

IMPROVING PUPILS' PERFORMANCE AT KASHANJURE PRIMARY SCHOOL IN SHEEMA DISTRICT

Progress Report

Activity 1. To visit the school and find out the gaps to be addressed

According to the plan, the first activity was to visit the school and to access the gaps to enable me design appropriate strategies.

On 11th August 2017, I had a meeting with both Management and the School Foundation Body. The members in attendance included;

1. The Head Mistress
2. Deputy Head Master
3. Chairman School Management Committee
4. Vice Chairman School Management Committee
5. The Ray Leader
6. Mary Katusiime

The Agenda

1. Opening Prayer
2. Introductions
3. Brief from Head Mistress
4. Discussion about challenges faced by the school
5. Way forward
6. Closing prayer

The following were the challenges that members felt if addressed would make a positive impact:

1. Low pupil's enrolment (the numbers are few)
2. Teachers commitment and morale are very low due to poor working environment and poor pay
3. The teachers that are willing to stay long are not skilled enough and others are not qualified
4. Parents are poor and cannot give any support to the school management
5. Lack of good infrastructure in terms of enough leave alone decent classrooms for the few numbers available
6. Staff turnover

Way forward

After a long discussion, we divided roles and responsibilities as follows;

- The Chairman School Management Committee together with his Vice were tasked to be in charge of marketing and to ensure that numbers increase.
- The Head Mistress was tasked to come up with a write up of what it entails to motivate her staff
- I offered to arrange for a benchmarking meeting with a school that is successful and for the team to pick the best practices

- Next meeting will take place on 26th December during the Christmas Holiday when all members are in the village for Christmas.



Kashanjure Primary School Classroom Block



Deputy Headmaster in his office



Pupils on the Assembly waiting for me to address them



Pupils listening to my Speech

Activity 2. To visit at least two good performing primary schools to benchmark on the best practices

My target is to visit at least two Primary Schools that have consistently performed well and understand the factors behind the excellent performance.

This activity is still in progress; I have an appointment with Kwagalakwe Day & Boarding Primary School Director in Seeta Mukono on 24th November 2017.

Will give the update after the meeting.

UPDATE AS AT 29th MARCH 2018

A lot of progress has been registered as at March 29, 2018. This is captured in summary as below;

From the way forward of the previous report as indicated above, the Chairman School Management Committee together with his Vice were tasked to be in charge of marketing and to ensure that pupils enrolment improves. The pupil's numbers are steadily increasing as per the records shown below in the snap shots from the Headmistresses office.

KASHANJURE P1 SCHOOL
ENROLMENT TERM I 2017.

CLASS	N	P.1	P.2	P.3	P.4	P.5	P.6	P.7	TOTAL
BOYS	20	10	4	9	6	3	4	10	46
GIRLS	14	15	8	5	9	7	7	7	58
TOTAL	34	25	12	14	15	10	11	17	104

P.1 — P.7 = 104
Nursery = 34
GRAND TOTAL 138

SCHOOL ENROLMENT
22-2-2018

SCHOOL ENROLMENT
as per 22-2-2018

CLASS	BOYS	GIRLS	TOTAL
P.7	04	11	15
P.6	05	04	09
P.5	06	08	14
P.4	08	07	15
P.3	06	10	16
P.2	08	16	24
P.1 ^A	13	17	30
P.1 ^B	22	17	39
TOTAL	72	84	156

Adhikari

• A bad attitude can literally block love, blessings and destiny from finding you. Don't be the reason you don't succeed

Remember, your **ATTITUDE** determines your **ALTITUDE!!!**

THEME: **CREATING AN ATMOSPHERE FOR EXCELLENT PERFORMANCE**

SCHOOL ENROLMENT

AS PER 9-3-2018

CLASS	M	F	TOTAL
Nursery	50	38	88
P-1	14	11	25
P-2	10	16	26
P-3	04	10	14
P-4	08	07	15
P-5	07	08	15
P-6	06	05	11
P-4	04	11	15
TOTAL	103	106	209

In my previous meeting with the Management Team, I convinced them that in order for the school to have good numbers in the primary section, the target should be having big numbers in the nursery section. This looked a big challenge given the fact that the school had in the previous years tried it and gracefully aborted. After a long debate the idea was positively taken up and implemented and hence the results as seen above. Our target is to have at least 150 pupils in the nursery section spread equally as 50 in Baby, 50 in Middle and 50 in top classes. This distribution shall in the short run create good numbers for the lower primary levels and upper primary in the long run.

Another challenge that was identified during the previous meeting was lack of good infrastructure in terms of enough and decent classrooms for the few numbers available. Below are the snap shots taken during my recent project visit with the INT Supervisor on 11th March 2018.





The environment as seen above is not conducive for learning. My burden is to turn the above image into the best Model School in Sheema District God being my helper. In August 2017 when I first visited the school, I was moved by the state in which the infrastructure was in. I shared the burden with my husband who advised me to arrange a meeting with the area MP Hon. Eliod Tumwesigye.

In September 2017, I had the meeting with him and shared my vision for the school. I tabled the challenge of the infrastructure and specifically the classrooms. He promised me that he was going to share with his colleagues in the Ministry of Education about the possibility of including the above school on those to be helped by the World Bank. In the same month we had another meeting with him (MP) and the Local Leaders plus the Management Team and he briefed us on how he had submitted a proposal to have Kashanjure Primary School be considered under World Bank project implemented by the Ministry of education. The process did not take long and we were informed that the proposal was approved and we were among the beneficiaries and later confirmed that the name of the school was on the list pending receipt of funds.

World Bank implementing team started construction of the classroom block together with staffroom and Head teacher's office in the first week of February 2018. Below is the work in progress as at 11th March 2018.





The construction project is planned to be completed by September 2018. This shall uplift the image of the school from Grass to Grace. I only glorify God for the miracle.

In order to continue improving the standard of the school, I decided to start on changing the appearance of the pupils that shall soon transit to a new classroom block. Below is a capture of donation of school uniform materials by myself to the school administration. My target is to start with the Nursery section and keep upgrading to the Primary section.





Finally, in December 2017, I visited Kwagalakwe Primary Boarding School in Mukono District to benchmark and learn the best practices. One of the major challenges that my project aims at solving is poor academic performance. The performance trends for the last four years are as shown below;

YEAR	DIV 1	DIV 2	DIV 3	DIV 4	U	X	TOTAL
2014	—	02	04	01	08	—	15
2015	—	02	03	06	03	01	15
2016	—	01	04	04	03	02	14
2017	—	04	—	05	05	02	16
2018							
2019							

Kwagalakwe Primary and Boarding school is one of the best private schools that has had a record of excellent performance over the years.

I established the reasons for that success as follows;

- The Director is very committed and invests most of his time supervising both teachers and pupils
- The teachers are well motivated with not only good pay but with other add on such as accommodation, free medical, lunch & break tea.
- Teachers are given bonuses according to the Distinctions scored by the pupils at PLE. Each distinction one goes with UGX 100,000.
- The environment is very conducive for learning
- Study materials are available both in class and library
- The Director attracts the best teachers and he even poaches from them from wherever they are and gives them better terms to entice them move.
- Parents are capable of supporting the school in many other ways other than paying school fees.
- The school is in the town set up and so pupils enjoy the benefits of urbanisation.

After the visit, I shared the best practices with the current Head teacher of Kanshanjure Primary school and we agreed to meet during the Easter break to draw the action plan.