreement is terminated in accordance with paragraph 14 below and the programme thereafter administered under other mutually agreed

auspices, the Agency shall thereupon transfer to the new administration of the programme, to the extent practicable and subject to normal wear and tear, such property as may have been acquired by it in accordance with the foregoing provisions.

5. The AFSC shall pay all the expenses in connection with the programme during the period 1 September 1980 to 31 December 1981 and, assuming continuing satisfactory operation of the programme, shall use its best efforts to raise and provide funds to cover all the expenses of the programme for the calendar year 1982, 1983 and 1984. In the event that funds available from AFSC do not cover all the expenses for 1982, 1983, or 1984, the programme will be adjusted to conform to available funds in a manner agreed between the Agency and the AFSC. The AFSC understands that, if no such funds are available, the Agency will have no choice but, with the utmost reluctance, to cease its commitment to the programme.

6. The Agency, after prior consultation with the AFSC, shall submit to the AFSC an annual budget for the programme. It shall subsequently provide four-monthly estimates of expenditure which shall to the extent possible conform to the annual budget but which will also necessarily take into account any unforeseen increase/decrease in costs (e.g. increases in staff costs through inflation). The AFSC shall thereupon make advances to the Agency equal to the four-monthly projections. In the event that there are major unforeseen increases during any budget year and that the AFSC does not have funds to meet those increases, the programme may have to be adjusted in a manner agreed between the Agency and the AFSC.

7. Staff costs, utilities, consumable supplies, ordinary maintenance of premises and furniture, equipment and vehicles, and other normal recurrent costs shall be provided for in accordance with the Agency's standards; but costs for extraordinary maintenance of premises or for additional or replacement furniture, equipment, vehicles or other capital items shall be incurred only with the prior agreement of AFSC. Similarly, manning table posts additional to those established on 1 September 1980 may be established only with the prior agreement of AFSC, having in mind para 3 above.

8. The Agency shall provide financial statements of income and expenditure for the project as of 30 April, 31 August and 31 December each year, and any excess of funds previously provided by AFSC for each four-month period shall be offset against the amount payable for the following period, while any deficit of funds shall be added thereto.

9. The Agency shall also provide programme reports at mutually agreed intervals.

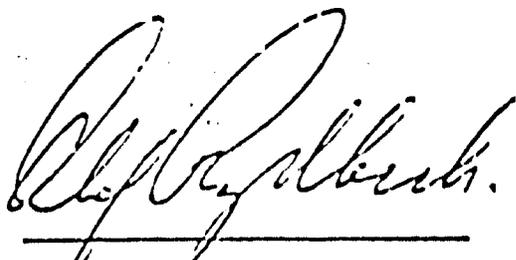
10. The Agency shall be responsible for the staffing of the programme and for the procurement of all required premises, supplies, furniture, equipment, vehicles and other goods or services.

11. With effect from 31 August 1980, AFSC shall terminate the employment of all persons employed by it in the programme and arrange to discharge its obligations to such employees under existing AFSC benefit plans. All AFSC employees in the programme whose AFSC employment is terminated on 31 August 1980 shall be offered employment by the Agency with effect from 1 September 1980 under terms and conditions governed by the Agency's area staff regulations and rules, which may be amended from time to time. Except for maternity leave entitlements, former service with the AFSC shall not be recognized as qualifying Agency service for purposes of establishing entitlements based on length of service.

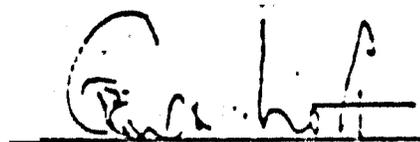
12. All former employees of AFSC employed by the Agency on 1 September 1980 shall be classified and graded in accordance with the applicable Agency staff rules and regulations for area staff members, provided that each such employee's rate of salary shall not be less than that being paid to him/her as of 31 August 1980. Staff members appointed after 1 September 1980 shall be classified and graded by the Agency in accordance with its applicable rules.

13. Fees, in amounts agreed between AFSC and the Agency, shall be collected from the parents of the children participating in the programme. Such fees shall be credited to the Agency's accounts for the programme and consequently serve to reduce the net amount of expenditure to be met by AFSC under para 5 above.

14. This agreement may be terminated by the Agency or the AFSC by notice in writing to the other party. Such notice shall be served by registered mail and the termination will be effective three calendar months from the last day of the month in which the notice is mailed.



Olof Rydbeck
Commissioner-General
United Nations Relief and
Works Agency for Palestine
Refugees in the Near East



George Loft, Special Representative
International Programs
on behalf of Asia Bennett
Executive Secretary
American Friends Service Committee

Date: 22/8 1980

Date: 22 August 1980