

**HAVEN OF PEACE ACADEMY  
FREQUENTLY ASKED QUESTIONS  
FOR POTENTIAL TEACHING STAFF**

**Is HOPAC a “MK” (missionary kid) school?**

HOPAC was founded in 1994 as a school for children of missionaries but has evolved into a Christian international school whose student population is almost evenly divided between:

- Children of missionaries and full-time Christian service workers
- Children of expats working in the non-profit and for-profit sector
- Children of Tanzanians working in the for-profit and public sectors

There are 290 students from 30 countries at HOPAC. While the majority of the students are Christian, students of Hindu and Muslim faith also represented in the student body.

**What nationalities are represented among the teaching staff?**

Currently, we have teachers from the U.S., Germany, the U.K., Holland, Denmark, Canada, Australia and Tanzania.

**What are the requirements for teachers at HOPAC?**

The Ministry of Education in Tanzania requires that expatriate teachers applying for a teaching license for the first time:

- have a Bachelor degree in education or in the subject to be taught,
- have 3 years of teaching experience (however they do not specify if this experience has to be post-degree)

In addition to the above governmental requirements, HOPAC requires that its teachers are committed Christians in agreement with HOPAC’s faith statement and are fluent in English, which is the language of instruction at HOPAC.

**What curriculum is taught at HOPAC?**

The U.K. National Curriculum (NC) framework is used as the basis for the Programme of Study for Key Stages 3 and 4. This builds on the NC foundation taught at the Primary School.

	UK	US Equivalent
Key Stage 1	Years R – 2	Grades K - 1
Key Stage 2	Years 3 – 6	Grades 2 - 5
Key Stage 3	Years 7 – 9	Grades 6 - 8
Key Stage 4	Years 10 & 11	Grades 9 & 10
Key Stage 5	Years 12 & 13	Grades 11 & 12

For those not familiar with the NC framework, [www.aolfhe.gov.uk](http://www.aolfhe.gov.uk) provides more information.

### **Who is HOPAC affiliated with and/or accredited by?**

HOPAC is a member of [Association of Christian Schools International](#) (ACSI) and [Association of Christian Schools in Africa](#) (AISA). HOPAC is not currently an accredited school although HOPAC is a licensed University of Cambridge International Examinations Centre.

### **Would I HAVE to go through a sending mission or church to come teach at HOPAC?**

HOPAC does expect teaching staff to be supported spiritually and financially through a mission organization or home church. This provides a 'safety net' of prayer, encouragement and financial support from the teacher's home country that HOPAC cannot provide. Some of the missions with teachers at HOPAC are:

- African Inland Mission (AIM)
- International Mission Board (IMB)
- Wycliffe Bible Translators
- ReachGlobal
- Christian Missions to Many Lands (CMML)
- Mission Aviation Fellowship (MAF)
- Mission to the World
- Danish Lutheran Mission

### **How much would I need to raise in support per year? Does HOPAC provide any financial assistance?**

HOPAC provides teachers with a monthly living allowance which is sufficient to cover housing with approximately \$200-\$300 left over for other monthly expenses. So some support raising is required. If you are being sent through a mission organization, they will have their own rules and guidelines for how much support you will need to raise and you need to discuss this with them.

Allowance amounts are as follows:

Single teacher:	\$500 per month
Married couple w/no children and only 1 teaches	\$800 per month
Married couple w/no children, Both teach	\$900 per month
Family with children, and only 1 teaches	\$900 +\$100 per child per month
Family with children and Both teach	\$1000 +\$100 per child per month

In addition to this monthly living allowance, HOPAC provides children of teachers with tuition discounts, prorated on the amount of time the parent serves at HOPAC. For full-time staff, a 100% discount is given.

To give you a rough idea of costs, here is what a single volunteer teacher will/may need money for:

\***SETUP COSTS:** Money to initially set up household upon arrival. How much depends on what type of housing you are in and whether it is furnished or not, what you bring with you and whether or not you are sharing. Single teachers often choose to share compound housing directly across the road from the school.

\***MONTHLY COSTS:** Rent, food, utilities, salaries for guards/workers, local transport, etc

\***MISSION OVERHEAD FEES:** For those coming through a sending mission, a certain amount of support raised goes towards mission overhead costs

\***INSURANCE:** Insurance might be an extra cost if not provided by the sending mission or church

\***TRAVEL/EXTRAS:** Money for extracurricular activities and travel during breaks

### **Where is HOPAC and what type of setting is it in?**

HOPAC overlooks the Indian Ocean, in Kunduchi in the northern part of the port city of Dar es Salaam, Tanzania. Located on a former coconut plantation, the campus and surrounding area has more of a 'small town' feel than an urban one. Houses tend to have medium to large sized gardens/yards. A variety of vegetables can be purchased at small dukas (small market stalls), sometimes within walking distance of the school and teacher housing. A mall and several good-sized grocery stores are within 10 km of the school. City centre is 15km from HOPAC.

### **What might my living/housing situation be like?**

Locating and securing housing is the responsibility of your sending mission. As much as possible, your preferences will be taken into consideration by the mission when looking for housing for you. There are a variety of housing situations near HOPAC that you might be able to choose from, depending on availability:

- Sharing a stand-alone house with other HOPAC teachers
- Living alone in a stand-alone house
- Sharing or living alone in a house that is in a compound with other houses on it.
- Living in furnished flats with maid service and security

Be sure to find out from your mission what types of appliances and furnishings will be in your house/flat as "furnished" can mean a wide variety of things and "unfurnished" can mean that there are no appliances whatsoever.

Having a worker help with cleaning and/or cooking is your decision (and that of your housemates if you have them) to make but is very normal in Dar and affordable. Having security guards at your home is very standard and recommended to deter petty theft.

### **What clothing is most appropriate for teaching at HOPAC and for Tanzania in general?**

From a cultural/geographical standpoint:

- Because the average daily temperature in Dar is 30 degrees C/86 degrees F with high humidity, cotton tends to be the most comfortable as it 'breathes' better than polyester
- The Tanzanian culture is fairly conservative with regards to dress for women so that means no skirts above the knee, shorts are best left for athletics or lounging around at home and no clothing that reveals your tummy area.
- In some parts of town there is a strong Muslim influence/population and there bare shoulders are best avoided.
- There are 2 rainy seasons...the short rains in October and the long rains in March/April. You will want to either bring an umbrella or plan on getting one once here.

From a professional standpoint, acceptable attire at school consists of:

- Skirts and dresses to the knee or longer
- Loose trousers (but not jeans)
- Covered shoulders (no spaghetti straps or tank tops)
- No tops that are revealing when you bend over in class

### **Besides dress, what cultural/lifestyle issues should I be aware of before I come to Tanzania and upon arrival?**

- There is no smoking on campus. Furthermore, because smoking is seriously frowned upon in the Tanzanian culture, HOPAC strongly discourages its teachers from smoking elsewhere.
- Alcohol: several sending missions have policies on alcohol and HOPAC defers to those policies. In absence of a mission policy, HOPAC discourages anything but moderate, discreet use.
- Male/female relations: Public displays of affection are inappropriate in Tanzanian culture (although you can often see members of the same sex walking hand in hand) as is a single woman entertaining a single man alone in her home.

### **How can my friends and family back home stay in touch with me? Will I have access to the internet at HOPAC?**

Letters and parcels: Teachers can send and receive mail via the HOPAC post office box.

### Email:

You will be set up with a HOPAC email address. There is a computer in most classrooms plus a computer lab that is hooked up to the internet so you can access the internet at school during the day.

### Telephone:

Most teachers buy themselves mobile phones as soon as they arrive. These cost approximately Tsh80,000.00 for a basic model and then prepaid airtime can be purchased at shops all over Dar.

### **What immunizations would I need to get before I arrive?**

You would need to see your travel health advisor for a list of recommended immunizations and vaccinations. Be sure to do this a month or two in advance as some vaccinations have to be given in a series and spaced out over several weeks.

### **How would I get around during the school year?**

You have several options available for local transport:

- Your own two feet – although everything is not within walking distance
- Public transport via ‘dala dala’s’ (local buses) – this is an inexpensive mode of transport for getting around town during the daytime although some drivers are not always cautious in their style of driving. Traveling on the local-type dala dalas at night or for long distances is not as safe. Larger, nicer buses are available for long distance travel within Tanzania and to neighboring countries.
- School vehicles, when available, can be booked for use on weekends and evenings. Teachers are charged a modest amount per mile to cover petrol and maintenance
- Purchase a vehicle – if you are here long term, you might want to consider buying your own vehicle. Be prepared to pay higher prices than you might at home because of import duties that are added into the sales cost. There is a quite a gap in price between fairly new second-hand vehicles (US\$10,000-15,000) and older second-hand vehicles (US\$6000-10,000) which, while cheaper, may have maintenance issues.

NOTE: If you do plan to drive while in Tanzania, you should get an international drivers’ license in your home country and bring that with you.

**If you have further questions, do not hesitate to email [personnel@hopac.net](mailto:personnel@hopac.net) to learn more!**