Minister Abraham Iyambo addressing stakeholders in education. He is flanked by his Deputy, Dr. David Namwandi, and, Khomas Governor; Samuel Nyuwaya. Photo by Anna Nakambale.

A task is to identify schools that have persistently underperformed for the last five years and provide assistance to principals and teachers. Leadership of schools by school principals is incredibly important. Ministry Management must set up a team to oversee an improvement Plan with clear targets at all the schools that have been persistently underperforming.

Such a team should visit schools in order to analyze quarterly results and recommend immediate remedial actions. Each region must have regional committees focusing on their regions’ results.

Before examination periods, learners must be afforded an opportunity to at least exclusively revise for three weeks including previous examination papers. The team should be closely supervised by teachers and learners should not be left on their own. I call for the participation, guidance and support of God-fearing community leaders and whole communities.

Need of building of a wining team

Our responsibility at the Ministry is heavy and noble. It demands common and clear thinking, innate creative instinct and profound concentration.

Our eyes must be fixed on the first to knock off before time.

There is too much hatred, infighting, backbiting and concentration on trivialities. Let us be great minds, with great passion, eager eyes and a shared dream.

Let us not waste our much needed energy and time on petty politics, but let us spend that energy and time in worthwhile plans to improve education in our schools and work place.

Values, impact of civil servants on education, role of supervisors

It bothers me, to see civil servants undermining each other. I see civil servants who addictively arrive late and are the first to knock off before time. Late coming and absenteeism should not be tolerated.

Let us bring the best out of each other. Let us not sabotage the excitement of others. So much richness, wealth, energy is buried within each and every one of us. Supervisors, effectively delegate authority, but remain accountable, do not abdicate your responsibilities.

I invite you to do things smarter, wisely, with humility but firm, fast and simple. Enjoy what you do! Let us be kind to each other. I believe in our collective energy and ability to deliver.

Spray that your focus, energy, will, seriousness, vitality and drive be at the same wavelength as mine. There are colleagues who cannot work under pressure to meet deadlines. If I fast, please pace yourself to catch up.

I want to see a different and complete mindset, a behavioral shift. I am fired up! Arrogance and anger are diseases. Kindness is the golden bond. Great each other with a smile! Let us foster a spirit of collegiality and camaraderie!

Supervisors, please remember that all employees must be listened to, respected and inspired. Treat them equally with courtesy and decency! Do not divide into favorites and the not favorites. Education ought to prepare us to appreciate that our gifts are to add to the common good.

Let us vow in one voice and say: focus, belief, tenacity and perseverance to the Head Office.

Attend to office duty and prioritization

Civil servants at the Ministry must spend more quality time at their duties stations, working and not just idling.

I have directed that foreign travel be stopped. Some of these trips are a waste, a disturbance and unnecessary. Let us prioritize.

Your offices and your duties need you. Some colleagues have their priorities upside down. Get your priorities right!

This year I will need you all to work with me and the Deputy Ministry. We travel out of the country when it is really essential.

Feedback on delegated tasks, urgency, prioritization and bureaucracy

Feedback mechanisms at the Ministry are annoyingly ineffective. We believe too much in the niceties of the echelon of power. You give work to be done and you are told, the work is finished but it first go to who and whom. At these times people have not even any value to add, just cosmetic process and a waste of time.

I have noticed that ethos of swift action, urgency, efficacy and prioritization are not respected. People take their time. Bureaucracy is a deterrent of progress par excellence at this Ministry.

Procurement of goods and services is done at leisure and at a frustrating tortoise pace at our Ministry. This cannot be allowed to continue. We must beef up Division of Procurement.

I demand that the recruitment processes be transparent.

Civil servants impact and their connection to classroom level

Civil servants, your performance has a direct impact on what is happening in a classroom. Your actions have a domino effect. Your actions must be relevant and answer what is happening in a classroom.

Anything short of this is a waste of your time and resources and a betrayal of trust reposed upon you. I visit schools and I am told: “Minister, I forwarded this or that to the Head Office but no response, it has taken too long”.

I have received same complaints of no feedback from our Development parents in the country. Offers are made by development partners abroad, but no response from Head Office.

May I send out a stern warning to all at the Head Office. From here, attend to issues immediately as they reach your table.

Coordination between Departments and Directorates, imperative of judicious planning

We have much research data and technical reports at our disposal, but we do not make use of them. It is a pity that our data base systems are not harmonized.

We should not operate as we are running homeless. I want to see a different cluttered and not just idling.

Coordination between Departments and Directorates do not have healthy coordination amongst themselves.

They are detached. It is unfair and unpleasant. This is disorganised management. Let us work together!

Strengthen the Planning Division

This will mean moving of heads that have no direct role, and that to the Head Office but none from Head Office. I have told: “Minister, our business is education. If you have beef up that Division of Planning and Training, I will give it the last five years and provide assistance to principals and teachers. Leadership of schools by school principals is incredibly important. Ministry Management must set up a team to oversee an improvement Plan with clear targets at all the schools that have been persistently underperforming.

We will be budgeting for the building of more than 1000 classrooms for the 2011/2012 financial year. Availability of teaching materials, laboratories and libraries are sin qua non to the provision of quality education. Let each learner get a textbook.

We recently bought about a million books at a cost of N$70million. MCA procured 700 000 text books at a value of N$35million for Mathematic, Science and English.

Let us look after the mark-

Let us be the most efficient and the most effective coordination.

Civil servants who communicate and forward thinking, professionals who communicate and train! Period! Let us be a united and formidable force.

I pray that your focus, energy, will, seriousness, vitality and drive be at the same wavelength as mine. There are colleagues who cannot work under pressure to meet deadlines. If I fast, please pace yourself to catch up.

I want to see a different and complete mindset, a behavioral shift. I am fired up! Arrogance and anger are diseases. Kindness is the golden bond. Great each other with a smile! Let us foster a spirit of collegiality and camaraderie!

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