

Od: spinka.marek (spinka.marek@vuzv.cz)
Předmět: JHP - novinky od Rogera; projekt od Civitas
5. 1. 2013, 16:10:15

Milí přátelé,

Posílám tři poslední informační e-maily od Rogera, slepené v jednom souboru (uvedeny níže). Jak píše Roger, **umístování absolventů počítačové třídy do praxí** se díky velikému a vynalézavému úsilí Saritha daří. To je nesmírně důležité, protože pomoci mladým lidem k dobrému zdroji obživy a tím otevření možností v životě je hlavní smyslem práce školy.

V tom nejčerstvějším mailu ze včerejška najdete také Rogerovo vysvětlení k druhému přiloženému dokumentu (viz příloha o několik stránek níže), tedy **popisu práce zaměstnanců školy** vypracovanému Ann, tj Rogerovou družkou. Ann už druhým měsícem v Puoku přebývá, organizuje založení zahrady a přispívá ke konsolidaci chodu školy. Po umístění absolventů je a bude v následujících měsících nejdůležitějším krokem ustálit provoz školy tak, aby bylo schopná zvát návštěvníky a tím otevřít důležitý zdroj k větší soběstačnosti.

Jako třetí příkládám projekt podaný občanským sdružením Civitas per populi (jehož předsedou je Michael Pondělíček – Bohouš) na rozvoj školy v příštím roce. Jaké jsou šance na jeho získání není momentálně zřejmé.

Tolik ve stručnosti
Marek

From: spinka.marek [mailto:spinka.marek@vuzv.cz]
Sent: Sunday, January 06, 2013 11:59 PM
Subject: JHP developments

Dear Roger

Dear everyone

It is very encouraging to hear that the majority of the computer class students are now in internships – this is a real achievement! We hope that the internships will lead into full jobs for many of them – and in this way the goal of the education at the JHP school will be achieved. It is a wonderful feeling that in less than two years after we first came in contact, the first results of our common efforts are already on the near horizon.

We are aware that there is a tremendous amount of work behind this development. We thank especially the duo of Sarith and Roger for their his leading spirit and unceasing activity in pushing the school the next step. We are very grateful to all the people in Cambodia who are contributing in so many important ways to the development and running of the school, including Mr. Sophat the principal, Mr. Sok Na and Mr. Chea Sopheat the teachers. Our big Thank you also goes to Cambodian School Project -the financial contributions of CSP, the supply of equipment and the personal engagement including the on site training have been crucial for the school development during the first year of its existence. We here in Czechia are happy that we were able to collaborate, mainly through our financial contributions, with all of you for the good of the current and future students of the JHP school.

Here in Prague, the main event during fall and around Christmas has been the outdoor exhibition of photos of Cambodian students. The exhibition got wide publicity, especially due to the efforts of

Marketa who was the main author and organizer of the exhibition. About 250 of prints of the photos have been sold so far and these sales will contribute to our funds to support the school in Puok.

We are looking forward to work together in 2013. As Roger has written several times, it is important that the JHP school will gradually develop a higher degree of self-sufficiency, both in terms of the finances and also in the governance. The garden and visitors should become two sources of stable income, and we value very much what Ann has done for starting of the garden and in defining the jobs at the school so that it is ready to receive visitors. We trust that as soon as the big job with placing of the students into internships subsidies, the work of setting up a local board will continue. We keep our fingers crossed for the project that Michael and Vladimira submitted to the Czech embassy in Bangkok – if successful, it will give a boost to the infrastructure at the school.

Dana and myself will visit JHP school in the second half of February, so we will be able to see the progress and discuss the needs on spot. We look forward to meet Sarith, the staff and the students in Puok!

Best regards,
Marek

From: rgarms tds.net [mailto:rgarms@tds.net]
Sent: Friday, January 04, 2013 5:11 PM
To: Badger Quest; Kak; Ann Garden; ktgarden@chorus.net; Sathin Ouk; Sarith Ou; SteveCathey Strange; Tom Watson; grayw tds.net; spinka.marek
Subject: JHP Job Descriptions

Hi everyone,

As responsibilities have multiplied at JHP, we no longer can rely on Sarith to do everything - there is just too much to do. this will be obvious as you look over the attached job descriptions. It is now clear that our principal and teachers are competent and motivated and ready to take on more responsibility. The following is an attempt to spread out responsibility and clarify who is to do what. It is a draft.

In addition to spreading out the work, a second purpose of job descriptions is to institutionalize certain needed changes. Now that shelves are up and trash cans on site, we must have daily cleaning and pick-up. If we are to be a top-notch school, we just cannot have trash strewn about or things not put away. This must be supervised by someone who is there every day, not Sarith. This holds true for other tasks as well. If we are to get the best meals from the garden, planning and supervision has to be done by the gardener and the cook who are there every day. Sarith can monitor whether these jobs are getting done, but cannot be there every day to personally supervise the doing of them. We need to develop our staff.

These ideas are from Ann, who has been involved and observing the operation for the past month. We have both talked to Sarith about them and I think the general concept makes sense to the three of us, although we have not gotten down to details. We would like to know what you all think, and if you are on board, get down to details with the people on site before Ann leaves.

Regards,
Roger

From: rgarms tds.net [mailto:rgarms@tds.net]

Sent: Thursday, January 03, 2013 3:37 PM

To: Badger Quest; Kak; ktgarden@chorus.net; Sathin Ouk; Sarith Ou; SteveCathey Strange; Tom Watson; grayw tds.net; spinka.marek; Ann Garden

Subject: Tech School Update

Hi everyone,

Sarith has now placed 17 of the graduating students in internships. We hope most of these will lead to jobs. The students are living in a house he rented in Siem Reap, very proud of their independence and the improvements they have made there. Sarith and teachers stop by, and Sok Na (computer teacher and gardener) spent a night there earlier this week. So far, this support and support at the work place seems to be working. Sarith has done a really great job on this.

Teri remains very ill and in hospital. Her sister is with her and we are providing food for them. Sarith says she seems slightly better. Sophat is out of hospital and doing considerably better.

The carpenter is constructing shelves and will start on the fence when they are done. Some progress is being made in cleaning up inside and outside, and in establishing routines of putting things away and having storage for everything. Ann is in the process of writing job descriptions for keeping the place better cared for, keeping the gardens growing, etc. I will put these into a draft and send it to you all later in the week. This is a plan to help solve the administrative problems that Ann's visit so clearly revealed. this will be an ongoing process, of course, so this is just a first effort.

Nikki is there, with volunteers. Ann will be meeting with her today. We hope she can begin to put together a JHP Skola Brochure we can use to invite tourists to visit. Having placed many interns, this is the next challenge - local funding.

Cheers,

Roger

From: rgarms tds.net [mailto:rgarms@tds.net]

Sent: Saturday, December 29, 2012 6:28 PM

To: Badger Quest; Kak; ktgarden@chorus.net; Sathin Ouk; Sarith Ou; SteveCathey Strange; Roman Garms; grayw tds.net; Mary L. Grow; Ann Garden; Susan O'Leary; spinka.marek; Vladimíra Šilhánková

Subject: CSP Update

Hi everyone,

Hope you all had a good 2012. Best wishes for an excellent 2013! Ann has been at JHP Skola for more than 4 weeks and has almost that much to go, so it is a good time to catch everyone up on progress there.

Her focus has been primarily the garden. This is slow - the fill used to raise the lot above the flooding was all clay, in which nothing will grow. To make a garden bed, the clay must be dug out and replaced with dirt, which also has to be hauled in. Ann has a small crew that works a few hours every school day. They have made beds and planted eggplants, garlic, ginger, long beans, shallots and several varieties of squash. This is in addition to the water spinach and bok choy already growing there. They also started a mushroom project and put in 50 papaya trees (the earlier planted ones were over watered, an outcome of not having good

garden supervision). There will be some more vegetable beds put in and sunflowers will be grown to use as chicken feed.

The biggest management concern is how this will be maintained after Ann is gone. Sarith is way too busy to be there every day and we need supervision there every day. So, Ann made a deal with Sok Na, the computer teacher (and ex farm boy) to manage the garden in 2013. As for recompense, we will pay for a computer repair class he wants to take (\$200) and have loaned him \$600 to buy a moto. For every month he works, we will subtract \$50 from the loan. We used our own money, including paying Ann's crew, so don't worry about us making loans or employing people as a project. I just got an email from Sok Na and he totally gets the idea. He said he is happy help make this a "green" school. There is still some work to be done to get Sophat behind this change and make sure there is only one garden supervisor, but Ann is on the case.

Ann and Sok Na just finished the last course of brick for the compost bin. It will have a tin roof and he will make a bamboo front which can be secured so wandering dogs cannot get in. Soon, we will have compost, and Sok Na knows how to use it! The carpenter has yet to show up to build the chicken coop, but he's been there before and is really good, Ann says, worth waiting for. Fortunately, Pean has not yet gotten our chickens, which hopefully will not come until they have a place to roost. It is still mucky there, so the big excavation of the ponds and use of that fill and the scraped off topsoil is yet to come. I hope Ann will be there for that but if not, the plans are clear.

As for the building, the same tardy carpenter will install shelves to bring some order to the chaos. Ann bought garbage cans and we hope to change the culture at the school to be more organized and neat. One sad and serious complication is that Sophat has been very ill, in and out of the hospital with chills and fever. Teri, the sewing girl/sewing student who has also been ill is now in hospital in Siem Reap. Sarith and I have been paying hospital bills, fortunately nothing like the costs for hospitalization here.

I have held off sending money until Sarith gets the excavation done and spends down the money he has on hand. This is because we do not have good accounting on site and if we send funding for too many projects it is too hard for me and him to keep track of. Sarith is sending me a list of his expenses so we can keep up with what is going on.

We have had some more visitors at Poum Steung this week, a nice family from Denver.

Larry, a retired engineer from Arizona has been volunteering. Nikki and crew will be there soon, as will Claude and his preventive health team from Edgewood. Then Marek will be coming in Feb., so Sarith has lots of coordinating to do. He has placed four interns in the printing plant in Siem Reap (not Phnom Penh as I said earlier). He has rented a large house (\$110/mo.) to house all the interns we place in town. The guy working on internship placements has delivered so far, he says.

Best regards,

Roger

Přiloha

Draft of JOB DESCRIPTIONS FOR J.H.P. SKOLA

Now that we have graduated a class, placed many interns and are beginning to have visitors, there is a great deal more to do to run JHP Skola. The purpose of these job descriptions is to assign these increased responsibilities to the people most suited to them and to set up a 'chain of command' to solve problems as they arise.

Glorious Leader: This is the school administrator who is responsible for the whole operation: Sarith. Other administrators can ask him for help, advice, etc., but they are responsible for their own areas of responsibility. He will interface with the CSP Board, make deposits and withdrawals, assign someone to keep books.

- A: Fiscal – Develop a budget, send requests to funders, get bids, disburse funds, supervise contracted work, insure adequate financing for planned projects, provide spread sheets of expenses.
- B. Students – Provide outside school services of recruiting students, placing them in internships, following up on placements, insure safety, adequate housing and food for interns, evaluate employer feedback and employer needs in Siem Reap area to adjust curriculum as needed.
- C. Visitors – Develop a tour of the school and meal there (may add visit to Silk Farm), place brochures advertising this tour in hotels, train students and teachers to show Visitors around and explain our mission, meet with volunteers and insure they have adequate resources.

School Principal: This person, Sophat, is responsible for the students and the operation of the school itself. He can provide administrative back-up when Sarith is gone and advice and support to the teachers and students.

- A. Recruit – Identify potential students by talking with school principals, talk to parents, explain rules and responsibilities, respond to complaints.
- B. Oversee – Check on student progress, identify problems, counsel students, meet with teachers and Sarith so everyone is informed, identify future needs, keep Roger and the board informed.
- C. Appearance – Cleanliness and neatness at the school are extremely important to entertain visitors and ask them for funding. The school grounds and rooms, the kitchen and bathroom and the house will have to be cleaned and checked every day. Students can do the cleaning, but the principal must check this every day.
- D. Maintenance – Immediately fix or report system failures in the buildings.

Garden Supervisor: Producing organic food and feeding our students is central to our long-term sustainability plan. The garden supervisor, Sok Na, will be planning and construction beds, maintaining them once planted and will supervise our students who will work the garden. He will work with the food supervisor to grow what is needed.

- A. Planning – determine food needs, determine best plants to grow in our

garden space, draw up a site plan, buy seeds and plants.

- B. Soil Improvement: cover crops, adding sand, making compost, using E.M. setting up irrigation, assigning tasks to students.
- C. Gardening – Planting, using mulch, watering, rotating crops, using bokashi, Composting, fertilizing, supervising student gardeners.
- D. Coordinate - with Sophat, Sarith, Tsa and Ann to insure adequate support and continued progress in organic food production.

Food Coordinator: This person, our sewing teacher, is also a professional cook. He will plan a healthy diet for students, work with Sok Na to get good food to the table.

- A. Selection – Assist Sok Na in garden planning, selecting and finding seeds. Publish a weekly menu, shop for food as needed.
- B. Preparation – Supervise students in food selection, harvesting, preparing and cooking. Supervise clean-up afterward.
- C. Visitors – Plan menu and supervise meal preparation for visitors and volunteers. Train students as waiters and cooks.

Unassigned but important duties: Keeping the books in the form of a spread sheet. Determining the availability of funding for each project. Supervising volunteers, conducting visits.

It would likely be helpful if people could come to us directly for ongoing support for certain projects, only needing to go through Sarith if there was a change in plans or an unsolvable problem at their level. This needs to be discussed.