

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (the "MoU") is made
for the years 2018 to 2020

between

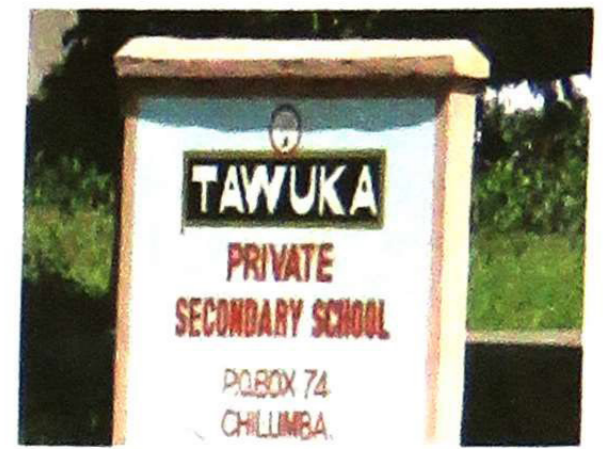
and

MALAWI FREUNDE
ROTTENBURG e.V.
(MFRo)

represented by
Dr. Holger Keppel
(Chairman)

TAWUKA Private Sec-
ondary School
(TAWUKA)

represented by
Mr. Felix Mkandawire
(Director)



for the purpose of achieving the various aims and objectives relating to the Motivation and Encouragement (the "Project").

BACKGROUND

MFRo wants to promote and support the motivation of both teachers and students of TAWUKA, therefore the Project was developed for this purpose.

EDUCATIONAL SUPPORT 2018

For the year 2018 the association has made 245 € available for this as a lump sum promotion for all teachers (30 € per teacher, 5€ and 10 € extra for the deputy and the headmaster respectively), as well as 100 € both per form and per subject for prizes for the best pupils.

EDUCATIONAL SUPPORT 2019 AND 2020

The motivational support for the teachers takes place according to the following concept:

Using the practiced grade system of 1 (very good) to 9 (unsatisfactory) each teacher should count how many of his/her students have reached the respective grade levels in the end of year examination. Due to the following table he/she gets a fixed amount for each grade level gained by his/her students.

grade level	1	2	3	4	5	6
amount	5€	4€	3,50€	2,50€	2€	1€

No premiums are paid for the levels below. Up to 100€ per teacher can be paid. To prevent an inflation of good marks, either because the examination questions leak prematurely or because the papers are corrected too generously the following procedure for forms I - III has to be have adopted:

- Each teacher prepares two alternative examination papers including a complete horizon of expectations.
- The responsible head of department, if necessary his deputy, checks whether they are of an appropriate level.
- The proposals go to the Examination Board of the school. This board decides which proposal is selected for the students. It can also be a mixture of both.
- The selected proposals are typed and duplicated under supervision and then safely stored.