



Bethany Pre and Primary School, P.O. Box 363, Busega District, Simiyu Region, Tanzania. East Africa
 School registration: **E.16950**

HEADTEACHER'S REPORT MARCH 2021

We give thanks to God for the gift of life and all the achievements in our first school term. It is such a privilege to be the Headteacher at the Bethany school and have the opportunity to continue serving the vision and deliver the best education to all our children. The re-opening of school has gone well and procedures appear to be working well. The children are enjoying being back in school and staff have worked incredibly hard to keep things as normal as possible and provide a full curriculum.

1. PUPIL ADMISSION

CURRENT NUMBER ON ROLL

CLASS	B.C	S.T	B.T	REC	I	II	III	IV	V	VI	VII	TOTAL
BB	7	2	2	-	1	2	9	4	4	4	5	40
BG	8	1	8	7	9	5	8	7	12	5	4	72
TOTAL	15	3	10	7	10	7	17	10	16	9	9	112
VB	1	8	14	11	8	8	5	3	4	5	4	70
VG	7	19	8	12	14	13	15	9	11	10	6	122
TOTAL	8	26	22	23	22	20	20	12	14	15	10	192
GT	23	30	32	30	31	28	37	23	31	24	19	307

2. STAFFING

Our staffing structure is as follows:

1. 12 teaching staff, 8 qualified teachers, 4 non qualified
2. 3 senior TAs
3. 3 non-teaching staff, this includes school secretary, cleaner and maintenance.
4. 4 staff on a 3 months probation period, 1 qualified teacher and 3 TAs (1 has a certificate in Early years and 2 are form four leavers).

Generally all teachers are working very hard; however we still have a problem on time management and reliability at work, too much sick leave. Teachers taking several sick days have been a big challenge this term. Sometimes we find ourselves short of staff and so some classes go without some teaching. I have used my meetings to explain how important it is for them to be at work and clarify that reliability is an implied part of their employment contract. I have even sat with



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several teachers and tell them that their job might be in jeopardy if the behaviour unreasonably continues.

We had a visit from the NNSF people, they came to talk to us about the importance of nssf and all the benefits available for all its members, and for example health insurance and maternity leave benefits. It was a very productive visit, teachers got the opportunity to ask some questions and everyone now understands what Nssf is all about.

3. PUPIL PROGRESS AND ACHIEVEMENT

All teachers have completed pupil progress reports and have identified any children they do not feel are 'where they should be'. The picture across school is good and the children identified are largely the ones with special needs. There is a slight increase of children with special needs, unfortunately we do not have adequate resources to cater for their needs, however we are using what is available to create a positive learning environment for them. Support programmes have been identified and TAs are managing these for their class that they work with. Staff report to me that progress since the children returned to school has been good. I have attached some examination results for you to see. Adding on that I have also attached some class teachers' reports, they outline the progress of the children in their classes. Generally our children are making such a good progress. Below are our school targets to improve the quality of learning and teaching (which I previously shared with you):

- 1. To create an enthusiasm, desire for excellence and love for learning.**
- 2. Ensure that the teaching of Mathematics is of a good standard.**
- 3. To reduce/prevent pupil absenteeism.**
- 4. Set challenging targets for pupils in all subjects.**
- 5. Ensure that the teaching of reading and writing is of a good standard.**
- 6. Teachers to be aware of the abilities of pupils in their class**
- 7. Challenging the higher achievers (differentiation).**
- 8. Encouraging children to self-assess and peer assess where appropriate.**
- 9. Show creativity in teaching and learning process.**
- 10. Pupils to be actively involved in the learning process.**
- 11. English to be used at all times.**



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Number 2 and 5 are our main focus in our school next term. I did book scrutiny, and noticed that some pupils in KS1 need extra help in improving their reading and writing skills. Mathematics continues to be a challenge (this can also be seen in the exam results); however we have introduced mental maths activities across school to really help raise the standard of mathematics. Teachers are adapting different ways of teaching maths which is helping a lot. We provide individual weekly reading books to all our pupils to read whilst at home, however this has not turned out as we thought it would, village parents are not supporting us on this, they are supposed to help their children read whilst at home, but only few parents do this, a lot of children do not even bring the books back to school. Therefore I am thinking of introducing a book club, maybe during weekends, so we can motivate children to love reading which will really help them in their studies.

4. PROJECTS (new, old and ongoing)

Our new staff toilet is complete and ready to use. Teachers are very happy about it and are grateful too. The work on our two new classrooms has started. Everyone at school is so excited and looking forward to using the two new classrooms. We also continue to do some maintenance on our buildings and all our school resources. We understand and appreciate the importance of good maintenance.

5. SUGGESTIONS

We are kindly asking you to consider funding the following:

1. Beds in the female teachers' house. Currently we have three beds; however we need 5 more beds. These will be used by our single female teachers, currently it has been very difficult to accommodate our single female teachers who come outside our village, rooms are available but no beds. Therefore I am kindly asking if you can consider funding this so we can create a very positive working environment for our female staff.

It is such a privilege to be part of the Bethany vision, despite all the ups and downs I am thankful to God that Bethany is still as solid as ever and everything is in good hands. We are grateful to all our supporters for their continuous support; we cannot do all these without the love and support we receive from you. May God continue to bless you.

Every blessing

Emmakulatha Robert