

KAKUMIRO DISTRICT TEACHERS' CONFERENCE JANUARY 2023

REPUBLIC OF UGANDA



**PRIME MINISTER'S DELIVERY UNIT
(PMDU)**

Date: 3rd – 4th January 2023
Venue: Kakeeka Play Ground

Uganda
Vision 2040



IMPROVING THE QUALITY OF EDUCATION

OVERVIEW, CHALLENGES IN THE DISTRICT, RECOMMENDATIONS



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WHAT DO YOU TAKE FROM THE PHOTO BELOW?

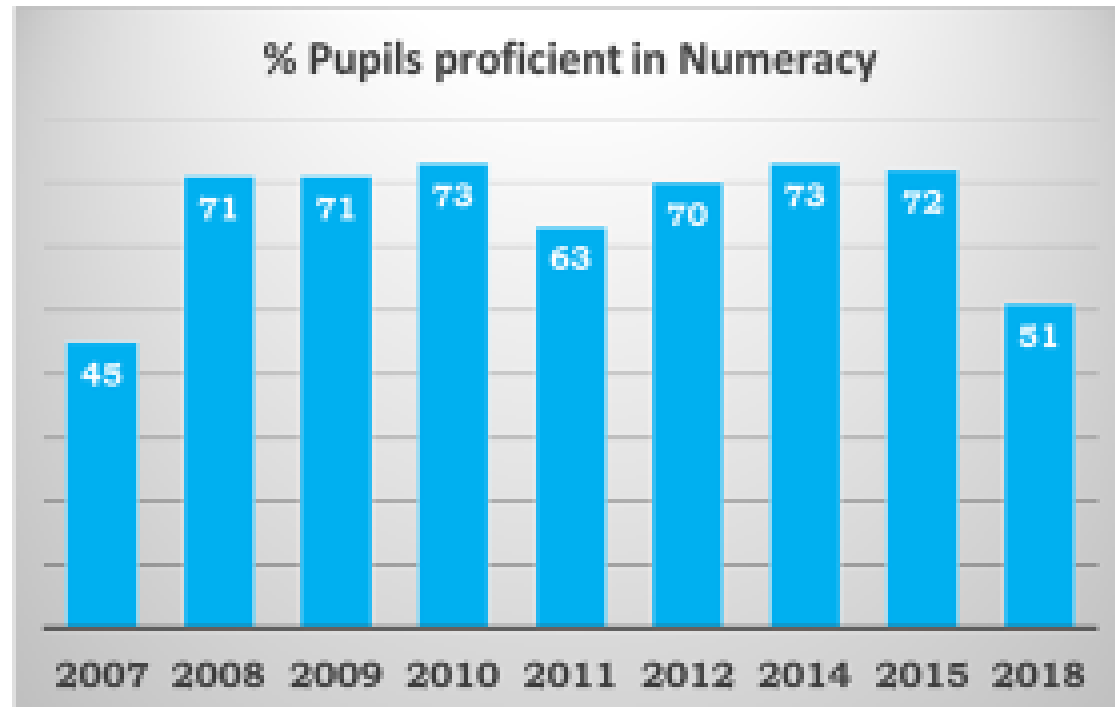


OVERVIEW

- 1. About 50% of UPE pupils still fail literacy after 6 years of school. Primary Education service delivery is poor.**
 - 2. Teacher absenteeism rate is estimated at over 25% for USE and 5% for UPE, implying an average teacher attendance rate of 85%.**
 - 3. School dropout rate is still very high.**
- ✓ There is need for humility at all levels. We need to learn how to improve service delivery.**

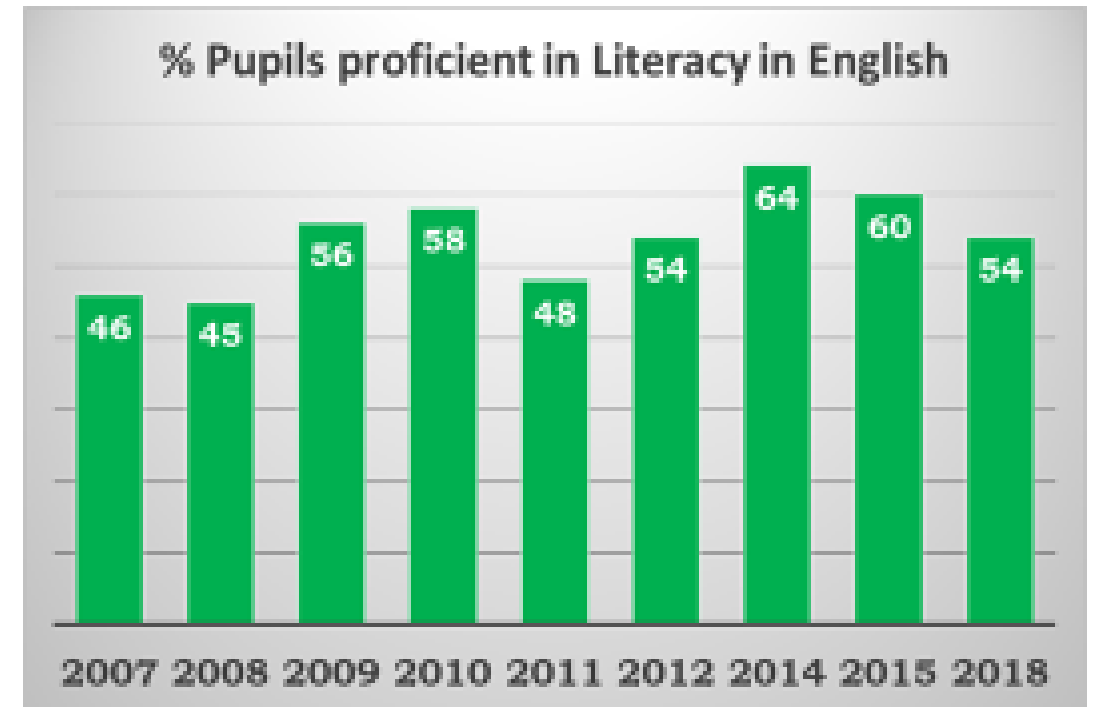
LITERACY AND NUMERACY PROFICIENCY HAVE REMAINED LOW OVER THE YEARS

Numeracy



Girls	43	68	70	72	61	68	71	71	46
Boys	46	75	73	74	65	71	74	73	56

Literacy



Girls	47	45	57	57	49	56	67	61	54
Boys	44	44	55	58	47	52	62	59	53

Source: NAPE 2018

SOME OF THE CHALLENGES WITHIN THE DISTRICT

Based on findings by the Prime Minister's Delivery Unit, Kakumiro District has the following challenges which need to be addressed immediately in order to save and improve its education quality:

- 1. Teachers acquire multiple loans from banks and other money lenders and as a result:**
 - a. Teachers' ATM cards are handed over to the lenders**

SOME OF THE CHALLENGES WITHIN THE DISTRICT

- b. Teachers feel they are working for nothing.**
- c. Teachers resort to boda boda riding, teaching in private schools, making/selling chapati.**
- d. Extorting money from parents for holiday coaching.**
- e. Victimising children who do not attend holiday coaching by making them repeat class even when they should have passed, for example**

SOME OF THE CHALLENGES WITHIN THE DISTRICT

in Nalweyo S. S. where a parent with four children fell a victim where two were not allowed to sit exams because they did not pay for them.

- f. Local leaders who should have helped in these situations are silent and have not done their work as expected.**
- g. The education department is alleged to have their own system of benefiting from these practices so they do not take necessary measures to discipline the culprits. Eg. Ikirwa P/S and Kihuna P/S.**

SOME OF THE CHALLENGES WITHIN THE DISTRICT

- 2. Defilement of pupils/students continues to be a major problem. Moreover;**
 - a. It is alleged that headteachers invite the defilers and affected parents and mediate negotiations. Headteachers are dealers in this criminal act!**

SOME OF THE CHALLENGES WITHIN THE DISTRICT

- 3. Charging school fees in UPE and USE schools**
 - a. It's alleged that headteachers are making children who cannot pay school fees to repeat classes when they shouldn't, for example in Kihuna P/S, out of 40 P.6 pupils only 20 were promoted because the rest had not paid money for coaching.**

SOME OF THE CHALLENGES WITHIN THE DISTRICT

- 4. School dropout rate is on the increase.**
 - a. It is accelerated by teacher absenteeism as pupils find no reason to go to school when teachers are not there.**
 - b. Children who cannot pay the illegal money asked at school end up dropping out.**
 - c. Lack of latrines leads to particularly girls dropping out of school**

SOME OF THE CHALLENGES WITHIN THE DISTRICT

- 5. In many schools latrines are either filled up or not enough.**
 - a. The policy of prioritising 50% of the SFG annual budget for WASH activities is properly streamlined at district level.**

SOME OF THE CHALLENGES WITHIN THE DISTRICT

- 7. Teachers are transferred from one school to another but not replaced. A case in point Mpasana P/S with only 8 teachers out of 16.**
 - a. The intention is to create a reason for hiring private teachers so that the school can charge parents money.**
 - b. The district officials, local leaders and SMCs are alleged to support this because they benefit from the money collected.**

SOME OF THE CHALLENGES WITHIN THE DISTRICT

- 8. Inadequate supervision and inspection of schools**
- 9. Overstay of headteachers and deputy headteachers e.g. Kihuna where the deputy has stayed for over 15 years.**

SOME OF THE CHALLENGES WITHIN THE DISTRICT

- 10. Presence of ghost teachers**
 - a. The dead continue to get salaries**
 - b. Teachers receive salary from different schools other than where they teach.**

RECOMMENDATIONS

Think, share and write

SOME OF THE RECOMMENDATIONS

- 1. Avoid multiple loans**
 - a. Encourage teachers to take on school-based rotational SACCOs (cash rounds).**
 - b. Discourage taking multiple loans**
 - c. Set priorities on basic needs rather than wants**

SOME OF THE RECOMMENDATIONS

2. Streamline teacher transfers

- a. Transfers should preferably be undertaken by a District Staffing Committee rather than an individual officer.**
- b. Staff should be given a specific period time for serving at a particular work station (school) i.e. maximum of five years.**
- c. Good performers should be rewarded and poor performers should be sanctioned.**
- d. Payroll cleaning.**

SOME OF THE RECOMMENDATIONS

- 3. Strengthening supervision and inspection of schools by all stakeholders**
 - a. Headteacher, SMCs/PTAs, LC1, Parish Chief.**
 - b. LCIII, GISO, Sub-county Chief.**
 - c. Inspectors, Education Officers, CAO**
 - d. LCV, RDC, DISO**
 - e. Area MP**

SOME OF THE RECOMMENDATIONS

4. Eradicate Ghost teachers

a. Payroll cleaning

b. Carry out regular human resource audits

5. Streamline stakeholder responsibility and accountability.

a. Organise district dialogues for all stakeholders to address the issues of responsibility and accountability

SOME OF THE RECOMMENDATIONS

- 6. Zero tolerance to defilement**
 - a. Headteachers should be educated on the dangers of handling criminals cases at school.**
 - b. Parents should desist from compromising the future of their children.**

SOME OF THE RECOMMENDATIONS

- 7. Stop charging school fees in UPE and USE schools**
 - a. Strictly follow the guidelines for managing UPE and USE schools.**

THE TEACHER ATTENDANCE MONITORING SYSTEM

1 The District Data Reporting System Data Flow Process



Data Validation Process

Real-time analysis

