

Objective 1	To provide input during 2007 for peer educators in the Fish Hoek Valley to gain the knowledge and skills necessary to make informed life decisions.		
Target group	Grade 10-12 adolescents selected for participation in the OIL Peer Educator Programme from Masiphumelele High, Fish Hoek Senior High, Simon's Town High and Ocean View Secondary High Schools.		
Activities	Time Frame	Person(s) responsible	Outputs and indicators
To select and interview a group of Grade 9 students who have been nominated or volunteered onto the programme due to their leadership skills and commitment to addressing the issue of HIV/AIDS in their communities. These students will be part of the programme from 2008.	During the fourth term of 2007. It includes: 3 hrs preparation for class-by-class recruitment Class-by-class selection (1 hr per class @ 8 classes per school) 3 hrs to interview the selected learners 3 hrs to review recruitment process	1 School Liaison 4 Facilitators	The recruitment of 120 Grade 9s (35 from each of the 4 high schools) for participation in Track 1 of the OIL PEP.
To prepare, deliver and review a total of 152 one-hour Skills Training Sessions to Track 1, 2 and 3 PEs per school made up of topics covering self-development, presentation and facilitation, reproductive health, leadership, understanding my community, media literacy, communication skills and project management.	Within the 2007 school calendar: Track 1 PEs will receive 56 sessions Track 2 PEs will receive 56 sessions and, Track 3 PEs will receive 40 sessions	1 Schools Liaison 2 Facilitators per school	14 Skills Training Sessions delivered to Track 1 PEs per school 14 Skills Training Sessions delivered to Track 2 PEs per school 10 Skills Training Sessions delivered to Track 3 PEs per school Total of 152 Skills Training Sessions delivered in the 2007 school calendar across the 4 high schools.
To run 11 one-hour Talk Groups per school to allow a nurturing environment in which PEs can practise their facilitation skills. A talk group is a one hour slot wherein PEs in groups of 7 or 8 can share openly about issues that concern them i.e. HIV/AIDS, substance abuse and community apathy.	Within the 2007 school calendar: Track 1 PEs will receive 16 Talk Groups sessions Track 2 PEs will receive 16 Talk Group sessions and, Track 3 PEs will receive 12 Talk Group session.	1 Schools Liaison 2 Facilitators per school	4 Talk Group Sessions delivered to Track 1 PEs per school 4 Talk Group Sessions delivered to Track 2 PEs per school 3 Talk Group Sessions delivered to Track 3 PEs per school Total of 44 Talk Group Sessions delivered in the 2007 school calendar across the 4 high schools.
To mentor peer educators in small groups to informally influence and positively reinforce their choices and strengthen the relationship between PEs and facilitator.	45min per PE twice per year. Often during an OIL event.	OIL trained counsellors	PEs have been given the opportunity to openly share about personal problems or issues. PEs are supported by their peers and by OIL counselors.

Objective 2	To support peer educators in 2007 in their delivery of <u>outputs</u>, aimed at applying the skills and knowledge in a practical manner, interacting cross-culturally and advocating for change in their communities.		
Target group	Peer Educators and their peers (as beneficiaries)		
Activities	Time Frame	Person(s) responsible	Outputs and indicators
To encourage PEs to have strategic conversations with their peers regarding youth-relevant topics and to refer them for professional help, if needed. These chats are recorded and collected by OIL staff.	To be collected twice a month during the school term.	4 School Liaisons	Track 1 PE's have delivered 1200 strategic conversations. Track 2 PE's have delivered 1120 strategic conversations Track 3 PE's have delivered 400 strategic conversations A total of 2720 strategic conversations have been delivered.
Track 2 PEs from each school have the opportunity to organize a community day highlighting and addressing an issue they feel is of concern in their community.	Project to be determined by participating peer educators	1 Co-ordinator 4 Schools Liaisons 3 Facilitators	8 Community events delivered PEs have grown in their advocacy skills
Track 2 PEs, will be encouraged to deliver a structured lessons to their peers or younger learners.	40 lesson deliveries made to peers or younger grades	1 Schools Liaison 2 Facilitators	Track 2 PEs' have delivered 10 structured lessons per school
Track 3 PE's will be delivering 2 workshops per school to school/authority bodies within their communities	8 workshops will be delivered in the course of 2007.	1 School Liaison 2 Facilitators	Track 3 PE's have delivered 8 workshops to school/authority bodies in their communities.
Track 3 PE's will be encouraged to complete community research studies, delving into critical issues experienced by their own communities.	2 Community research studies to be completed in the course of 2007	1 School Liaison 2 Facilitators	Track 3 PE's to have completed 2 community research studies.

Objective 3	To provide activities and forums in which peer educators can consolidate their information, build relationships with youth from different socio-cultural and racial backgrounds and strengthen their relationship with OIL Facilitators		
Target group	Peer Educators in the Fish Hoek Valley, and their peers		
	This has been fully funded for 2007.		
Activities	Time Frame	Person(s) responsible	Outputs and indicators
A four day camp is held for the Track 1 PEs after a 5 month orientation period. This will affirm their commitment to the PEP as well provide opportunities to build on what they have learnt.	A four day orientation Camp in June 2007. 14 hrs planning 52 hrs delivering 4 hrs reviewing	1 Camp Administrator 1 Lead Trainer 1 Head Counsellor 4 School Liaisons 8 Facilitators 5 Volunteers	4-day Camp run attended by 25 PEs per school Peer educators on camp will attend Camp Skills Training Sessions interschool and intercommunity unity and relationships fostered
A youth forum known as Lube Lounge is held and is open to all peer educators and their friends. Celebrity guest speakers are interviewed on stage by two trained and scripted PEs.	3 Lube Lounge events held in 2007 on Friday evenings. 7 hrs planning 4.5 hrs delivering 2 hrs reviewing	1 Co-ordinator 4 School Liaisons 3 Facilitators Volunteers	3 Lube Lounge events run in 2007 for all peer educators and their friends Youth in the Fish Hoek Valley have the opportunity to meet role models and learn from their experiences.
One day of training is held for the Track 2s as well as the Track 3s to consolidate information from the previous year and orientate them to Track 2 and Track 3.	2 Training Days held in February 2007 7 hrs planning 7.5 hrs delivering 1.5 hrs reviewing	1 School Liaison 4 Facilitators	1 Training Day for Track 2 run in the first quarter 2007 1 Training Day for Track 3 run in the first quarter 2007 Peer educators on Training Days will attend selected Skills Training Sessions
To provide 2 Inter-track days per school (outside of the school context) wherein PEs from all tracks can interact towards building a unified team.	2 Inter-track days held during the first and third terms of 2007 14 hrs planning 60 hrs delivering 4 hrs reviewing	1 School Liaison 3 OIL Facilitators	2 Inter-track Day run per school per year Intertrack unity and team spirit is fostered. 8 Inter-track Days run in the 2007 calendar year across the 4 high schools
A Summer Conference is held for all PEs from all four schools to consolidate their skills and to celebrate and recognise their achievements.	3 day Summer Conference held in November 2007 14 hrs planning 48 hrs delivering 4 hrs reviewing	1 Event Administrator 1 Lead Trainer 1 Head Counsellor 4 School Liaisons 8 Facilitators 5 Volunteers	Summer Conference run PEs are challenged in the areas of advocacy and community upliftment

Objective 4	To provide an adolescent-friendly counselling service to teenagers in the Fish Hoek Valley in 2007.		
Target group	Youth in the Fish Hoek Valley		
Activities	Time Frame	Person(s) responsible	Outputs and indicators
To offer formal and informal lifestyle counselling for teenagers by being available at community facilities, OIL events and at the OIL offices.	Ongoing throughout 2007. Counsellors are rostered for all events and during office hours.	Counselling administrator Trained OIL counsellors	Teenagers are free to approach OIL counsellors and receive lay counselling. Teenagers are supported.
To assist the clinics in providing an adolescent friendly VCT service.	Ongoing throughout 2007. This is done on an appointment basis.	Counselling administrator Trained OIL counsellors	Teenagers feel more open to going for HIV tests.
To advertise OIL's counselling service in the schools by distributing flyers and posters.	First and third quarter 2007.	Counselling administrator School liaison	Teenagers in the community are aware of what counselling services are offered by OIL.

Objective 5	To hold 36 feedback meetings to ensure community ownership, support and effective working relationships.		
Target group	Community Stakeholders, including teachers, parents and principals.		
Activities	Time Frame	Person(s) responsible	Outputs and indicators
To meet with School Principals to set goals, outcomes and event dates for the PEP for the term ahead and to review progress of the term past.	2 one-hour meetings in the 1 st and 4 th terms of school per school in 2007. 1 one hr meeting in the 2 nd and 3 rd terms per school in 2007.	1 Programme Manager and or 1 School Liaison	6 Quarterly linkage meetings with school principal or contact teacher held per year Total of 24 Quarterly Linkage Meetings in the 2007 school calendar across the 4 high schools
To encourage parents to communicate with OIL in order to build relationships and to inform them of all peer educator activities and responsibilities.	1 meeting per school in 2007.	1 Programme Manager 1 School Liaison 2 Facilitators	Total of 4 parents' meetings held in the 2007 school calendar across the 4 high schools
To meet with selected teachers to inform them of OIL objectives and ensure their ongoing support.	Minimum of 1 meeting per school in 2007 to be held within the first term	1 Programme Manager 1 School Liaison 2 Facilitator	One presentation to school staff held Total of 4 presentations to school staff in the 2007 calendar across the 4 high schools
To network with appropriate stakeholders in the community to inform them of OIL's programme, to enlist their support and to encourage them to provide volunteer posts for OIL PEs	Minimum of 4 meetings with stakeholders in 2007.	1 Programme Manager or 1 School Liaison	4 Stakeholder Linkage meetings have taken place during 2007

Objective 6	To nurture a high standard of organisational excellence through continued planning, reviewing and developing of OIL programme delivery and organisational support throughout 2007.		
Target group	OIL staff		
Activities	Time Frame	Person(s) responsible	Outputs and indicators
To provide 1 hour Coaching Sessions every term to all OIL staff and facilitators and aimed at assessing work performance and providing guidance to each staff member.	Each staff member to meet with his/her manager for a 1 hour Coaching Session every term in 2007.	1 OIL Manager 1 OIL Facilitator/staff member	All staff have the opportunity to voice their concerns or grievances with their managers. Managers have the opportunity to provide feedback regarding the staff members' work.
To hold various meetings to ensure best-practice organisational structure and programme delivery throughout the year. Teams that meet include: management, marketing, fundraising and school liaisons.	The following quality assurance meetings are planned during 2007: 144 one hr Planning and Reviewing Programme Delivery Meetings 50 one hr Programme Management Meetings 50 Management Meetings 40 Fundraising Meetings 40 Marketing Meetings	All programme delivery staff Programme Manager 4 School Liaisons 4 Senior Managers 4 Staff members 4 Staff members	OIL delivery is effectively planned and reviewed. Programme Management Meetings are run weekly throughout 2007 Issues are raised and addressed weekly Fundraising strategy is drawn up and adhered to Marketing strategy is drawn up and adhered to
To implement the GoLD peer education monitoring and evaluating system throughout the organisation to ensure effective programme planning, delivery and review	On a weekly, monthly, quarterly and annual basis.	All Peer educators 3 Facilitators 4 School liaisons 1 Programme Manager 1 Managing Director	PE's outputs as prescribed for Tracks 1, 2 and 3 are monitored and assessed on a quarterly basis Records have been kept Reports have been used to improve future delivery
To provide case management to OIL counsellors to help debrief.	Once every 6 weeks in 2007.	OIL counsellors Case manager	OIL counselling staff are supported in their roles and do not burn out.
OIL staff are trained in how to improve their facilitation and are equipped to fulfil their job roles.	One hr every fortnight. Once off training held by other organisations	OIL staff External organisations	OIL staff are motivated, equipped and able to complete job requirements.

Objective 7	As reference site, to contribute to the development of the GoLD Peer Education model through introducing funders and other interested parties to an organisation implementing GoLD Peer Education at a best practice standard.		
Target group	GoLD Peer Education Programme		
	This objective is fully funded for the rest of 2007.		
Activities	Time Frame	Person(s) responsible	Outputs and indicators
To host interested parties to introduce and educate them regarding the peer education programme throughout the year.	Meetings arranged by funder and GoLD throughout 2007.	Programme Manager Managing Director Fundraising and marketing manager	GoLD Peer Education Development Agency has an organisation that can be used as an example of their programme on the ground. Funding for Peer Education as a whole can be raised through these interactions.