MILESTONES AND ACCOMPLISHMENTS

2017

MINISTRY OF EDUCATION AND HUMAN RESOURCE DEVELOPMENT

Seychelles

JULY 2018
This Milestones Report gives an overview of the accomplishments for the year 2017 within the context of the strategic goals implemented in line with the Education Sector Medium Term Strategy 2013-2017 and beyond and activities that took place during the course of the year.

2.0 Strategic Management

As it was the final year of the implementation of the Medium Term Strategic Plan 2013-2017, an audit was conducted as part of the evaluation process to establish the extent to which the ministry has achieved the MTS targets and to identify those not attained in order to carry them forward to the next planning cycle for the period 2018 - 2022.

The MoEHRD has also consolidated progress made in terms of the full implementation of the Programme Performance Based Budgeting. It is to be noted that we entered into the third year of implementation of PPBB in 2017 and we have made steady progress despite the challenges. The Ministry has been chosen to pilot the other pillar of Result Based Management (RBM) the Performance Monitoring & Evaluation (PM&E). There is however, a need for us to apply operational discipline to ensure timely implementation of projects for which funds have been allocated this year.

Milestones Dates: 2017

1.0 JANUARY 2017

1.1 5th January - Sensitisation Session on Budget 2017.

The Financial Controller conducted a Sensitisation Session for all Programme Managers and Heads of Educational Institutions on the Ministry's Budget 2017, in the context of Programme Performance Based Budgeting (PPBB). Heads were reminded of the principles of PPBB and the importance of exercising strict fiscal discipline. They were given information on the coding system and list of goods that could be procured under the different votes. Programme managers were also reminded to ensure that the Procurement Regulations are judiciously adhered to.

1.2 12th January - Minister meets Heads of Education Leaders prior to start of new school year

On Thursday 12th January the Minister for Education and Human Resource Development welcomed all members of the Senior Management Committee, Chief Executive Officers of Agencies, Directors of Professional Centres, Headteachers of Primary and Secondary Schools, Chairpersons of PC Boards and School Councils and Senior Officers of the Head Quarter to the
first meeting at the start of the new school year 2017 which took place at the Seychelles Institute of Teacher Education (S.I.T.E).

Addressing the meeting, the Minister expressed warm wishes for the New Year 2018 and thanked everyone for their hard work throughout 2017.

In his address, the Minister stated that the year 2017 has been quite a challenging yet fulfilling for the Ministry in view of the fact that the Ministry did not manage to accomplish all that it had set out to do due to reasons that were sometimes beyond our control. He said that despite the challenges, it was also fulfilling in that the Ministry had made considerable progress.

The Minister laid emphasis on the aspect of decentralisation of authority to educational institutions. He stated, “In line with the on-going reform there will be a significant shift in the governance landscape of educational institutions, where greater emphasis will be placed on institutional responsibility and accountability. Educational institutions will become more transparent in their operations and accountable for their results as the Ministry devolves more authority to them through a new system of school governance.

The Minister also stressed on the importance of S.I.T.E as the sole teacher training institution in the country. He made the following points:

- The Seychelles Institute of Teacher Education plays a key role in improving the quality of teachers and in attracting and inducting new teachers in the profession. The emphasis on the enhancement of SITE is part of the Ministry’s overall strategy to reform the education system.

- A Teacher Education Task Force was commissioned in March last year, to provide the Ministry with strong evidence based implementable options for enhancing SITE’s capacity to attract, prepare and retain quality teachers to meet the needs of the system.

- The Ministry is paying particular attention to the implementation of recommendations of the Teacher Education Task Force and those made by an International Consultant for Teacher Training and Teacher Professional Development.

- Training of teachers is a priority for 2018. S.I.T.E will be offering award bearing qualifications to in-service teachers not holding a Diploma level qualification, with minimum disruption of teaching and learning through Blended Mode Training. Over 200 teachers have now registered for training. An increase in the number of trained teachers in our primary schools will certainly have an impact on the learning outcomes of our students.
SITE in collaboration with UniSey, University of Mauritius and the Commonwealth of Learning, will start offering Masters’ degree in Educational Leadership for School Managers I would like to wish S.I.T.E success in its training endeavours.

In ending, the Minister made the following remarks, “I would like to state that in our pursuit for quality education for all, we also appreciate that education is a partnership, and the stronger the partnership, the stronger the outcomes and impact on our society. Hence, we will need the continued support of all our partners to meet our targets. A better education system is a must if we are to progress as a nation.

The Minister continued to say that we should not lose sight that the Government has allocated the largest single share of its budget to our Ministry this year. This is testimony to the Government’s commitment towards the enhancement of our education system. He made an appeal to all to continue working conscientiously in order to fulfil our mission.

1.3 16th January - The Start of the New School Year 2017.
The new term started on Monday 16th January. The Minister for Education and Human Resource Development and his delegation visited a few schools where there were new Headteachers. The Minister attended assembly at Pointe Larue Secondary School where he addressed the students. He then proceeded to a few more schools namely Anse Royale, Cascade, Plaisance Secondary, Mont Fleuri Secondary and Mont Fleuri Primary.

2.0 FEBRUARY 2017

2.1 14th February - The State of the Nation Address (SONA)
In the State of the Nation Address (SONA) which took place on 14th February 2017, the Ministry of Education and Human resource Development had the following six SONA actions to implement as lead agency:

- To open up for the learning of spirituality and morality – Work started last year with consultations and signing of Memorandum of Understanding between the Ministry and the Association for Promotion of Solid and Humane Families (APSHF).
- To consult with wider group of parents and teachers. Adopt measures obtained through consultations - Action is being implemented and is on-going.
- Improve teacher training options – Action is being implemented.
- Submit to the National Assembly a law on criteria for obtaining a Scholarship Work in progress in collaboration with the AG’s Office.
- To give the opportunity to 5 best students of each Professional Centre to undertake further studies or work experience – Action is being implemented.
- To allocate one of the school days to the hosting of the national Athletics Championship – action is being implemented.

2.2 16th to 18th February - The First International Biennial Conference on Early Childhood Care and Education

The Fourth International Biennial Conference on Early Childhood Care and Education was held from the 16th to 18th February 2017, under the theme, "Building Resilient Early Childhood Care and Education Systems: Lessons of Experience". The opening ceremony took place at Eden Bleu Hotel.

This International Biennial Conference was a realisation of the national and international drive which has been generated to bring people together to share knowledge and experiences and to officially designate Seychelles as a UNESCO-IBE Best Practice Hub for ECCE.

Fifty-two participants converged to Seychelles from 19 countries namely: Australia, Azerbaijan, Belgium, Botswana, Cameroon, Canada, Egypt, Gabon, Georgia, Italy, India, Oman, Saudi Arabia, South Africa, Swaziland, Sweden, Switzerland, United Kingdom and the United States of America. The conference served as a platform to share experiences of ECCE in Seychelles as a model of best practice; share international knowledge and practices in ECCE; promote peer learning in ECCE provision and service delivery and launch the Seychelles/UNESCO-IBE Best Practice Hub for ECCE.

The highlights of the event included:

- Opening remarks by the Vice-President of the Republic of the Seychelles, Mr. Vincent Meriton and the CEO of the Institute of Early Childhood Development, Mrs. Shirley Choppy
- Ms. Irina Bokova’s video address
- Keynote address by Dr. Mmantsetsa Marope, Director of the IBE-UNESCO
- Launching Seychelles as an IBE-UNESCO Best Practice Hub and signing the Memorandum of Understanding
- A virtual tour of ECCE in Seychelles ‘Sharing of experiences from building the Seychelles ECCE systems’, followed by a high level panel of key providers of ECCE services in Seychelles
In his address at the Conference, the Minister for Education reminded the audience of the trajectory that Seychelles has taken in the development of ECCE and to be recognised as the ECCE UNESCO Hub. He said, "Launching Seychelles as a UNESCO – IBE Best Practice Hub for ECCE is testimony that subsequent to the Moscow Declaration 2013, Seychelles spared no effort in laying the necessary platform of engagement spearheaded by the strong political will and commitment of its leadership to charter the way forward for a renewed early childhood outlook and concept.

3.0 MARCH 2017

3.3 8th March - Alternative Education Programme

The first Alternative Education Programme (AEP) for the year 2017 took place at the Seychelles Defense Academy at Ile du Suet. A group of 22 boys (the 5th Cohort) coming from the 8 secondary schools on Mahé participated on the programme for six weeks.

The Alternative Education Programme is designed as an alternative to formal and full time attendance at school for selected pupils from S1-S4. Pupils selected for the programme normally have a history of a number of differing indications which suggest that managing them in mainstream setting is difficult. The AEP is in itself a school programme but operates outside of normal schooling and is designed to help those children who might not fit in to the normal school regime for a variety of different reasons. The pupils have the opportunity to access the curriculum, develop personal life skills and engage in vocational training workshops. Throughout the programme the pupils remain on the full time roll of the school (though they will normally be registered off site) and appropriate rules apply to them as to all pupils when on the school site, in school uniform or on school visits, whether in or out of uniform.

3.1 15th March – Signing of Contract with Kuwaiti Fund

The Ministry of Education and Human Resource Development signed the contract with the Kuwaiti fund for Arab Economic Development for the rehabilitation and development of two educational institutions namely La Rosiere Primary School and the Seychelles Institute of Agriculture and Horticulture.

3.2 16th March - Graduation Ceremony for the Seychelles Institute of Agriculture and Horticulture (SIAH) and the Seychelles Maritime Academy (SMA).

On Thursday 16th March 2017, the graduation ceremony for the students of SIAH and SMA took place at the International Conference Centre Seychelles. 12 students graduated following successful completion of training at the Seychelles Institute of Agriculture and Horticulture. A
cohort of 109 students completed training at the Seychelles Maritime Academy. The overall best student for the Seychelles Institute of Agriculture and Horticulture was Jennifer Zialor and the overall best for the Seychelles Maritime Academy was Dwayne Fréminot.

3.4 24th March – Handing over of water fountains

The handing over ceremony of water fountains to state schools by the CEO of Air Seychelles and the President of the Round table of Seychelles was made at Glacis Primary School. They donated 100 water fountains to schools. The water fountains have been installed in all schools. Students are being encouraged to drink fresh water instead of sugary drinks.

3.4 28th March – Donation to the School of the Exceptional Child by East Indies.

The East Indies Company handed over a computer room to the school. The Company had carried out extensive maintenance on the computer room and installed new computers and other accessories for use by students.

3.5 31st March – Graduation ceremony of the Seychelles Business Studies Academy (SBSA)

On Friday 31st March 2017, the graduation ceremony for the students of SBSA took place at UniSey Auditorium. 81 students graduated following successful completion of training at SBSA. The student who came out as overall best was Hilary Pillay.

4. APRIL 2017

4.1 7th April - Graduation ceremony of the Seychelles Institute of Art and Design (SIAD)

On Friday 7th April, 2017, the graduation ceremony for the students of SIAD took place at UniSey Auditorium. 58 students graduated following successful completion of training at SIAD. The student who came out as overall best was Kelly Barbé.

4.2 21st April - Graduation ceremony of the Seychelles Institute of Technology

On Friday 21st April, 2017, the graduation ceremony for the students of SIT took place at the ICCS. 108 students graduated following successful completion of training at SIT. The student who came out as overall best was Dean Morel.
4.3 28th April - Graduation ceremony of the School of A ‘Level Studies (SALS)

On Friday 28th April, 2017, the graduation ceremony for the students of SALS took place at the UniSey Auditorium. 112 students graduated following successful completion of studies at SALS. 27 students qualified for university level studies with 18 points. The student who came out as overall best was Sonam Tsultrim.

5.0 MAY 2017

5.1 2nd May – Signing of the UniSey Charter

The Minister for Education and Human Resource Development, Mr. Joel Morgan signed the Charter of the University of Seychelles in the presence of Vice Chancellor Hardy, the Senior Management Teams of the University and the Ministry of Education and Human Resource Development.

5.2 8th May – Introduction of English as a medium of instruction for the teaching of Mathematics.

A policy decision was taken to introduce English as a medium of instruction for the teaching of Mathematics from primary one for a smoother transition from Key Stage 1 to Key Stage 2. All primary schools implemented the decision at the beginning of the second term.

5.3 17th May - Primary Six Award Presentation Ceremony

The Assessment & Certification Section organised the Best Learner Award ceremony to celebrate the achievements of primary six students who have excelled in the P6 National Examinations for the year 2017 on Thursday 17th May at 2.00 p.m. in the SITE auditorium. In the ceremony, students who have scored A* in all of the six examinable subjects namely; English, French, Kreol, Mathematics, Science and Social Studies were rewarded. There were altogether a total of 21 awardees. Prizes were awarded for three categories:

1. high achievers (those who have scored an A* in any of the six subjects);
2. students who have scored the highest mark per subject, and
3. top 3 students nationally across all six subjects.

5.4 22nd May - National Assembly Business: Private Notice Question

The Ministry of Education and Human Resource Development was convoked by the National Assembly to answer three Private Notice Questions (PNQs). The first one was in relation to the tragic death of Dylan Rose on Tuesday 23rd May, 2017.
The Minister responsible for Education and Human Resource Development and Minister Jeanne Simeon for Family Affairs attended to the questions asked by the Leader of the Opposition Honourable Wavel Ramkalawan.

6.0 JUNE 2017

6.1 1st June – Children’s Day

Schools across the country celebrated Children’s Day through different activities organised with the support of the School Councils, PTAs and parents. To mark the occasion, the Seychelles Trading Company donated educational toys to the Ministry for all Crèches.

6.2 7th June – Donation by Pillay R Group

The Pillay R Group handed over different varieties of yoghurt products to the Ministry for all athletes and officials participating in the 41st Edition of the National schools Athletics Championships. The donation was received by the Principal Secretary for Early Childhood Primary and Secondary Education in a short ceremony at the Ministry’s Headquarters.

6.3 18th June 2017 – National Schools Athletics Championships (NSAC)

The NSAC was held for the last time on Constitution Day as one of the main activities to celebrate our Constitution Day. Eleven hundred (1100) young athletes from state and private educational institutions proudly participated in 98 different events. Each one of the athletes had to strive to be a winner and each team went out to be crowned as the champion for their respective category.

In his address the Minister for Education and Human Resource Development Mr Joel Morgan, emphasised the need for concerted effort to ensure that our children are not only participating in sporting activities on a regular basis but are also engaged in other wholesome pursuits that will help them build the resilience they need to withstand the temptations of seemingly more exciting but rather dangerous activities, such as using harmful substances like alcohol and drugs.

He also stated that it is for that reason that we continue to collaborate with all our partners namely: the Ministry of Local Government, the Ministry of Health, the Department of Youth and Sports, Sports Federations and Associations and other non-governmental organisations in the promotion of sports and healthy living for all our children.
6.4 20th June – National Assembly Business: Private Notice Question

The Minister for Education and Human Resource Development, Mr. Joel Morgan, answered a Private Notice Questions on Tuesday 20th June 2017, in relation to the Child Minding Services. The questions were asked by Honourable Wilbert Herminie –Member for English River and Honourable Sylvianne Lemiel –Member for Anse Royale.

6.5 28th June to 11th August

The second group of students participated in the Alternative Education Programme (AEP) for the year 2017, which took place at the Seychelles Defense Academy at Ile du Suet. A group of 18 boys (the 6th Cohort) coming from the 8 secondary schools on Mahé participated on the programme for six weeks. The closing ceremony took place on the 11th August.

7.0 JULY 2017

7.1 17th- Structural changes

The Ministry started reviewing its Organisational Structure after the new Organigram was approved by the Department of Administration in March 2017. This gave rise to major shifts in the governance of the divisions, sections and units in order for them to be more effective in the delivery of the services they offer. Significant adjustments to the organisation structure included the following: the establishment of the Technical and Vocational Education and Training (TVET) Division to provide strategic leadership, guidance and support for the institutionalization of TVET and entrepreneurship education and training at all levels of the education and human resource development systems. The establishment of the Teacher Management and Development Section to provide leadership in policy-related matters regarding teacher management and development and to collaborate with all critical partners to market and promote the teaching profession.

The single division responsible for schools has now been structured into two divisions:
(i) The Early Childhood and Primary Education (ECPE) Division to provide strategic direction, guidance, professional leadership and support to Early Childhood and Primary Education. The ECPE Division is also to provide strategic leadership through a coordinated approach to curriculum development and curriculum leadership, teacher support and school-based research.
(ii) The Secondary Education Division is responsible to provide strategic direction and guidance to secondary school curriculum development and implementation, professional leadership, teacher support, co-curricular activities and school-based research. Furthermore,
the division is also to ensure efficiency and effectiveness of the implementation of policies, plans, guidelines and programmes with a view of improving the development and performance of all learners.

7.1 24th July – Signing of Memorandum

A Memorandum of Understanding was signed between the Ministry and the Association for the Promotion of Solid Humane Families (APSHF) on the 24th July, for the Association to implement the Education à La Vie Programme in Primary and Secondary Schools. The implementation of the memorandum is being coordinated by the Director General for Secondary Schools who is also the focal person.

7.2 25th July - Delegation from Rodrigues

A delegation of teachers from Rodrigues carried out an educational tour in Seychelles which lasted for a week. The Principal Secretary for Education warmly welcomed the delegation in a short ceremony. The main purpose of the educational tour was for the delegation to learn from the experience of Seychelles in the teaching of creole as a medium of instruction. The delegation visited a number of schools and carried out classroom observations. They were very satisfied with what they have observed in our schools.

7.3 27th July – Graduation Ceremony of the Seychelles Institute of Teacher Education (S.I.T.E)

On Friday 23rd July 2017, the graduation ceremony for the students of S.I.T.E took place at S.I.T.E’s Auditorium. The aim of the ceremony was to reward students upon their successful completion of training. A cohort of 31 students graduated and they have all been placed in schools as Newly Qualified Teachers. The best overall student was Roveson Pillay.

8.0 AUGUST 2017

8.1 4th August – Handing over/Adoption of Grand Anse Mahe Primary school

The Indian Association of Seychelles adopted Grand Anse Mahé on the 4th August 2017. The Association donated different equipment such as laptops, CD players, books and educational games to the school. A Memorandum of Understanding was also signed by the Principal Secretary for Education, the Chairperson of the Indian Association and the Headteacher in the presence of the Minister and the Indian High Commissioner, the School Council, PTA, staff and students and ministry officials.
8.2 21st August to 3rd September – The Youth Integrated Support Programme

The Youth Integrated Support Programme (YISP) which is a residential programme took place during the first week of the August Holiday for a group of 38 boys coming from the 10 secondary schools on Mahe, Praslin and La Digue. The residential programme lasted for 8 days. Last year’s group was the 4th Cohort since the programme started in August 2014.

The Youth Integrated Support Programme (YISP) is a commendable option for short-term and long-term intervention. The programme teaches respect, discipline and teamwork. Young people attending the (YISP) often respond well to the structure and discipline and direct style of communication. The Youth Integrated Support Programme involves a camp. The purpose of the camp is to provide an intensive intervention to young people at risk of dis-engagement with school and home. The purpose of putting the young person in an IYS programme in the first place is to have the young person return home a well-rounded member of the family and community.

8.3 14th August - Launching of Careers Week 2017.

The 2017 Careers’ Week was organized by the Ministry of Education and Human Resource Development in collaboration with the Ministry of Industry, Entrepreneurship and Business Innovation, partners from the public and private organizations. There were two consultants from the International Labour Organization (ILO) who were workshop facilitators.

The Minister, in his launch address extended a special welcome to the two international workshop facilitators, Mr. Christensen and Ms. Deboos-David for having made time to participate in the Careers’ Week.

The Minister stressed on the main objective of the Careers Week which was to strengthen the relationship between educational institutions and workplaces and to provide information on training, employment and career development prospects to our students. He pointed out that Careers’ Week creates opportunities for students to reflect critically on the skills, knowledge, qualities and commitments which are required for achieving a successful career upon completion of their studies and training.

The activities organized at the national and organizational levels were: open days, exhibitions, work attachments and professional guidance sessions to promote different careers. The highlight of Careers’ Week 2017 was a two-day national workshop on Entrepreneurship Education which was fitting with the Careers’ Week theme, ‘Building an entrepreneurial culture for enhancing youth employability’.
9.0 SEPTEMBER 2017

9.1 20th September - National Assembly Business: Private Notice Question

The Minister for Education and Human Resource Development was convoked by the National Assembly to answer a Private Notice Question (PNQ) asked by the Leader of the Opposition in relation to the Performance Bonus for teachers within the Teacher Appraisal Policy. The question was answered by the Designated Minister in the absence of the Minister for Education and Human Resource Development.

10.0 OCTOBER 2017

10.1 1st to 7th October - Teachers’ Week Activities

The 27th edition of Teachers’ Day was celebrated under the theme “Teachers at the Heart of Change” from 1st to 7th October, 2017. The highlight of the week was the Teachers’ Award Presentation ceremony which took place on Monday 2nd October 2017, at 5 p.m. at the International Conference Centre Seychelles (ICCS). During the ceremony, teachers were rewarded for their long years of service in the following categories: 25 years of service, retiring and longest serving teachers.

10.2 17th October – Donation from the Mauritian Commercial Bank (MCB)

The Principal Secretary for Human Resource Development received a donation of books for schools from the Director General of the MCB on behalf of the Minister. The worth of the donation was SR350, 000. The books have been distributed to all schools.

10.3 20th October - Launching of Solar PV System – Anse Etoile Primary School

The Minister for Environment, Energy and Climate Change Mr. Didier Dogley, launched the Solar PV System at Anse Etoile Primary school on Friday 20th October. This new initiative came about as a result of the active involvement of the School Council and its partners. The school is expected to benefit from a gradual decrease in its electricity bill. Present at the ceremony were sponsors, government officials, parents and other invited guests.

10.4 30th October - Donation to Cascade Primary School

A short ceremony was held at Cascade School on the 30th October where the Chinese Construction Company SAIFU donated 30 computers to the Headteacher of Cascade Primary School. The computers will be used by both teachers and students.
November 2017 - Management of behaviours in Schools

Discipline in schools

Last year the Ministry faced many behavioural challenges and we were all very concerned by the number of incidents happening in our secondary schools. Towards the last quarter of 2017, a number of security measures were implemented in all secondary schools and those will be maintained in year 2018 to ensure the safety and security of all students and staff working in our educational institutions. More importantly, the Ministry will be enforcing the provision in the law which obliges parents and guardians to be held responsible and be accountable for their child’s actions. This will be done through the enforcement of the Social Contract Regulations.

The Ministry continued to implement the three Behaviour Intervention Programmes namely: The Youth Engagement Programme, the Youth Integrated Support Programme and the Alternative Education Programme in all the secondary schools.

Teachers’ reactions

Subsequent to the unfortunate series of incidents which occurred in November 2017 in our secondary schools, teachers overtly expressed concern and anger including a petition letter in solidarity of their colleagues who were assaulted by students. In one particular case family members were involved in the assault. The case has been brought before the court. The Ministry took several measures and actions to guarantee the security of teachers and staff. Some actions were implemented with immediate effect, whereas a few others will be implemented in 2018.

Security in schools

The Minister met with all security firms on Friday 10th November to discuss and request the strengthening of security in all our schools. Along with that, a letter was sent to the Commissioner of Police to request police patrol in all our schools. The new tender for security will make provision for security in both the secondary and primary schools. The job descriptions of the security firms and terms of reference of security officers have been reviewed to ensure safety of school personnel.

Monitoring structure for security agencies in schools

The Ministry has recruited a Security Manager to oversee security services in educational institutions. At the level of educational institutions, the Management of the institutions will
ensure the first level of monitoring and reporting to the Ministry for immediate actions to be taken in instances whereby the services are deemed below the norms and standard.

11.2 17th November - Engagement with the community

The Ministry of Education and Human Resource Development organised a series of Public Regional Meetings under the theme: ‘Education in Seychelles - Way Forward’. Those meetings took place from the 17th November to the 5th December 2017 in five regions on Mahé, one on Praslin and one on La Digue, with the aim of obtaining the views of the different stakeholders in the quest to provide quality education to the citizens of Seychelles.

Format of the Meetings

All meetings started with an introduction by the Minister followed by presentations on the following:

- The new Governance Model to be implemented in 2018
- Changes in pathways at the level of S4/S5
- Trend in student’s performance
- Sharing of key stage results (P2/P4/P6 and S5)
- The Social Contract concept
- Plenary session (around one and half hours duration)
- Closure of meeting

Overall, the participation and interactions of the audience at the meetings was excellent with a high attendance rate at all meetings. The participants have expressed the wish to have frequent interactions with the officials of the Ministry. The noteworthy contributions made at those meetings are being given due consideration in the Ministry’s new Strategic Plan.

12.0 DECEMBER 2017

12.1 1st December - Changes in the Portfolio of the Principal Secretaries

As per the restructuring in Government in November 2017, the portfolio of the two departments in the Ministry changed to the Department for Early Childhood, Primary and Secondary Education headed by Dr. Odile Decomarmond and the Department for Tertiary Education and Human Resource Development headed by Dr. Linda Barallon.
12.0 MAJOR ACHIEVEMENTS FOR 2017

12.1 Teacher’s Scheme of Service

The Teacher’s Scheme of Service has been reviewed and a Marketable Skills Allowance has been introduced to become effective in July 2018. All qualified teachers are entitled to the Marketable Skills Allowance. There will be an adjustment to the Inducement Allowance of all uncertificated teachers and Teacher Assistants as an incentive in view that they will not be qualified for the marketable allowance. This is part of our continued commitment to recognize, reward and retain our teachers.

12.2 Schemes of Service for other cadres

In 2017, schemes of service for Wardens, General Assistants and drivers were approved. The scheme of service for Warden and General Assistants became effective in October 2017 and January 2018 respectively.

12.3 Performance Bonus

The implementation of the Teacher Appraisal Policy started in August 2014 with the first cycle for two consecutive years. Teachers who started the appraisal process in 2014 completed the first cycle in 2016 while those who started the appraisal process later completed their cycle in the first quarter of 2017. In October 2017, the performance bonus was paid to teachers who had scored 60% and above at the end of the two-year Teacher Appraisal Cycle. A total of 597 teachers from primary schools and 224 secondary school teachers benefited from the performance bonus as featured at annex 1 & 2. The performance allowance for teachers who scored a rating of 75% and above was calculated on a teacher's average base pay of SR10, 000. As for those who scored a rating below 75% were paid an allowance calculated on a pro-rata basis.

The Teacher Appraisal Policy makes provision for a first review after the first two appraisal cycles, i.e. after four (4) years (2019). However, in view of the concerns raised, and the assurance given in answering questions from the National Assembly on Teacher Appraisal, the Ministry will be conducting a review of the policy which will be implemented in 2019.

12.4 Governance and Management of Educational Institutions

In 2017, the following policy guidelines and procedures were reviewed and developed with regards to School Council:

- School Governance Framework
• Manual of procedures for financial autonomy
• Manual of procedures for administrative autonomy

Additionally, the delineation of responsibilities within the Governance Framework has been initiated. Work to empower the School Council members for them to become efficient especially in the line of school autonomy is on-going.

In order to consolidate the full operation of the newly-constituted Boards of tertiary non-university education and training institutions, policy guidelines, procedures and clear delineation of responsibilities have been developed. Training has also been conducted for Board Chairs, Directors and Office Managers. The accountability structures in terms of financial and administrative autonomy have been developed and are expected to become operational during 2018.

12.5 Curriculum Implementation

During the year 2017, a number of policy actions were implemented in line with the national curriculum to ensure that we strengthen the platform for the provision of quality education for all;

▪ English was introduced as a medium of instruction for mathematics as of Primary One, for a smoother transition from Key Stage 1 to Key Stage 2;

▪ New Cracking Maths textbooks, teaching and learning pupil's package including digital supporting materials have been procured for Crêche to Primary 6 in 2017.

▪ The end of S5 Application and Admission Process was revised to better cater for the emerging Tertiary Education landscape;

▪ The Ministry developed an anti-bullying policy at the level of educational institutions, in order to curb the instances of bullying in schools and ensure that students who are in need of specialised help are supported through the three behaviour intervention programmes in place;

▪ The Ministry published for the first time in the local press and the Ministry's website all the National, IGCSE and GCE A’ level examination results for transparency and accountability purposes.

▪ The Seychelles Business Studies Academy (SBSA) was awarded full accreditation status by the Seychelles Qualifications Authority (SQA).
12.6 Application and Admission Process

In line with the Ministry’s plan to devolve more responsibilities to the educational institutions, the Ministry has decentralized the formalities for admission to the School of Advanced Level Studies, Professional Centres and Centre of Excellence in ICT of UniSey. This process is led by a Coordinating Committee at the level of the Ministry with technical assistance from DICT. Secondary Schools are now working closely with the Professional Centres in order to communicate precise and timely information to parents. The appeal process also took place at the level of the Professional Centres. 963 were admitted to the Professional Centres in 2018 distributed in 8 Professional centres as follows: 79 students in the National Institute of Health and Social Studies (NIHSS), 99 in Seychelles Business Studies Academy (SBSA), 67 in Seychelles Institute of Art & Design (SIAD), 13 in Seychelles Institute of Agriculture & Horticulture (SIAH), 313 in Seychelles Institute of Technology (SIT), 42 in Seychelles Institute of Teacher Education (S.I.T.E), 119 in Seychelles Maritime Academy (SMA) and 231 in Seychelles Tourism Academy (STA).

13.0 Policy and Legislations

13.1 Cabinet Decisions

Our Ministry presented some key policy memoranda to Cabinet for approval in 2017. Cabinet of Ministers approved the following:

1. The proposal to increase the allowance for ‘A’ LEVEL graduates;

2. The proposal for the five best performers from Professional Centres to pursue Tertiary Education and Training or Internship locally or abroad;


5. The revised Government of Seychelles Scholarship Award Scheme;

6. The proposal to establish the Guy Morel Institute as a Corporate Body/Professional Centre

7. Approval to recruit Mauritian teachers for P4-P6 as a temporary measure to address Teacher shortages.

8. The proposal to amend the Education Act (2004).
9. The Education (Amendment) Bill 2017 was passed by the National Assembly in December of last year. The revised Act will provide a more modern, robust, harmonized and comprehensive legal framework for the further development of early childhood, primary and secondary education.


11. Approval to amendments of the Scholarship award Scheme to be drafted into law.

13.2 Assurances made in the National Assembly

The Ministry has done its best to implement the Assurances made in the National Assembly. Reports of actions implemented were duly sent to the Clerk of the Assembly. Ten assurances were made in line with Budget 2017. Six projects have been completed, work has started on 2 projects and is on-going and funding from external partners is awaited for the construction of the Seychelles Business Studies and Accounting Academy (SBSA) and the Seychelles Institute of Art and Design (SIAD).

14.0 Human Resource Management

The Ministry of Education and Human Resource Development represents almost one third of the public service. Being a very large ministry, poses a challenge for the ministry in terms of recruitment and retention of staff. In 2017, the ministry recruited a total of 55 expatriate teachers.

In 2017, the Ministry recruited 90 teachers locally of which 71 were female and 19 male teachers. A total of 11 female and 5 male (16) other workers were also recruited locally. The total number of staff recruited for the year 2017 stands at 161.

15.0 Infrastructure and Resource Planning

The physical environment of an educational institution is an important motivating factor for both students and staff. It is for this very reason that the government continues to invest heavily in terms of Infrastructure Projects for the Education System. In 2017, a number of projects have been implemented and some are still on-going. These include:

- The construction of Perseverance Secondary School which was completed late last year and operating as a regional secondary school;
The completion of the second phase of Cascade Primary School and the School of Advanced Level Studies;
Pre-construction work on La Rosiere Primary School and the Seychelles Institute of Agriculture and Horticulture;
Major renovation works were completed at Plaisance Secondary, Beau Vallon secondary, Belonie, Anse Boileau, Anse Royale and Pointe Larue.
Work on the Anse Boileau Crèche;
Maintenance and upgrading work on School laboratories in a number of secondary schools.
The Chinese government endorsed the SBSA and SIAD through the signing of an agreement by the Secretary of State for Foreign Affairs and the Chinese Ambassador in the last quarter of 2017.
Work on the bin shelters has been completed
Work has been completed on the security kiosks
Access road to Grand Anse Mahe Primary School completed
A block of 4 rooms has been built at English River Secondary School.
A block of 2 classrooms has been built at Grand Anse Praslin Primary School

In 2017 the Ministry spent around SR 150 million in capital expenditure which also included projects for infrastructure, IT, equipment for schools and furniture.

16.0 Teacher Education and training

16.1 Teacher Education

The Seychelles Institute of Teacher Education (S.I.T.E) plays a key role in improving the quality of teachers and in attracting and inducting new teachers in the profession. The emphasis on the enhancement of SITE is part of the Ministry's overall strategy to transform the education system.

A Teacher Education Task Force was commissioned in March last year, to provide the Ministry with strong evidence based implementable options for enhancing SITE’s capacity to attract, prepare and retain quality teachers to meet the needs of the system. The Ministry is paying particular attention to the implementation of recommendations of the Teacher Education Task Force and those made by an International Consultant for Teacher Training and Teacher Professional Development. The recommendations have been incorporated in the Education Medium Term Strategy 2018-2022 and S.I.T.E’s Strategic Plan.
16.2 Student Population at S.I.T.E

SITE student population is 107: 87 S.I.T.E Diploma (56 Primary + Early Childhood, 31 Secondary); 20 UniSey Programmes (9 ADE & 11 PGCE) 23 new students joined SITE in 2017 inclusive of 13 S5 school leavers.

16.3 SITE Graduates

From 2014 to July 2017, S.I.T.E has graduated: 25 teachers at Certificate level (in-service with over 20 years of experience) and 50 teachers at Diploma level.

The Seychelles Institute of Teacher Education (SITE) entered into partnership with the University of Seychelles (UniSey) through the signing of a Memorandum of Understanding in 2014, for S.I.T.E being the only teacher training institution in the country, to train students at Degree and Post Graduate and Advanced Diploma levels. S.I.T.E offered training to 14 Bachelor in Education students, seven students at Advanced Diploma and 4 students at Post Graduate Certificate in Education who graduated with UniSey.

16.4 Training of In-Service Teachers

15.4.1 Current Training of Supply Teacher

S.I.T.E is currently conducting face-to-face training with four groups of Supply Teachers. The 65 Supply Teachers are following the course Effective Classroom Management started training on Wednesday 25th October 2017. The 65 teachers will also follow the Blended Mode training as from Term 2 this year provided they meet one of the entry criteria. When they complete the course on Effective Classroom Management, it is expected that another group will be released to follow that same course face-to-face.

16.5 Blended Mode Training

Training of teachers is a priority for 2018. S.I.T.E will be offering award bearing qualifications to in-service teachers not holding a Diploma level qualification, with minimum disruption of teaching and learning through Blended Mode Training using the Massive Online Open Course in partnership with the Commonwealth of Learning (COL). Around 230 teachers registered for training in the third quarter of 2017. Training will start in the second quarter of 2018.

16.6 Overseas Training

In 2014, the Ministry signed a Memorandum of Understanding with the Ministry of Education of Botswana in the context of degree level training for teachers with the University of Botswana. Since 2012, 47 teachers have left for degree level training and as at the end of 2017,
9 teachers are still on training. In December 2017, there were 15 returning graduates from Botswana and they resumed teaching at the beginning of 2018.

In 2017, 54 Education Officers received international exposures at different forum such as conferences and workshops.

### 17.0 Challenges

The following challenges were persistent throughout the year:

- Shortage of teachers at the level of secondary schools mostly.
- Inadequate institutional capacity at the level of Infrastructure Resource Planning (IRP) which caused delay in project implementation.
- Poor behaviour of students in some secondary schools which affected teaching and learning.
- Under expenditure of the 2017 budget as a result of the low implementation of projects.
- Poor performance of students at the key stage examinations.
- It is important to note that the Ministry recruited three Kenyan with technical expertise during mid-year to work in the IRP Division.

### 18.0 Conclusion

There has been significant accomplishment in 2017 despite challenges. As a Ministry we have demonstrated a high level of commitment and team work in our daily operations. With the operationalisation of the new ministry’s Organisational Structure this year and the new MTS 2018-2022, we will take education to the next level of its development.

As a Ministry we acknowledge the fact there are many setbacks to overcome such as: the attainment level of our students; teacher recruitment and retention; proper implementation of policies; discipline in schools and training of teachers. Those have been incorporated as key priority areas in the new MTS.