Camara Education is an international education organisation dedicated to delivering real impact through technology by inspiring and empowering a young generation to improve their own life opportunities.

**Mission**
Camara's mission is to transform education using technology to empower disadvantaged students.

**Vision**
Our vision is a world-class, technology-enabled education accessible to all.

**Our Values**

**Committed**
We deliver results

**Collaborative**
We achieve more by working together

**Caring**
We care for our people and those we serve

**Creative**
We innovate to solve problems
Global Theory of Change

Learners are experiencing greater life opportunities resulting from improved education and learning outcomes. Outcomes include transitioning to employment or next stages of education, reducing dropout and truancy from education, increasing 21st century skills, literacy and numeracy skills.

<table>
<thead>
<tr>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Global</strong></td>
</tr>
<tr>
<td><strong>Theory of Change</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>The long term change we support</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learners experience improvement in their skill levels, attitudes and practices. This is reflected in their improved performance in their area of study or learning.</td>
</tr>
<tr>
<td>Educators are transforming learning environments through infusing ICT into their teaching, learning and assessment practices.</td>
</tr>
<tr>
<td>Leaders are change agents in their organisations, driving their institutions improved quality and performance standards through ICT</td>
</tr>
<tr>
<td>Government and civil society actors in formal and non-formal education are inspiring and acting to sustain and scale ICT enabled change in the education system</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>The results of our work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learners have access to awareness and knowledge of ICT learning resources and tools.</td>
</tr>
<tr>
<td>Educators apply their knowledge, skills and confidence in ICT in their daily teaching, learning and assessment practices</td>
</tr>
<tr>
<td>Leaders are empowered to lead organisational change through ICT Integration</td>
</tr>
<tr>
<td>Government and civil society actors are empowered to implement ICT focused education pollicies, strategies and frameworks</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Our Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hardware</td>
</tr>
<tr>
<td>Software</td>
</tr>
<tr>
<td>Warmware</td>
</tr>
</tbody>
</table>
Committed  Collaborative  Caring  Creative

Our impact since 2005

2,400,000
Learners Impacted

38,700
Trained Educators

7,000
E-learning Centres

100,000
Computers in Schools
Taking measures to ensure sustainability
Teacher skills in a connected world

- Same subject, same object
- Changes & tensions

Mediating Tools
- Internet & web-based courses
- Courses in local languages

Subject
- Educators

Object → Teacher Development
- Increased access to CPD

Rules
- Institutional rules
- Country CPD policies
- Cross-border educational policies

Community
- Educators
- Education institutions (local and global)

Division of Labour
- Course designers
- Education institutions (local and global)
## Thinking outside the box

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Course relevance:</td>
<td>Real needs of a teacher (tailoring)</td>
</tr>
<tr>
<td>Time constraint:</td>
<td>Self-paced micro-courses (2h)</td>
</tr>
<tr>
<td>Lack of access:</td>
<td>Mobile Application</td>
</tr>
<tr>
<td>Financial constraint:</td>
<td>Low-cost (affordable)</td>
</tr>
<tr>
<td>Teacher attrition:</td>
<td>Entry point for upskilling new teachers</td>
</tr>
<tr>
<td>Engagement:</td>
<td>Discussion, videos, activities, reference</td>
</tr>
<tr>
<td>Impact:</td>
<td>Possibility to measure our impact</td>
</tr>
</tbody>
</table>
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Needs-driven solution

Welcome to Camara Learning Academy!
Course design

Dick & Carey Instructional Design Model

ICT enhanced Teacher Development
Microsites

Features

Insights

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CLA Mobile

Features

Mobile Payment System

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From learning to success

**Launch**

The CLA is launched and piloted in Tanzania (blended approach)

2016

**2016-17**

Number of teachers who have enrolled to the free courses on the CLA

721

**Nov 2017**

Number of teachers who have enrolled to 1 paid-for micro-course (online)

220+

**2018**

Number of micro-courses to be launched in Kenya in 2018

20+
Teacher’s experience

- 1st time taking online course
- 1st experience with this type of training delivery
- Self-paced course
- From home, eLearning Centres, Community hotspot
- Blended approach for beginners
- Fully virtual for others
- Attrition rates
Learning Gains of All Teachers Who Fully Completed the Pre- and Post-Test

<table>
<thead>
<tr>
<th>Pre- and post-test results comparison</th>
<th>Pre-test</th>
<th>Post-test</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average score</td>
<td>69%</td>
<td>87%</td>
</tr>
<tr>
<td>Median</td>
<td>74%</td>
<td>85%</td>
</tr>
</tbody>
</table>

Teacher Attrition

<table>
<thead>
<tr>
<th></th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fully Completed</td>
<td>21%</td>
</tr>
<tr>
<td>Partially Completed</td>
<td>24%</td>
</tr>
<tr>
<td>Not Started*</td>
<td>55%</td>
</tr>
</tbody>
</table>
This course is of high standard.
The course was very good and explanations were very clear.
In this course, I have been able to learn practically, a situation that builds more memory in my brain.
I have acquired competence and confidence in presenting my lesson during teaching.
The training is very nice for all teachers with regards to their profession.
I have learned many things in this course, such as how to prepare a nice and effective presentation, how to create and design slides, and include pictures and videos.
This course has given me the courage and confidence to use presentation.
It is nice and will help me to prepare my daily teaching and learning activities.
The methodology implied is very nice.
**Feedback**

Teachers Perspective on the Impact Micro-Course

- **Relevance of the course content**: 83%
- **Time taken to complete the course being mindful of the content covered**: 78%
- **Cost of the course**: 89%
- **Organization of the course (There was a good mixture of explanation and practice)**: 86%
- **The videos were clear and helpful when explaining new skills**: 87%

*Very good* | *Good* | *Neutral* | *Poor* | *Very poor*
Courses at a glance, in 2018

- Basics of ICT
- Creating gradebooks for your class using spreadsheet
- Creating presentation to deliver a topic of the curriculum
- Drafting a letter to the parents using writer
- Delivering curriculum using ICT in a large classroom
- Basic Preventative Maintenance and troubleshooting
- Leadership and change for ICT implementation in a school