



10.

Life Guides Job Description and Training

A Life Guide must have the ability to:

- Clearly communicate with principals, teachers and parents of any school in their area of operation.
- Relate well with people of different backgrounds and beliefs.
- Solve problems and resolve conflict.
- To get involved in community activities.
- Easily adapt to social requirements within respective communities.

Responsibilities:

- Support teachers in identifying and referring to learners that need special attention with regards to any aspect of life.
- Establish a relationship of trust with the teachers, parents and learners and network with specialists from the community.
- Launch a support and enrichment program within the school to cater to the school community.
- Establish, mentor and assist a committee of learners that will help organize all events and become peer mentors to a forum.
- Gain support and input from the community ministries, churches and individuals.
- Analyze the current need in the school and area to establish criteria for organizations with which partnerships must be established.
- Assemble support teams.
- Equip and motivate the community and school leaders.
- Communicate regularly with the support teams.
- Build a strong relationship with the community members, learners, teachers and support teams.
- Organize, facilitate and implement training, discipleship and prayer sessions.
- Monitor & evaluate the implementation of the Pym61 operational flow chart.
- Establish a value-based culture in the community/school with the main Unashamedly Ethical Values as a foundation.
- Constantly keep a finger on the pulse for needs from the teachers as well as the learners.
- Implement a prayer culture.
- See to it that monthly newsletters or feedback is given to the Operations support manager who will in return

- give feedback to:
 - School
 - Parents
 - Sponsors
 - Community
 - Unashamedly ethical partners.
- Liaise with community and support team representatives for ongoing input strategies and support.

Formal training will consist of:

Phase 1 / Year 1

Life Guides will be trained in the following aspects

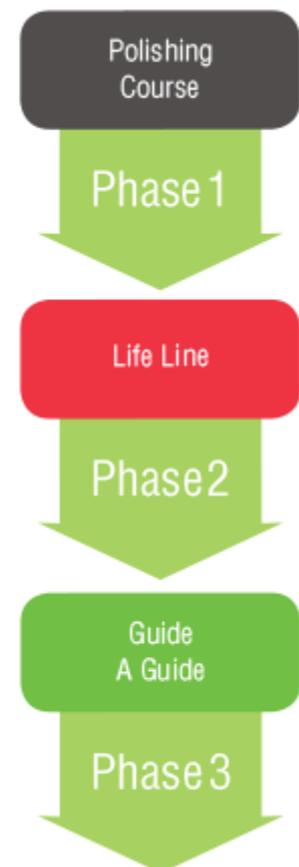
- Basic South African schools act
- Character education facilitation
- Identity enhancement courses
- Project management
- Conflict resolution skills
- Communication skills
- Spiritual mentoring and disciplining
- Lay counselling
- Pym61 training
- Team building
- Leadership identification and development

Phase 2 / Year 2

- The custom programme for each individual Life Guide
- The custom programme for each individual community and school
- Spiritual input
- Peer counselling
- Intensive mentoring

Phase 3 / Year 3

- Equip Life Guides for training in Phase 1 and Phase 2





Training and development

Life Guides will be trained, mentored and assisted daily via the “Lifeline” that is set up by PYM61 mentors. This lifeline consists of something very simple, but hugely effective: LIVING LIFE TOGETHER. They will purposefully be encouraged to talk about struggles and victories weekly with each other and mentors.

11.

Measurements of Outcomes

Because each community and school are a unique living organism it is important for us to have our finger on the pulse without missing a beat, therefore the effectiveness of the PYM61 project will continually be measured in a formal as well as an informal structure.

The following informal methods will be used to measure whether the outcomes have been reached:

Source	How to get information
They tell you or third party tells us	Record casual feedback. Questionnaire. Interviews. Leadership meetings. Diaries. Visual evaluation tools.
We see behaviour change	Observation notes. Witness statements. Case studies.
Records	Attendance sheets. Records of activities.
Hard evidence	Comparing and tracking statistics.
Assessment	Awards. Tests. Quizzes. Quality Standards. Qualifications. Badges. Rating scales.

KPI's:

Our program will be very flexible to accommodate the unique needs of every school and community. As can be seen in the illustration below we plan to roll out the project over a three-year period, with specific goals set out for each year to cultivate an effective in-depth solution that can become deep enough to initiate lasting change.